

Spring 2018

THE COMMISSIONER

A PUBLICATION FOR COMMISSIONERS AND PROFESSIONALS



www.scouting.org/commissioners

A Time of ~~Change~~ Growth

By Charles Dahlquist

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it's the only thing that ever has."

—Margaret Mead

For the commissioner corps of the BSA, May and June of each year are a time of change and a time of recommitment, as we say "thanks and farewell" to many commissioners who have finished their terms of service and "welcome" to others who fill those positions in commissioner service. At the National Annual Meeting this year, we bid farewell and expressed our heartfelt thanks to Tim Acree of Nashville, who has served for many years as the training chair of our National Commissioner Support Staff. Tim has served with energy and vision in that position for more than a decade and during that time has directed the development of standardized training for Colleges of Commissioner Science, chaired teams of commissioners who have developed online commissioner training, and much, much more. Well done, Tim, and thanks for your devoted service.

We are honored and pleased to welcome Ellie Morrison as the 11th national commissioner of the Boy Scouts of America. I can only say, "You're gonna love Ellie, if you don't know her already." This self-proclaimed "little housewife from Waco, Texas" is a dynamo, a Scouting visionary, and an experienced Scouter with decades of service at all levels of Scouting. Most recently, Ellie has served with distinction as the chair of the National Commissioner Support Staff, in addition to having made a profound impact in the development of the new member coordinator, in other membership-related responsibilities, and as a member of the task force that has developed family Scouting, which rolls out this year and next. Congratulations, Ellie.



Charles W. Dahlquist II

In the same breath, we are pleased to welcome Larry Chase, an outstanding commissioner from the Atlanta Area Council, as the new chair of the National Commissioner Support Staff. Larry has served for many, many years as a commissioner at various levels of the BSA and will provide direction and vision to the continued work of commissioner service. Welcome, Larry!

During these past two years, I have been honored to work side by side with some of the best Scouters and commissioners of the century—at all levels of Scouting. Our National Commissioner Support Staff is excellent and so dedicated to supporting commissioner service at the council, district, and unit levels. I can't say enough good about the strength and service of our four regional commissioners—Ken King, Bill Talley, Kandra Dickerson, and Del Bishop. They are superb and have become close personal friends. And nearly every weekend (and often during the week), I have had the blessing of serving with many of you who are council commissioners, district commissioners, area commissioners, roundtable commissioners, unit commissioners, members of Key 3s, and other wonderful, devoted Scouting leaders who give your all to strengthen the rising generation by giving your time and efforts as you serve as role models for our youth. Tom Brokaw was once quoted as saying: "In this country, it's easy to make a buck, but it's tough to make a difference." Thanks for making such a profound difference in the lives of so many of our youth, in so many places, in so many ways.



BOY SCOUTS OF AMERICA®

Prepared. For Life.®

As I think about the opportunity I have had to serve with each of you, I feel greatly blessed and echo the words of an anonymous poet:

*There's a comforting thought at the close of the day,
When I'm weary and lonely and sad,
That sort of grips hold of my crusty old heart
And bids it be merry and glad.
It gets in my soul and it drives out the blues,
And finally thrills through and through.
It is just a sweet memory that chants the refrain:
"I'm glad I touch shoulders with you!"*

*Did you know you were brave, did you know you were strong?
Did you know there was one leaning hard?
Did you know that I waited and listened and prayed,
And was cheered by your simplest word?
Did you know that I longed for that smile on your face,
For the sound of your voice ringing true?
Did you know I grew stronger and better because
I had merely touched shoulders with you?*

*I am glad that I live, that I battle and strive
For the place that I know I must fill;
I am thankful for sorrows, I'll meet with a grin
What fortune may send, good or ill.
I may not have wealth, I may not be great,
But I know I shall always be true,
For I have in my life that courage you gave
When once I rubbed shoulders with you.*

And so in the immortal words of comedian Bob Hope, I merely say, "Thanks for the memories," and bless you as you continue your service. May God bless each of you as you carry on the work—started more than 100 years ago by Lord Baden-Powell—of building character in the rising generation as we prepare them for life. And may God bless the Boy Scouts of America and the youth of this great country.



Charles Dahlquist Named Distinguished Commissioner

At the National Annual Meeting in May, Charles Dahlquist received the Distinguished Commissioner Award. It was long overdue.

Charles has served as national commissioner for the last two years. His consistent cheerful attitude, wise counsel, and focus on individuals have marked his service. He has lightened the load of many, encouraged thousands of us to pursue excellence in service to others, and traveled untold numbers of miles to be with us at Colleges of Commissioner Science and other gatherings of Scouts and Scouters. A Distinguished Commissioner indeed.

Charles has taken a new position as special advisor to the BSA's new chairman, Jim Turley. While he has left commissioner service, he will always be our Distinguished Commissioner.



Charles W. Dahlquist II



National Commissioner's Minute

Stepping into the role of national commissioner is an honor and a humbling experience. I follow in the footsteps of many outstanding national commissioners who are real Scouting heroes I have long admired. I am overwhelmed to have been asked to serve Scouting in this manner. But I love this organization and I believe in the impact Scouting has on kids and their families. And I promise you I'll do my best to ensure a great Scouting experience for every member.

The vision that I'll use in this position is to ensure that every member of the BSA has a great Scouting experience. That's really commissioner service in a nutshell—ensuring each Scout receives the great experience that our program, membership, advancement, and other areas of service create. I want you to join me in working to have an adequate number of commissioners who are motivated to serve their units and work in collaboration with their district committees in the best interest of units and individual members.

We'll be working together this next year—all of us. And so, I thank you in advance for your service. I also seek your input. You have my email address and I look forward to hearing from you. Sometimes I'll answer you directly and other times I'll ask another member of the team to do that. The point is, we are all in this together, ensuring that great Scouting experience for kids and their families.

Thank you for this opportunity to serve.



Ellie Morrison
National Commissioner
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Ready? Get Set, Go!

By Ellie Morrison

Ever since the official sign-up dates were announced for girls joining Scouting, I've been thinking about the thousands of families that look like mine on Scout Sunday. My husband and I, and my son, daughter-in-law, and grandson are all in uniform. And then there is my granddaughter, Meg. She's been tagging along to countless den meetings, pack meetings, and family campouts since she was 4. She's even been to the Philmont Training Center. And she can't wait to register and do Scouting "for real."

There are thousands of girls just like her who have stood on the sidelines and watched their brothers participate. And there are thousands of girls like our next-door neighbor, who sits on the front porch watching as the patrol leaders' council lashes a catapult together, wishing she could be part of the action.

And I wonder: Are we, as commissioners, ready for those registration dates? We can't let these girls, their brothers, and their parents down. Are we **READY?**

It's time to **GET SET**. It's time for us to check in with council and district membership teams. Are they using the *Unit Performance Guide*? How many new units will be started? How many new-unit commissioners will we need to support those new units? Do they know which of the packs and chartered organizations we work with want to open their packs to girl dens? Or which chartered organizations want to have packs for girls only? And does the district know how many chartered organizations will want to offer a troop for those older girls?

GO! Now is the time to get those questions answered. Talk to the chartered organization representatives and leadership of your units. Set a meeting with the membership chair and the district executive, and urge them to use the *Unit Performance Guide*. Find out how many new units they intend to start. Recruit and train new commissioners to take on established units so that experienced commissioners can support new units. Where there's a need, help the district executive and new-unit organizer begin the process of starting a new unit with a new-unit commissioner. Details to help you with these challenges are in this newsletter.

These things take time. Lead the target. Be Prepared.

Ready? Get Set. GO!



A Salute to Tim Acree

Tim Acree is the longest-serving member of the National Commissioner Support Staff. He was there at its inception 10 years ago. He began as the resource chair, and his first projects were to create printable certificates and to update the Commissioners website. (The certificates we use today were done by Larry when he updated awards.) It was the first of many changes that Tim would bring to us during his service.

Tim is best known for his work in training. Ten years ago, specific training for council commissioners didn't exist. College of Commissioner Science courses were inconsistent and out of date. There was no training for those councils wanting to put on a college for the first time. Opportunities for commissioner training at Philmont were few. There was no training for commissioners at Sea Base, and the Summit didn't even exist. Training for professionals and commissioners had different content and different messages. And all training was done face-to-face.

Today all of that has changed. We have training not only for council commissioners but also for area and regional commissioners. College of Commissioner Science courses have been reworked twice with the latest update completed just this month. Training for college deans was created and conducted at Philmont for several years, then over a weekend at the BSA's Scouting U, and this August will begin a regional location rotation. Courses are offered at Philmont in June and August, with an overview course presented at Sea Base in January and two courses at the Summit this summer. Training content for professionals and commissioners is consistent. A great number of courses are offered online with volunteer commissioners doing the creative and much of the execution processes, working hand in hand with BSA professionals.

All of that—and more—has been accomplished under Tim's leadership.

We in commissioner service owe a huge debt of gratitude to Tim Acree. His dedicated service to the commissioner corps shines through all of these projects. Each of us—every time we put on a uniform to go visit a unit—is more equipped and more prepared than ever before.

Tim is leaving commissioner service. He isn't going far—Scouting U has claimed him for a project—but we will miss him. His unfailingly positive outlook, kind approach to everyone he meets, and persistent search for excellence have made a huge difference in commissioner service.

“Thank you” just doesn't seem enough.



Commissioner Service and Family Scouting

All across the country we hear questions like, “What changes will commissioners need to make with family Scouting?” The answer is there are no changes anticipated for commissioners with the onset of family Scouting.

But that does not mean there will be no impact. In fact, between now and this fall for Cub Scouts and February 1, 2019, for Scouts, commissioners could—and should—be very busy.

So, what should we be doing?

First and foremost is for district commissioners to meet with district membership teams and the district executive. Commissioner service and membership are so closely aligned that it is easy to duplicate efforts. It is important to work together to avoid that. The important things for both commissioners and district membership teams to focus on right now are a commitment to using the *Unit Performance Guide* and learning which existing packs want to welcome girls and which chartered organizations want to establish new packs and troops to serve girls in the community. Unit commissioners may already have some of that information or are in a good position to gather it easily.

Once the number of needed new units has been determined, the district commissioner will need to assess the commissioner corps, including recruiting and training new commissioners, and reassign as necessary to be able to support the new units. That support begins in the first stages of unit development as indicated in the *Unit Performance Guide*. If the trend holds true from what we have seen in the early adopter program, many of these new families will not have a background in Scouting, making the presence of the unit commissioners who will follow these units through their first two charter renewal cycles more important than ever.

It will be important for this new-unit development process to begin now. Early decisions regarding new unit leadership (den leaders, Scoutmasters, new member coordinators) will provide those leaders the opportunity to take the necessary training for their position over the summer and, for troop leaders, the fall. It will allow time for troop leaders to begin to observe existing troops in action to get a real feel for the cultural differences between packs and troops. This will help everyone feel more comfortable and prepared to serve.

This is an exciting time to be a commissioner. We have an unprecedented number of opportunities to serve. Are we ready? It's time to get set and **GO!**



Glue and Grease

First of all, thank you for being commissioners. Thank you for every time you put on that uniform—or not, in the case of Explorers—and go to a meeting or make a visit. I believe that commissioner service is one of the most important roles in Scouting. No other youth-serving organization that I know of has that. No other organization provides that assistance and encouragement to unit leaders. You make the difference in the quality of experience that our youth receive.

Commissioner service is all about relationships: our relationships with unit leaders, our relationships with other members of the district committee and particularly the membership committee. We are the glue and the grease of Scouting. We are the GLUE that holds everything together and the GREASE that effects change.

Unit visits—especially the collaborative detailed assessment visit—are the basis of the GLUE.

First, let me address some changes for the detailed assessment in Journey to Excellence for 2018. It is important to know that the detailed assessment is the very same assessment that you do in the membership validation process. On the validation form, it is called a unit health assessment, and in Commissioner Tools, it is listed as a detailed assessment. We are working to get that nomenclature to match, but they are the same form. In some cases, volunteers do the health assessment for the membership validation; in other cases, it is professionals. BOTH professionals and volunteers can enter the information into Commissioner Tools where it counts toward the JTE scoring.

In 2018, the regular unit visits that you log into Commissioner Tools won't register on the dials until a detailed assessment is put into Commissioner Tools. The regular visits will be captured and held; they just won't show up until the detailed assessment is put into Tools. So here's what to do: When you go through the membership validation process, just go ahead and enter the information in Tools as well. That way you have the information at the beginning of the year to be able to make your Unit Service Plan and all your regular visits show up. Easy, peasy.

The other facet of gluing Scouting together is unit charter renewal. There has been a council policy change that will impact that. Everyone listed on a unit charter renewal must be current in Youth Protection training. If not, they will be removed from the charter. That will come as a surprise to many of our units. My troop has been doing this for years, so I can speak from experience that this is harder to accomplish than you think—no one wants to sit down and do YPT during the holiday season. So let me suggest that you begin talking about this with your unit leadership now.

I mentioned earlier that we are both the glue and the grease. We have gone through a lot of changes in Scouting in the last several years and likely will see some more in the near future. And that's to be expected; as society changes, Scouting adapts to serve the community while keeping our values intact. Values don't change; policies and programs do.

A new unit position has been created for Scouting that I believe will be of huge benefit to commissioners. It is called the new member coordinator. It was developed by and for millennials, who make up a large number of parents of kids in the program. It reminds me of commissioner service within the unit. The

role of the new member coordinator is to share the benefits of Scouting and assist with unit recruitment efforts but most importantly to form relationships with new members and their families, welcoming them to the unit and helping them get involved and engaged in the unit.

Many times when new kids join a unit or cross over into another type of unit, they are confused and overwhelmed—and many just quit Scouting. You've seen it—a pack will have a great rally or a troop has a big crossover and you breathe a sigh of relief because you think there will be no problem with charter renewal and there will be a larger pool of adults to provide leadership. And then a couple of months later, you look around and they just aren't there. The role of the new member coordinator team is to keep track of those families, answer questions, support and assist them, and make the joining process go smoothly. There is a lot of information and training regarding that position at <https://scoutingwire.org/marketing-and-membership-hub/councils/new-member-coordinator/>.

The benefit for a unit commissioner is that the new member coordinator will know all the families in that unit as well as the needs of the unit and, best of all, does not have any specific duties during a unit meeting. They will have time to visit with the unit commissioner and are in a unique position to help families.

Commissioner service acts as the glue for Scouting when we support units with visits and link unit needs to district resources through a Unit Service Plan. And we are acting as grease when we guide units and other Scouters through the changes that occur in Scouting.

So I have a challenge for you—we need more people in commissioner service and we need new member coordinator teams within units to work toward the same goals we are pursuing. This is the challenge:

1. If you successfully recruit, register, and get trained one person new to commissioner service and have them log in one visit in Commissioner Tools,
2. AND if you successfully encourage a unit to recruit, register, and get trained at least one new member coordinator, you are eligible for the “Glue and Grease” patch.

Email Ellie Morrison at esmorrison@sbcglobal.net the names of those individuals and your snail mail address. After checking the records, we'll send you a patch.

Only one person has earned the patch so far—will you be next?



Looking Forward

“Ensure that every member of the BSA has a great Scouting experience.”

National commissioner service chair + National Commissioner Support Staff = service **and** support

I support our national commissioner’s vision. Working collaboratively, your support staff will provide you with contemporary tools and techniques that enable all of us to work together to fulfill that vision.

This is a position I never sought and certainly never expected. Like most of you, my Scouting trail as an adult began in a unit with our sons; I was reluctant to leave the place where I knew I could have a direct impact on the youth Scouting serves. Unit service came much further along the trail, and there I found a new place to have an impact on youth. As commissioners, working to “ensure that every member of the BSA has a great Scouting experience,” we can leverage our individual effort and enable our units to better serve more youth through Scouting.

We have much to do. Your support staff is ready to help. Most of them you know, but there are some new members.

Kevin Baker has been preparing to lead our efforts to continually recruit new commissioners and retain units. He is now taking ownership of that role. Those of you who were able to attend our National Annual Meeting saw his potential firsthand in our Let’s Be Ready Spark Session; those of you who will be attending our national commissioner conferences this year will benefit from his work to help prepare us to build better, stronger relationships with the unit leaders we serve.

Under Tim Acree’s leadership, we’ve experienced the potential effective training has to improve unit service. Over the last year I’ve learned the full scope of those responsibilities and the power of effective *training, learning, and development*. We must continue the transition in leadership of that role without interruption.



John Cherry

John Cherry will join the team as commissioner development chair. He has been a Scout leader for more than 20 years, serving in a variety of unit, district, council, regional, and national roles. His service started at the unit level in the Atlanta Area Council and included extended tenure as the Scoutmaster of a large troop. He has more than 10 years of unit service experience as an assistant council commissioner, serving in

roles related to recruitment, retention, and membership, and as a service area commissioner. He also served on the team that completely revised all commissioner awards and recognitions.

He has developed extensive training and development expertise through leading unit, district, and council training events. A former Wood Badge course director, John has staffed and/or served as director of several regional Wood Badge course director conferences and currently serves on the National Centennial Wood Badge Update Task Force.



Larry Chase
National Commissioner Service Chair
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John’s service in regional and national roles has enabled him to develop relationships with key volunteers and professional staff affiliated with various elements of training and development. His commitment to Scouting, his experience, and those relationships will enable him to continue our transition from Tim Acree’s outstanding leadership of commissioner training and extend our efforts to develop commissioners to enable us to serve our units and the entire family through Scouting.

I thank you for all that you do to help our units better serve more youth through Scouting. I am thankful for the opportunity to continue this journey and grateful that we will be together each step of the way.

We’re ready; we’re set; **let’s GO!**

On the uptrail ...



Calling All Commissioners

“Diversity” refers to difference: different elements such as culture, generation, faith, and other elements of a community. “Inclusion,” enabling people to feel welcome, has to do with our role as commissioners. It comes from the word “include,” which means to have as a part, element, or member. Diversity may now include girl dens as well as boy dens in Cub Scouting, with the permission of the institution head.

Girls? My challenge to you is, why not? For the last half-dozen years, we have been taking granddaughters to Philmont. They, much to our surprise, have LOVED it! They keep telling us what they are planning to do at Philmont for the next year. Why am I mentioning them? Because they would like nothing more than to be able to join Scouting—uniform and all. They want to be part of a successful organization just as much as the boys do. It is that “inclusion” part. Our goal as commissioners is to help unit leaders create more diverse and inclusive units, which will be much stronger, offer a better experience for young people, and ultimately provide better future leaders for our country.

Why do I mention this? Because this is not going to happen until they are accepted, and the way to make that happen is for chartered organizations to say, “Yes!” How are you going to know what they think? Learn what the plan is for that unit. Are they interested in serving the entire family through Scouting? Does their chartered organization support their decision? Make sure the district Key 3 knows. Do it now because, as with anything that turns out good, you must make plans. How many times have you heard that failing to plan means you are planning to fail? Let’s work together to make sure every commissioner has that plan in mind.

Not sure about the great point of having more Scouts? Remember our goal: All-inclusive and diverse makes for a stronger and BETTER unit. Were you even aware that there is training for you? Come to [Diversity and Inclusion for Commissioners](#) at Philmont June 10–16.

Someone’s daughter or granddaughter will thank you!



Colleen Chapman
National Commissioner Service
Diversity and Inclusion Chair
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Starting New Units Using the Unit Performance Guide

We cannot stress it enough: **Use the Unit Performance Guide to start new units.** With the introduction of family Scouting in the BSA, we will now have many more opportunities to start new units. Whether it is all-girl packs in 2018 or all-girl troops in 2019, the methodology for starting new units is the same. Council and district commissioners play a big role in the use of the methodology, by *insisting* that this approach be used when a new unit is formed in their council or district.

The [Unit Performance Guide methodology](#) is the BSA-approved strategy for starting and sustaining high-quality units. There are four pillars (steps) of new-unit organization and retention.

1. Know Your Market
2. Make the Call
3. Build the Unit
4. Grow the Unit

Keep the following points in mind when organizing a new unit:

- **Volunteer-driven, professionally guided.** The district executive, new-unit commissioner, and new-unit organizer all work together in the new-unit organization process. Professionals and volunteers partnering together help ensure the proper development of high-quality units.
- **A new-unit commissioner is assigned at the very start of the new-unit organization process.** Once the unit is organized, the commissioner serves the unit for three years to help it become a high-quality unit. There should be a 1:1 ratio—one new-unit commissioner for one new unit.
- **Organize every new (non-LDS) unit with at least 10 youth.** Starting with two dens or patrols or a crew of 10 helps ensure the unit has a good foundation to grow.
- **Recruit at least five adult unit volunteers.** Properly selected quality volunteers are important to the successful operation and sustainability of the new unit. Preferably, one of the members should be a new member coordinator. This position can be instrumental in welcoming new families to the unit. **Note:** The chartered organization representative position should be a separate position and not a multiple position.
- **Develop the unit Key 3 concept.** The unit leader, committee chair, and chartered organization representative meet monthly. The assigned new-unit commissioner serves as the advisor to this group.
- **Focus on organizing the whole Scouting family.** The whole Scouting family normally includes a pack, a troop, and a crew chartered to the same organization. It can also include a Sea Scout ship.



Darlene Sprague
National Commissioner Service
Resources Chair
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The following chart shows who is on the team for the different steps in the process. You will notice that all through the process a commissioner of some sort is involved. It is critical that a new-unit commissioner is assigned to all new units and remains for three years. District commissioners should be recruiting new commissioners to handle the more seasoned units, so that veteran commissioners can be assigned to the new packs and troops that will be started for family Scouting.

Should we wait until February 1, 2019, to start new troops for girls? If we wait until then, the girls who have earned their Arrow of Light from the pack will not have a place to go unless a unit has already started the process and is just waiting for youth to join. That is why we should start the process in the fall of 2018 by getting leaders recruited and trained and completing as much of the paperwork as possible, so when the time is right the youth may be added to the charter.

Using the *Unit Performance Guide* methodology will ensure that the new packs and troops get the best start and can remain healthy units.

Ready? Get set. **GO!**



How to Start and Sustain a New Unit

The Four Pillars of High-Quality Units

Team Responsibilities

Performance Process

Measures of Success

Membership Team

1. Know the Market

Gold Standard

→ District Commissioner
District Membership Chair
District Executive

- Council Market Analysis Report
- Membership Reports
- Identify Chartered Organizations
- Whole Scouting Family
- New-Unit Commissioners Assigned
- Priority List of Prospective Chartered Organizations
- Vision Statements
- New-Unit Organizers Assigned

Market Share
15% density, or 9% and
1% growth in density

Relationships Team

2. Make the Call

Gold Standard

Institution Head
Chartered Organization Representative
District Executive
→ Unit Commissioner
Influential Scouter

- Preparation
- Structured Sales Calls
- Building Blocks of Scouting
- Program Benefits
- Chartered Organization Relationships Recruited
- Chartered Organization Representatives
- Chartered Organization Checklist
- Set Appointment With Institution Head
- Secure and Define Commitment
- Develop Team to Oversee Establishment of Visit

Growth in Number of New
Youth and Units

Organizing Team

3. Build the Unit

Gold Standard

→ New-Unit Commissioner
New-Unit Organizer
District Training Team
District Executive
JTE Committee Members

- Recruit and Train at Least Five Primary Registered Adult Volunteers for Unit
- Organize Team
- Select Quality Leaders
- Train Unit Leadership
- Unit Program Planning
- Recruit 10 or More Youth
- Formalize Fundraising, Recruitment, Leadership Succession, and Budget Plans
- Recognitions

Trained Direct Contact Leaders
70%, or 50% and 2 percentage
point increase

Unit Support Team

4. Grow the Unit

Gold Standard

Unit Key 3:
– Unit Committee Chair
– Unit Leader
– Chartered Organization Representative
→ New-Unit Commissioner
Unit Committee Members
– Journey to Excellence
– Voice of the Scout
– Unit Membership Chair

- Unit Key 3 meets monthly
- Unit Reporting Tools
- Recruiting Youth Members
- Successful Unit Meetings
- Unit Performance
- Commissioner Service
 - Unit Self-Assessments
 - Develop Unit Service Plan
 - Commissioner Tools
 - Charter Presentations
 - First Charter Renewal With More Than 10 Youth, 5 Adults, and at Least a Bronze JTE Score
 - Second Charter Renewal

Membership Growth
3%

Unit Retention Rate
95%, or 92% and increase in
number of new units

Unit Contacts
45% of units have 6 recorded
assessments



Questions and Answers

What is new in *Scouting* magazine?

There is now a Commissioner Corner in each issue of the magazine. Check it out.

Where can I find more information on family Scouting?

On the Scouting website at www.scouting.org/familyscouting.

Where can I find accurate information on the new Youth Protection training?

On the Scouting website at www.scouting.org/training/youth-protection/. Be sure to check out the new youth-on-youth training. This is good information for you to share with your units.

I see that www.scoutstuff.org has a new look. However, there is not much in the Commissioner catalog; what is happening?

Yes, scoutstuff.org has a new look. In fact, it has a new name: www.scoutshop.org. Supply created the space for the Commissioner catalog and brought over some of the old stuff. I am told we should see the new items I have been talking about very soon. In the interim, they are creating a brochure to share where you can order commissioner items. I will share it via social media and email when it is available.

Here are some of the items Supply is working on. In addition, there will be a hat, a new belt buckle, a lapel pin, and a blanket.



Commissioner College Schedule

The College of Commissioner Science program is a great way to get additional training. The Commissioners website provides a listing of commissioner colleges 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.



Preparing for Girls in Cub Scouting and Scouting

Note: This article is written from the perspective of a commissioner who also serves as committee chair for a Cub Scout pack that participated in the early adopter family program.

These are exciting times! With the BSA's decision to allow girls to join Cub Scouting and Scouting, almost every unit has some decisions to make: Packs need to decide whether they will remain all-boy, or have boy and girl dens, or become an all-girl unit. For many Scouters, especially those involved with a troop, the question really is whether to form an all-girl unit.

For some units, like Cub Scout Pack 32 of Romney, West Virginia, the decision was pretty easy. In the case of Pack 32, the unit has been a true family experience for years, with siblings of both sexes attending our weekly meetings. Seeing 4-year-old girls (and boys) regularly reciting the Scout Oath and Scout Law at one of Pack 32's opening ceremonies foreshadowed the obvious—Pack 32 was destined to serve both girls and boys. But how do you go from not having girls to being a unit with girls? The process is much more involved than just handing out pinewood derby cars so nonregistered siblings can do more than just sit on the sidelines at pack meetings.

There are some commonalities for both existing Cub Scout packs and new units that want to include girls. One of the first steps should be a discussion with the chartered organization; remember the unit is technically “owned” by the chartered organization. If the chartered organization and the leaders are not in harmony with respect to including girls, this will need to be resolved before proceeding. Again, Pack 32 was fortunate in that the granddaughter of the institution head was very interested in registering as a Cub Scout. Once the chartered organization and the leaders have made a joint decision, the real work will begin. If starting a new unit, it is HIGHLY RECOMMENDED that the process for forming new units detailed in the [Unit Performance Guide](#) be followed.

In all cases, you can't start recruiting leaders soon enough. For a new unit, it can take many months to get new leaders trained. Pack 32 was blessed to have several registered female leaders; however, some of those same women are committed to forming a troop for girls as soon as possible next February, so they are completing Scoutmaster training NOW! So as a committee chair I have to start recruiting now to backfill those women for when they eventually leave the pack. Having enough leaders of the right sex to support your unit need not cause a lot of stress. Many of the girls now, and soon, joining the BSA will bring new adults to Scouting. In the case of Pack 32, the introduction of sisters into the pack means that many of our existing families will be members of Pack 32 for a few more years. For troops, which are required to be completely all boys or all girls, you don't have to create two separate unit committees. One option is being called “linked” units where—with the exception of the Scoutmasters—the units share the same adults as members of their committees. (The process to be a unit leader in multiple units is unchanged: The individual needs to submit an adult leader application for each unit.)

Pack 32 registered its first girl as soon as we could, and as a sister with three brothers already registered in Scouting, she was super excited. Through word of mouth by excited mothers with daughters and the girls themselves, within a week we had five



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girls registered. As a consequence of one girl, Crystal, joining Cub Scouting, just as predicted, her family found supporting Scouting as a *whole family* activity much easier, and her brother Edward, whose interest had waned last year, returned to Cub Scouting. It also helps that we have engaged Crystal and Edward's father to help pick up occasional advancement awards at the Scout shop that is close to his workplace. Additionally, their mom is also now working toward becoming a registered leader! Score!

Just in time for family Scouting, the BSA has released a completely overhauled Youth Protection training program. Besides being required of all registered leaders by October 1, 2018, in order to meet the new YPT requirements that support the family program, Cub Scout packs would be well-advised to have as many adults as possible—especially females—take this new training even if they are not registered leaders.

In the few short months since girls have been allowed to register in Cub Scouting, we have seen photos of some packs with LOTS of girls, but not all packs are so fortunate. What should a unit do that has yet to recruit enough girls to have the synergy required to create multiple, viable all-girl dens? One potential solution that might fit your situation is to form one or more dens with girl Cub Scouts of different ages working on different ranks. As described by Anthony Berger, the national director for Cub Scouting, this could be a den formed with, for example, two first-graders and three second-graders where the first-graders and their adult partners work on Tiger adventures and the second-graders work on their Wolf adventures and they combine activities that help both complete requirements, such as a hike or den outing. In this case, the Cub Scouts are still working on their age-appropriate rank. This model has been around since the 1930s when a den was formed in the neighborhood and you could have members of the same den working on different ranks.





Rick Hillenbrand, center back, with seven of Pack 32's newest Cub Scouts. Rick is committee chair for Pack 32, which is participating in the early adopter family program.

One of the never-ending tasks of any unit is recruiting new members. Peer-to-peer word-of-mouth recruiting continues to be the most influential way to recruit, so as a leader you should encourage all your Scouts to recruit new members. There are incentives that every unit can use to encourage their Scouts to recruit new members. Just like many adults, many youth are highly motivated to earn a patch they can wear on their uniform. Just two weeks ago, Edward asked me whether he should get his Recruiter patch (BSA item 219 for \$1.69) for recruiting his sister Crystal to Pack 32—although perhaps Crystal deserves the patch for re-engaging her brother!

Often overlooked are the online recruiting tools that the BSA provides. All family program units need to update their [BeAScout pin](#) to accurately reflect whether they serve both boys and girls, or all girls. This process is summarized in a two-page document on a wiki developed by National Capital Area Council Commissioner Rick Rogers: <http://www.linkingunitneeds.info/How-To-Guide-for-Updating-Unit-Pin-at-BeAScout.org>.

Did you know that through the online registration process leaders with access to Invitation Manager (a part of the My.Scouting suite) can generate a micro URL and a QR code that can be copied and pasted into email, fliers, and other recruiting materials to provide access to your organization's online membership form?

Becoming a family Scouting unit does not have to be a stressful process; it certainly will be less stressful if it is done in an orderly fashion with the guidance of a commissioner. Finally, if your unit is looking for success stories from units that have already become family Scouting units, you might consider joining the [Cub Scout Girl Den Early Adopters Facebook group](#).



Recruiting Volunteers and New Leaders

We are experiencing some very exciting times in the Boy Scouts of America. *We are welcoming girls into Cub Scouting and Scouting at the troop level.* We have a lot to do to ensure that this transition goes very well. Timelines are critical to this process and the time to go about planning for welcoming girls into Scouting beyond Cub Scouting in February 2019 is NOW. Girls in the early adopter program will be transitioning to their next level, and second-year Webelos Scouts will be transitioning into Scout troops. These troops don't exist right now. These girls will be looking forward to meeting troop leadership and hearing about a vision for these new troops that will give them a solid place to land in February 2019. Unfortunately, each year we lose boys who decide, for a variety of reasons, not to continue Scouting. We need to do a better job to not let this happen, and as importantly, we can't let this happen with girls who are extremely eager to move into Scouting at the troop level.

Recruiting volunteers:

- **Set the expectation** that it takes a lot of volunteer commitment for these new units to be successful and that we expect everyone to volunteer. Be clear about why we need volunteer help. We are a volunteer organization. *Volunteer-driven, professionally guided.* This is a very important message that cannot be overstated. New volunteers need to know that we are volunteers too!
- **Just ask.** People like to volunteer. They like being asked. Today's parents are excited about being able to participate in one program that serves their entire family. Don't decide for anyone; let them decide. **Just ask!**
- Wanting to volunteer doesn't immediately translate into taking on a big role. *Go small.* For those of you who work in project management, know the process of work breakdown structure. Back to that later.
- So, you ask ... and they say "no." *"No" doesn't mean "never."* Perhaps they would like to help but have scheduling conflicts and work responsibilities that won't allow them to take on anything else—right now. Maintain your contact. You are likely to hear "yes" at some point.
- And when they say "yes," find the right fit. Just having a seat filled is not always best if it's not the right fit.
- **Onboarding.** If you don't have a solid onboarding plan, now is the time to create one. *Onboarding begins when that volunteer says "yes."* Don't wait to start the process.
 - Examples of information relevant to onboarding:
 - Welcome to Scouting (www.scouting.org and <https://scoutingwire.org>)
 - Culture—What is Scouting all about?
 - I'm a new leader. What does this all mean?
 - www.scouting.org/programs/cub-scouts/faqs/
 - Youth Protection Training and leader-specific training are a part of the onboarding process. Log on to or create an account at my.scouting.org.
- **People connect when they feel welcomed** and are reassured that they will have help every step of the way in learning what they need to know to be a leader.



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Relationships! Creating relationships with new and older (I stress "older") will make them want to come back. Managing volunteers is critical to this effort. Manage with respect. Feedback is a gift! Let them know how much their time and dedication, no matter how little or great, is very much appreciated. If they feel empowered to fulfill their responsibilities, they will have a rewarding experience. *Empowerment comes from great training, coaching, and mentoring.* We may do an excellent job of recruiting, but if onboarding lacks or doesn't happen, we're going to lose great people who said, "Yes. What can I do to help?" What about the person who approaches and asks, "What can I do to help?" and then there's no follow-up? That's not welcoming to anyone.

Back to "work breakdown structure." Any job or position has multiple parts to it. Taking a big job and breaking it down into smaller pieces makes the job something that more than one person can do, and do well. A position title requires a position description. And it's very important that the description is not overwhelming. Expectations are very important and that comes hand in hand with commitment. Recruit individuals who want to be a part of the team and not just have a seat!

Motivation to volunteer is basically internal. Volunteering meets a person's needs or the needs of their children. Beyond any self-serving motivation, people volunteer because of friendship. This can be a very powerful motivator. *When a friend extends a personal invitation, it's often hard to say "no."* Belief in the cause or the organization produces the strongest level of commitment. When people are motivated to volunteer because of their passion for a cause—in this case, the Boy Scouts of America—they will give more of their time, talent, and treasure. This is the highest level of motivation.

I am confident that if you are reading this newsletter you may be a longtime volunteer or perhaps you are a new volunteer to the BSA. Regardless, you are a valued volunteer. Thank you very much for what you do.



Announcing the New Commissioner College Courses

After a year and a half of hard work by the development team, the new commissioner college courses are available and posted on the Commissioners website! There are 58 completely new or rewritten courses that now are more aligned with current commissioner service functions. You will find that the courses include the integration of Commissioner Tools and place more emphasis on the five commissioner objectives. These courses should really enhance your commissioner college.

Why the Update?

Since 2009, the college courses have gone through minor updates about every two years. Some of those updates included moving from the Quality program to the Journey to Excellence program, adding courses on Venturing, adding information on Scouts with disabilities, and adding a bachelor of roundtable track, as well as incorporating updates stemming from changes that have occurred at the national level.

The Continuing Education curriculum was added several years later to offer courses to those who had completed their doctorate or had completed most of the current course offerings.

However, the core commissioner courses that were outlined in the *Administration of Commissioner Service* manual had remained unchanged for years. It was time for a major refresh as those courses were no longer aligned with the delivery of commissioner service.

The reasons for the commissioner college course updates:

- Needed the courses to align with the five objectives of commissioner service
- Needed to integrate Commissioner Tools into the training
- Needed to include information on how district tools can help support commissioner service
- Needed to integrate the Unit Service Plan
- Needed to add the master of roundtable courses

A New Approach

A plan was developed to update the courses. We started by rethinking the course offerings and using the professional course development methods that were used in the creation of the online Basic Training. Learning maps and learning objectives were created for each course. A team of commissioners was recruited to work on the development with Julia Farr as the lead. You can find more details about the process and the people involved in previous newsletter articles.



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The mission of the team was to:

- Focus on improving commissioner service
- Align with and enhance the concepts taught in Basic Training
- Make the courses interactive with more student engagement
- Minimize the use of PowerPoint presentations
- Reduce the number of courses that needed to be maintained
- Remove program content that is now readily available in the BSA Learn Center

The team has delivered on all of these points. The new courses are streamlined and are much more engaging. They will also be easier to maintain in the future.

Important Information

When using the new courses, faculty should download the zip file and extract the files to a directory. Then they should take the time to read the course outline and teaching notes. They will find that the emphasis in most courses is to offer alternate methods of instruction. We have attempted to move away from PowerPoint presentation as much as possible. The faculty is encouraged to attempt the alternate teaching methods so as to avoid "death by PowerPoint" during a daylong college. A lot of time was spent preparing these alternate methods of instruction. We have attempted to make the college more interesting and increase student involvement.



Another change is that most documents in the zip file are stored as PDFs. This reduces potential problems when using older versions of Word to view documents. Adobe Reader is a free download.

The General folder has been renamed “College of Commissioner Science Resource Folder,” which is more meaningful. It now has a number of subfolders that contain information on how to start a new college, position descriptions for the staff, sample budgets, sample curriculums, suggested degree requirements, and a reciprocity guide as well as course descriptions. Be sure to check it out.

Note: The Course History in the Curriculum subfolder will be of particular interest. The new courses have been renumbered and most all have been renamed. To find associated numbers and names for previous courses, reference the course history spreadsheet. It cross-references to the previous courses should that reference exist. It also lists all of the obsolete courses.

For those who have a college planned this year and have already created the course catalog, there should be no problem, as all of the old courses will be retained in an Archive directory so that you can continue to offer the courses as advertised. The old courses will be available until May 2019.

Summary

The team has worked long and hard to produce the best quality course offerings. These courses have gone through a peer review, some have been beta tested, and all went through a final review. Scouting U has also reviewed and approved the courses. However, with any project this large, there may be a few typos or items that need further clarification. Should you have feedback on how to improve the courses in any way, please submit an email to Larry Chase at lhc@chasehome.net. The comments will be evaluated and the course will be updated as appropriate.

This training was developed by commissioners for commissioners. Thanks to the team for their hard work and perseverance through the long journey of course development. These new courses should improve your college and commissioner service in your council.



Developing Commissioners

With the completed revisions to our College of Commissioner Science curriculum, the availability of outstanding *training* for commissioners, increased opportunities for *learning*, and a foundation for continuous *development* of commissioners has been ensured. In combination with effective recruiting, that will enable unit service to fulfill its vision of having an adequate number of commissioners to support quality programs in our units.

Training is the giving of information and knowledge; *learning* involves absorbing that information to increase skills and be able to apply them in a variety of situations; *development* is a process through which Scouting's volunteers can learn and grow. *Training* and *learning* prepare our commissioners to do well—to have a positive impact—in their current position. *Development* is all about their future: It prepares them to have a broader impact in new and potentially more challenging roles. All three are essential to our success, particularly as we develop the ability to serve the entire family.

As the BSA Learn Center has enabled us to expand our training capabilities, some have come to believe that online training is now the “best” approach to training. In fact, there is no such thing as a “best” approach for every need; “best” is defined only by the specific needs of an individual or group that will enable effective learning. Today, our training options include:

- Instructor-led basic training
- Online basic training
- A College of Commissioner Science curriculum that enables local councils to deliver progressively more advanced continuous learning
- Weeklong national conferences that provide in-depth training, sharing of best practices, network development, and the opportunity to interact with members of the National Commissioner Support Staff while experiencing one of the BSA's national high-adventure bases
- Geographically dispersed weekend impact sessions that enable focus on a specific topic and enable participants to have an immediate impact on it while also offering network development and the opportunity to interact with and provide feedback to members of the National Commissioner Support Staff.

No single option will be perfect for every commissioner or every need. In combination, they provide a variety of options from which individuals and teams can select the approach that works best for them at a specific point in time.

Onboarding is a new focus for commissioner development. Onboarding is simply a process that enables volunteers new to a unit service role to acquire the knowledge, skills, and behaviors they need to be successful and to have an impact. Onboarding helps them become effective members of the unit service team; to understand our vision, mission, objectives, and goals; and become familiar with the key methods we use to fulfill and achieve those objectives and goals. Completion of our onboarding process is now the final step of position-specific basic training, and onboarding progress records are available on the Commissioners website and soon will be accessible through our training plans in the BSA Learn Center.

Our onboarding process introduces our commissioners to the concept of having a coach—a member of their unit service team who will help them learn. Working with Scouting U, we've recently completed development of new training modules on coaching using the BSA's C.O.A.C.H. mindset, which enable our commissioners to receive the same training on key concepts of coaching that is being given to commissioned professionals. Coaching will be a key component of ensuring that *learning* occurs and will also be the first step in *development*. A coach can help a volunteer begin to identify new opportunities in unit service and develop a plan to prepare for them.

To maximize development, we'll need to develop the ability to mentor our commissioners, too. We're also working with Scouting U to make available a M.E.N.T.O.R. mindset that will align our training of commissioners and commissioned professionals in this important concept. Commissioners attending our national conferences this summer and some of our new impact sessions will be the first to see these new elements of commissioner training.

Commissioner training won't remain effective unless it remains relevant. There will be a continuing need to revise and update as the BSA and unit service continue to change.

None of our plans for training, learning, or development will be successful without continuing to build our bench strength: We'll continue to recruit volunteers who can help in the development and delivery of commissioner training.

Recruiting is the essential first step to having an adequate number of commissioners to support quality programs in our units. *Training*, *learning*, and *development* are essential to ensuring the volunteers we recruit are prepared to have the impact on units that is essential to ensure they thrive and grow and are able to better serve more youth through Scouting.



National Commissioner Conferences

Take your pick: overcoming hurricane damage, additional conferences, new assignments for National Commissioner Support Staff members, an increased emphasis on training commissioners to use technology—there's lots to report, and lots of opportunity to be found in our 2018 national commissioner conferences. Select a conference below, read more about it, and register!

Florida Sea Base

Our **Second Century Service** conference provides all commissioners with the most current information on their continually changing environment and provides them with the knowledge, skills, and resources needed to have an impact. The efforts of Sea Base staff and Scouting volunteers who overcame Hurricane Irma made it possible to deliver the first edition of this conference at Sea Base in January. (Two more opportunities, at Philmont Training Center and Summit Bechtel Reserve, remain in 2018.)

Participants gave the conference great reviews and clearly communicated the best things that happened:

- “New material—real practical exercises.”
- “Meeting and associating with other Scouting volunteers serving as commissioners in all positions.”
- “Getting the ‘big picture’ of what commissioner service is all about.”
- “Introducing diversity/learning and improving my role as a commissioner.”

While registration is not yet open, Second Century Service will be offered again at Florida Sea Base January 13–19, 2019.

Summit Bechtel Reserve

For the first time, we'll be offering weeklong conferences at Summit Bechtel Reserve at our second Commissioners Week of 2018. The new Pigott Administration Building provides flexible, contemporary meeting space with all the resources needed, including great internet access, to deliver unique learning experiences. Camping for faculty and participants, *including hot showers*, is available next to the conference location and participants will have the opportunity to tour our newest high-adventure base and participate in many of the exciting activities it offers. Where else can you participate in a top-quality learning experience *and* ride a zip line?

Two conferences are offered July 15–21:

- **Technology for Commissioners** is a hands-on conference about the BSA's fast-changing applications just for commissioners and unit leaders. Bring your laptop or tablet and smartphone!
- **Second Century Service** will be every bit as good as it was at Sea Base, and will include the latest information on family Scouting.

Philmont Training Center

Commissioners Week returns to Philmont Training Center June 10–16 with six conferences:

- **Advanced Leadership Skills** focuses on the leadership skills commissioners need in order to have an impact.
- **Diversity and Inclusion for Commissioners**, completely revised for 2018, provides all commissioners with knowledge, skills, and resources to help unit leaders develop relationships with both youth and adults who are different from them and respond to diversity in their unit.
- **Effective Roundtables** provides information and ideas to district and council roundtable team members on how to organize and conduct effective roundtables.
- **Strengthening Council Unit Service** provides council commissioners and those who support them with the knowledge, skills, and resources needed to confidently fulfill their responsibilities.
- **Strengthening District Unit Service** ensures a clear understanding of the roles and responsibilities of district and assistant district commissioners.
- **Strengthening Unit Service** guides participants in learning what a unit commissioner does when working with their units.

Conference weeks at PTC offer added value through “mini-sessions” offered after lunch and before conferences resume on Monday, Tuesday, Thursday, and Friday. During Commissioners Week, sessions will include Scouting's Secret Sauce, Getting Enough Good Leaders in the Right Places, Family Scouting, and Engaging Millennial Parents.

Most members of the National Commissioner Support Staff will no longer be serving as faculty members during Commissioners Week. However, they will be visiting each conference throughout the week to interact with participants and present core content sessions, including Coaching and Mentoring, History of Commissioner Service, The New Member Coordinator, Relationships, and Technology for Commissioners. They'll also be supporting a technology lab that will be open during off-hours throughout the week to enable participants to learn more about and practice using the applications available to commissioners.

We round out the year at PTC with one more offering of **Second Century Service** July 29–August 4. It's yet another great opportunity to get the most current information on commissioners' continually changing environment and the knowledge, skills, and resources needed to have an impact. Being last can be best: Once again this conference will offer the very latest information available on topics of interest to commissioners.

Along the way at every conference at PTC, participants will be able to see how Philmont Scout Ranch delivers unique high-adventure opportunities that provide life-changing experiences for youth. And you can bring the entire family so they can experience the magic of Philmont, too, through its great family programs.

Every one of our national commissioner training conferences is unique and special, and a visit to any one of our national high-adventure bases is an opportunity every commissioner should experience at least one. Pick a conference, register today, and be prepared to help your units better serve more youth through Scouting!



Commissioner Impact Sessions Update

Impact sessions are a new training opportunity for commissioners. Each focuses on a specific topic and prepares participants to have an immediate impact on it. Delivered in a weekend format in locations throughout the United States, they provide an opportunity to access national-level training and interact with members of the National Commissioner Support Staff with a reduced investment of time and resources than needed to attend one of our national conferences.

Our first impact session was held in Atlanta in March. What did participants tell us was the best thing about their experience?

- “Local access to national training and thinking.”
- “Hearing from a great faculty; sharing among participants.”
- “New ideas.”
- “The ability and opportunity to share ideas with other commissioners, both laterally and vertically (in terms of position), as well as with commissioners from other councils.”
- “Breakdown of simple, intermediate, and detailed assessments.”
- “Several great takeaways.”
- “Exposure to national volunteers. Different presentations, varied formats.”
- “This is an awesome format. I am going to have my unit commissioners attend this commissioner event next year.”
- “Powerful information that will enable me as a DC to be a more effective commissioner. Given tools to help me be successful.”
- “This was very good.”
- “Thank you for a great program.”
- “Great class.”

By the time you read this, our second impact session, Applying Technology to Unit Service, will have been held in the Northeast Region. Two opportunities remain in 2018:

Our session in Cincinnati will provide open discussion, exchange of best practices, and feedback opportunities for continuing improvement of our College of Commissioner Science curriculum and national support of local councils’ efforts to deliver successful colleges. Participants will leave with a network of resources to assist in improving commissioner training and will be prepared to deliver a great local commissioner college.

Our session in Phoenix will provide tips, techniques, and best practices to develop and execute a plan for recruiting and engaging the commissioners needed to effectively serve every unit. It will also enable participants to expand their network of Scouting resources.

We’ll continue to solicit feedback from 2018 impact session participants as planning for 2019 begins. If interest and participation support it, four more impact sessions will be offered in 2019, again with one in each quarter and one in each region. Topics will be determined based on feedback and new developments impacting unit service. Only one thing is certain at this time: The cities in which impact sessions will be offered in 2019 will be different from those used this year.

Plan to have an impact; plan to attend an impact session!

Session	Location	Dates	Registration
Delivering a Great Commissioner College	Cincinnati, Ohio	August 17–19	http://commissionerimpactsession.kintera.org/Cincinnati
Recruiting and Engaging Commissioners	Phoenix, Arizona	October 26–28	http://commissionerimpactsession.kintera.org/Phoenix



Commissioner Onboarding Progress Records

As discussed in another article, *onboarding* is the last step in commissioner position-specific basic training and a process that enables volunteers new to a unit service role to acquire the knowledge, skills, and behaviors they need to be successful and to have an impact.

Onboarding progress records available include:

- [Unit Commissioner](#)
- [Roundtable/Assistant Roundtable Commissioner](#)
- [District/Assistant District Commissioner](#)
- [Council/Assistant Council Commissioner](#)
- [Area/Assistant Area Commissioner](#)
- [Regional/Assistant Regional Commissioner](#)



Commissioner Training Codes

Other articles in this issue summarize the changes that have been made in commissioner training recently. To enable accurate tracking of completed training in My.Scouting's Training Manager, updates to our training codes were needed. Active codes are now available in Training Manager; select from the drop-down list the code that best fits the training that has been completed (for example, H106 should be used for any commissioner conference attended at Summit Bechtel Reserve; H112 should be used for any of our new commissioner impact sessions attended, etc.).

Code	Title	Status
D16	Area/Regional Commissioner Basic Training	ACTIVE
D17	Council Commissioner Basic Training	ACTIVE
D18	District Commissioner/Assistant District Commissioner Basic Training	ACTIVE
D19	Roundtable Commissioner Basic Training	ACTIVE
D20	Unit Commissioner Basic Training	ACTIVE
D21	Bachelor of Commissioner Science	ACTIVE
D22	Master of Commissioner Science	ACTIVE
D23	Doctor of Commissioner Science	ACTIVE
D24	Roundtable Bachelor of Commissioner Science	ACTIVE
D25	Advanced Commissioner Training	ACTIVE
D26	Unit Commissioner (New-Unit) Basic	ACTIVE
D101	Commissioner Basic Training–Historical	ACTIVE
H101	Philmont Training Center Conference	ACTIVE
H102	Florida Sea Base Conference	ACTIVE
H106	Summit Conference	ACTIVE
H107	Westlake Campus Conference	ACTIVE
H111	Roundtable Master of Commissioner Science	ACTIVE
H112	Commissioner Impact Session	ACTIVE
H113	Commissioner College Continuing Education	ACTIVE



BSA Learn Center Utilization

As discussed in another article, we have a variety of different training options for commissioners and no one of them is the “best” for every commissioner for every training need. The “best” training method is the one that meets the specific needs of an individual or group and enables effective learning. Online learning remains a relatively new resource and we’re monitoring its impact and acceptance. Scouting U has been developing reporting tools to help with that. The data available through March 31 paints an interesting picture.

Also of interest is the fact that the pace at which modules and learning plans are being taken is increasing, as are the percentages being completed.

It’s particularly encouraging to see the significant use and completion of the “Within 90 Days” modules as those include completion of onboarding progress records. Those records help us ensure that we’re not only delivering the *training* our commissioners need but also supporting their *learning* the tools and techniques they need to have the greatest possible impact on the units they serve. Longer term, that also supports their *development*.

Learning Modules and Plans	No. Completed	% of Plans Completed
AREA AND REGIONAL COMMISSIONERS		50.8%
Acclimation	372	
Before the First Meeting	356	
First 30 Days	339	
Within 90 Days	189	
COUNCIL/ASSISTANT COUNCIL COMMISSIONERS		61.4%
Acclimation	886	
Before the First Meeting	715	
First 30 Days	644	
Within 90 Days	544	
DISTRICT/ASSISTANT DISTRICT COMMISSIONERS		61.9%
Acclimation	1,360	
Before the First Meeting	1,081	
First 30 Days	975	
Within 90 Days	842	
ROUNDTABLE/ASSISTANT ROUNDTABLE COMMISSIONERS		75.3%
Acclimation	1,164	
Before the First Meeting	1,010	
First 30 Days	920	
Within 90 Days	877	
UNIT COMMISSIONERS		65%
Acclimation	2,440	
Before the First Meeting	2,154	
First 30 Days	1,877	
Within 90 Days	1,585	
TOTAL MODULES COMPLETED	20,330	



Using Roundtables to Support New Units AND Family Scouting

We have had numerous questions about how roundtable can assist in the implementation of the family Scouting program. The fact is, we are following the same pattern that we use to support any new units. There is really little difference in supporting traditional new units or new units associated with family Scouting. The wonderful thing about Cub Scouting and Boy Scouting is that the programs are just as applicable to girls and young women as they are to boys and young men. This year's 20th anniversary of the Venturing program is a testament to that fact too.

The commissioner focus for roundtables is "Supporting unit leaders by delivering effective roundtables that provide program ideas, relationship development, and timely communication."

The fundamental purpose and focus of roundtable is unit service. That is, giving leaders tools to help them run good programs, rather than "training" them in a particular subject area. Think of roundtables as commissioners helping unit leaders to learn how to address their needs within their unit. Scouting is delivered through units; therefore, anything that assists anyone in delivering the Scouting program is unit service.

Unit service that should happen at every roundtable:

- Roundtables should provide unit leaders with skills, techniques, district and council information, usable program ideas, and the know-how to make the unit operation successful—"the skill to do."
- Roundtables should provide unit leaders with "the will to do"—the morale, enthusiasm, inspiration, and motivation that renews their desire to continue serving youth through Scouting.
- Roundtables should keep leaders up to date on the programs of the BSA.
- Roundtables should provide the opportunity to network with other leaders.

Every unit leader should attend their local roundtable to maximize the potential of their ability to serve in their position. New leaders from traditional units and units involved in family Scouting can especially benefit from the networking opportunity at roundtables and the ability to talk to someone who has already been there and someone else who is at the same stage as the new leader, all in the same place.

If there were one magic source of information that a roundtable commissioner could tell the leaders of a new unit to use to be successful, it would be the *Unit Performance Guide*. The *Unit Performance Guide* details the BSA-approved strategy for creating and sustaining high-performing units.

Every single new unit, especially the new units involved in family Scouting, should be following the precepts contained in the most recent [Unit Performance Guide](#).

It is true that family Scouting is a "program and membership function," but roundtable is normally the largest attended district event for Scouters. So please work closely with your local professionals and your district commissioner and district



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committee chair to make sure the needs of your units are considered as you plan your roundtables.

During this process change, it is certainly appropriate to offer family Scouting-related special interest topics or breakout sessions during the roundtables conducted by the appropriate professionals and volunteer Scouters from the district committee. Family Scouting leaders have a special need and desire to know how to best serve their youth. Roundtables should always be tailored to the needs of those they serve.

During this period of transition into family Scouting, it is very important to have a single source of information about local requirements for the Scouting programs. It is most appropriate for this information to be provided by the local program staff of your council and district.

We applaud the continued efforts of all roundtable commissioners to provide unit service to their respective units and we encourage the roundtable team to continue to be knowledgeable about the program changes and to make an extra effort to serve the varying needs of those unit leaders in the family Scouting program.

The best place to get updates about family Scouting is the BSA's family Scouting website: www.scouting.org/familyscouting/.

Roundtables should always enable unit leaders to better serve their youth. Thanks again for all the wonderful service to Scouting by our roundtable teams. If you are a roundtable participant and you feel your district roundtable can be improved, don't be afraid to take your roundtable commissioner aside and let them know what your unit needs are so they can help you become more successful.



2018 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 19-21, 2018. 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 has not been released yet, but stay tuned!

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

Visit JOTA's webpage, www.scouting.org/jota, and JOTI's webpage, www.scouting.org/joti, to find out 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

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Be Prepared

By Kandra Dickerson, Central Region Commissioner

On New Year's Eve 2011, two Scouter friends of mine suggested that we should schedule an autumn adventure at Philmont. A super idea at midnight but not so much the next morning. However, my friends were persistent and by May, we had six other Scouters on board and we were committed.

We spent hours planning every trip detail, from custom designing trekking shirts to reviewing the Amtrak train schedule for our ride west. I was meticulous about my new backpack, waterproof boots, lightweight sleeping bag, and ground cloth. Members of our crew who had been to Philmont gave advice to those of us who had not trekked before.

To get in shape, we hiked local trails and carefully chose which Philmont routes to take. Every day I loaded my backpack with full water bottles and "hiked" on my home treadmill, and for good measure, I would go up and down the stairs because hiking downhill is as hard or harder than hiking uphill.

Our organization has a new adventure coming soon called family Scouting. Specifically, girls are joining our ranks. We are planning each detail meticulously: girl dens for Cub Scouts, girl troops for Scouts, representative genders for leaders, implementation dates, and websites to share information. Our soft rollout for the Cub Scouting program is like hiking a local trail, testing our equipment, and figuring out what works and what needs to be changed. It's not an accident that at commissioner colleges I visit this spring, we are singing, "Be Prepared, Prepared, Prepared, the motto of a true Scout."

By the time we stepped onto our first trail at Philmont, I was **SO prepared!** When we reached the first hill, I was feeling great! After we had hiked our first uphill mile, I was still good. After our second uphill mile, I was slowing. The third uphill mile was not so fun. The fourth mile, well, ... suffice it to say that it was a good thing camp was around the corner or I'd still be there.

The Scout motto—Be Prepared—is a good motto to live by.

Are your districts ready to support our new members in a mountaintop experience?



The regional commissioners are, from left, Ken King, Northeast Region; Kandra Dickerson, Central Region; Bill Talley IV, Southern Region; and Del Bishop, Western Region.



JTE Key Performance Indicators

The Journey to Excellence Key Performance Indicators from March 2018 can be accessed [here](#).



Coming Events

2018

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 Conference

Technology for Commissioners Conference

Summit Bechtel Family National Scout Reserve

July 28–August 4

Second Century Service 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

