

Winter 2018

THE COMMISSIONER

A PUBLICATION FOR COMMISSIONERS AND PROFESSIONALS



www.scouting.org/commissioners

Exciting Time for Commissioners

By Ellie Morrison

This is an exciting time to be a Scouter. It is also an important time to be a commissioner.

October brought a lot of changes for commissioner service. One immediately thinks of the family Scouting program, but those weren't the only changes that occurred last fall.

At the national committee meetings in October, a change was made to the focus areas or objectives of commissioner service. You are all familiar with the "four things" that we have focused on in the past: supporting unit growth through the Journey to Excellence, contacting units and reporting their strengths and needs in Commissioner Tools, linking unit needs to district operating committee resources, and supporting on-time charter renewal. A fifth item was added:

Supporting unit leaders by delivering effective roundtables that provide program ideas, relationship development, and timely communications.

When the focus areas or objectives were originally adopted, the question of who would "own" roundtable had not been completely resolved. Those issues have been worked through and you will see from this time forward that the various program areas will be responsible for creating the content of materials presented at roundtable. Roundtable commissioners and their staff will be responsible for the execution of roundtable and creating an atmosphere that encourages relationship development among units of the district. They are best suited for determining the needs of the district and using program content to meet those needs.

Last fall also saw changes to charter renewal. Units will be more on their own to accomplish this, but those new to the process will still need assistance. Some additional training materials for you to use have been posted on the Commissioners website.

Family Scouting will present new challenges for all of us—not just commissioners. As commissioners, we need to be prepared to assist our units in preparing for and executing those changes. The real question is: Are we equipped for those additional responsibilities?

Most likely the leadership for the new dens and packs we'll be seeing shortly will be individuals new to Scouting. These leaders will certainly need support, and the leadership of existing packs may need additional support as well. Are we prepared to provide that additional attention?

Unit visits matter. Research has shown that units with an active and engaged unit commissioner have stronger programs and higher JTE scores and offer more opportunities for the youth they serve. Our mission statement starts with "provide an adequate number of trained commissioners." The term "adequate number" is best defined by each district.

Now is the time to begin recruiting new commissioners. New dens and new units are coming. Are we prepared?



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National Commissioner's Minute

One of my greatest heroes is also a Rotarian and a former member of the BSA National Executive Board. He is the kind of man who is always sharing with others that which he likes. It doesn't matter whether it is a good book, a wonderful restaurant, a great trip destination, or a wonderful service opportunity. If he likes it, he shares it!

In 1995, after living in Germany for three years, we returned home to Salt Lake City. I had not been home for more than a couple of weeks when I received a call from my friend. He said, "Charles, you need to join Rotary!" Well, I had so much respect for him that I joined Rotary Club 24 of Salt Lake City. No sooner had I joined Club 24 than my friend grabbed me during a Rotary lunch and said, "Charles, you need to get involved in the Club 24 International Service Committee—*now!* You'll love it!" So I joined the International Service Committee and haven't regretted it for a moment.

As this edition of our national newsletter, *The Commissioner*, focuses on recruitment, I have thought a lot about my friend and his thrill about sharing those special things in his life. He knew something that I didn't learn until I was living in Germany.

Prior to moving to Germany, I had learned Longfellow's poem "The Children's Hour," which describes his feelings as his daughters "surprise" him and climb over his chair "Till I think of the Bishop of Bingen in his Mouse Tower on the Rhine." While in Germany, I was traveling by train to a meeting and was thrilled to see the city of Bingen and the famed "Mouse Tower on the Rhine" out the window. I turned around to tell someone and realized that I was alone in the train compartment—completely alone at this unbelievably exciting moment for me. It was then I learned that it is impossible to feel the fullness of joy alone. I also realized that my friend already knew that. He knew that when he found something wonderful, it became more wonderful when he shared it with someone he cared about.

During my time as a commissioner, while serving with unit, district, council, area, and regional commissioners throughout the BSA, I have come to realize that we have one of the most important and exciting service opportunities in all of Scouting: We help unit leaders become more successful so they can strengthen the rising generation and help them learn to live the values of the Scout Oath and Scout Law throughout their lives. Commissioner service is the key to retention; and the longer someone stays in the program, the more likely he or she is to live the principles of the Scout Oath and Scout Law throughout his or her life. On a regular basis, we have opportunities to be with, lift, and strengthen those Cub Scout leaders, Scoutmasters, Venturing Advisors, and Sea Scout Skippers to help them be successful. And I can't think of anyone in the BSA more devoted to Scouting than our commissioner corps. I know many of you have served as commissioners for years and also serve in a number of other Scouting positions. You are unbelievable in your dedication to the youth we serve.

Now, as we are ready to turn the corner into positive growth, as we are expanding our Explorer posts with positive growth for many consecutive months, and as we have begun to offer Scouting to girls in Cub Scout family packs, it will be impossible to fulfill our most important role of providing commissioner service to those units *unless* we share the blessing with those



Charles W. Dahlquist II
National Commissioner

around us. To help us grow the program and strengthen the commissioner corps around the country, I offer a few suggestions:

- 1. Keep your eyes open for new commissioners.** Always be looking for Scouters (as well as non-Scouters) who would be wonderful commissioners: those who love to build and strengthen others; those who are good teachers and love to nurture and help other adults; and those who were involved in Scouting as youth and still have a warm spot in their hearts for Scouts, Scoutmasters, Cub Scout leaders, or Explorer Advisors.
- 2. Be alert to those who may need a change in their Scouting assignment.** Be aware of devoted Scout leaders who have served in their assignments for many years and who might need a change. Talk to them and explore with them the possibility of moving to the commissioner corps after they have sought and trained their replacement. You might look at Scoutmasters and other unit leaders who have served for 10 years or more and *really* need a change. You might look at unit committee members who are serving well and could make a real difference as a member of the commissioner corps.
- 3. Look for new move-ins.** Be aware when someone new moves into your neighborhood; joins your Rotary, Lions, or Kiwanis Club or your church; or is hired at your business. Find out about their background, whether they have been involved in Scouting elsewhere, and if they would like to join the commissioner corps in building and strengthening unit leaders.
- 4. Wear your Scout pin!** I have found that wearing my Scout pin on *all* my suit coats gives me many opportunities to talk about Scouting with those at the grocery store, at the gas station, at church—literally wherever I go. I think you will find that there are many in your community who, unbeknownst to others, have a positive impression of Scouting and would be honored to be invited to serve *with you* in strengthening unit leaders or otherwise entering commissioner service.



So take the time to look inside you and feel the joy of devoted commissioner service, and then look around to find someone you can share it with. You'll find that as you do, your joy in Scouting service grows and grows. I invite you to join me during 2018 in finding just two additional commissioners who can serve in the BSA who were not involved in commissioner service previously. We can do it; and as we do, retention will increase and the BSA will be stronger than ever.

Now, I have a personal request. As we work together during 2018 to grow our commissioner corps across the BSA, I invite you to share other ways that we can grow our numbers and help strengthen commissioner service. Please email your ideas to natlcommissioner@scouting.org. Each commissioner submitting a suggestion will receive a signed National Commissioner patch, and the top five suggestions will receive a National Commissioner 2017 jamboree belt buckle. Your suggestions must be received no later than May 1, 2018. I look forward to hearing from you.

Thanks for all you do, and bless you for your efforts.

Best wishes and Good Scouting!



It's All About Service

I have a favorite store. It's not the best or the cheapest, but I continue to go there because they know my name. They stock my favorite brands and work at making me feel like they're excited to have me as their customer—every time I enter the store. Individualized customer service is not an accident. It does not happen because of one great employee; it takes a team.

Commissioners are the *face of Scouting* to unit leaders. They are trained and motivated, and have the tools at their disposal to offer individualized customer service to unit leaders. Whether addressing program, budget, membership, or leader challenges, the commissioner is there to collaborate with unit leaders.

The process starts with a meeting of the unit Key 3 and the unit commissioner to talk about and plan for the coming year; this is called a detailed assessment in the Commissioner Tools system. It's the commissioner's way of discovering with the unit Key 3 their favorite activities, their vision, and what they want to do with the Scouts in their unit. Recording the details of this meeting into the Commissioner Tools system is the commissioner's responsibility. As the year progresses, feedback and communications can be funneled through the Commissioner Tools system to ensure the district Key 3 stays aware of unit needs.

—Kandra Dickerson,
Central Region commissioner



The Glue and the Grease

Commissioner service is needed now more than ever before. We truly are the glue and the grease for Scouting; without us, it is hard—perhaps almost impossible—for unit leaders to provide a strong, vibrant program for today’s kids.

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

There is a new unit position that can be of great benefit to a unit but also to unit commissioners. It is called the new member coordinator, and each unit should have at least one. The primary role of new member coordinators is to welcome new families to a unit and assist them in getting engaged quickly. They may also take on other responsibilities as they choose. You can learn all about this new 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. Best of all, new member coordinators do 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.

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: If, since October 15 when the challenge was announced, you successfully recruit, register, and get trained one person new to commissioner service and have them log in one visit in Commissioner Tools, *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. Send Ellie Morrison (esmorrison@sbcglobal.net) the names of those individuals and your mailing address. After we check the records, you’ll receive a patch.

So far only one commissioner has earned the patch—will you be next?



Ellie Morrison
National Commissioner Service Chair
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Family Scouting and Commissioners

In October the national board voted unanimously to adopt a program to include the whole family. That program has come to be known as family Scouting. The official rollout for family Cub Scouting is the 2018-2019 school year. It is important to note that the decision to establish a family Scouting unit lies with the chartered organization.

Recently it was announced that there would be an option for councils to take advantage of an early adopter program for Cub Scouts. Many councils have already chosen to take part and plans are underway. The early adopters will help provide information to the National Service Center on what works and what doesn't.

The program is open to girls currently in kindergarten through fourth grade and will follow the current Cub Scouting program and requirements for boys. It is subject to the previously announced criteria of all-boy packs, all-girl packs, and family Scouting packs with separate dens for girls and boys. Councils will determine which units will participate and councils may add additional criteria to determine eligibility.

Councils have until February 15 to opt into the early adopter program. March 15 is the deadline for girls to start participating in the early adopter program. Registration any later than that would preclude the girls from earning their rank. The early adopter program will last through the end of the school year. Official registration for the family Scouting program for Cub Scouts will begin with the start of the 2018-2019 school year, which varies from council to council.

There is a treasure trove of information at www.scouting.org/familyscouting. It is being updated as more information becomes available and should be checked frequently.

What role should commissioners play in the rollout? How the family Scouting program rolls out will vary from council to council and unit to unit. It is important for commissioners to contact their district commissioners and council commissioners to learn how they can assist.

One thing is certain: Many leaders of these new dens and units will be adults with little or no background in Scouting. They will need more support than usual from their unit commissioners. Your dedicated service will make all the difference.



Where to Look for New Commissioners

Diversity and Inclusion for Commissioners.

That is quite a topic for a commissioner course.

What exactly is diversity? American Heritage Dictionary says it is, "1. The fact or quality of being diverse; difference. 2. Variety or multiformity." OK. What is multiformity? "Occurring in or having many forms or shapes."

So, that means there are many opinions coming from many different places. What does *that* mean for commissioners? Aren't commissioners supposed to observe and listen? Yes!

A unit commissioner is supposed to be the eyes and ears of the professionals. Unit commissioners are the representatives of the district and council. They are supposed to pass on information to their units. But how are they supposed to know what information to pass on? Education!

Where are they supposed to get this education? Let me count the ways.

There is roundtable, commissioner colleges, newsletters, commissioner meetings at the district level, *Scouting* magazine, news flashes, *The Commissioner*, and national activities including national training courses.

Where can we find these national training courses, you ask? At any of the national training facilities. Where can we find out about this Diversity and Inclusion for Commissioners course? Only at the Philmont Training Center. But Philmont is all about hiking! That would be the "other side of the road." There is the camping side *and* a training side. Were you even aware that there is a quality training facility at Philmont? That is the *only* national training facility with a family program. That means you can bring the family along with you.

One of the things that commissioners are supposed to do is prepare for the continued success of units. How do they do that? They use those commissioner skills of keeping their eyes and ears open to seek new recruits—others who are capable of being creative and have a vision for accomplishments. A council commissioner ensures adequate recruiting in all districts to maintain enough commissioners to contact units, linking them with district committees and other resources.



Colleen Chapman
National Commissioner Service
Diversity and Inclusion Chair
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Where exactly are these new commissioners to be found?

Glad you asked! What about looking for them in areas where professionals are looking to start new units? People to ask could include church board members, church members, neighborhood leaders, moms who are looking for their next opportunity, grandparents who are active with their grandchildren, the parent who is standing on the fringes of the meeting room, or a Scout's aunt or uncle. These people all want the same thing—success and fun for the Scouts. They can bring a fresh perspective—that diversity thing.

The inclusion part? That is the next word to look up in the dictionary.



The Philmont Experience

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.” The article continued, “Research has established the business case for diversity. ... More diverse companies have better financial returns, are more innovative and are just plain smarter. ...”

Philmont Training Center is an opportunity. It is a place where people who want to exchange ideas can bring their families with them for a vacation, Scouting, and learning. Yes, you sleep in tents—*big* tents with electricity. And yes, just like any place worth going to there is a cost involved. Not just monetarily but in attitude and an open mind. You must be open to new ideas and experiences, not just for yourself but for the whole family. Didn’t bring a family? Find one to join—there are plenty to go around at Philmont Training Center. You will have the honor and privilege of meeting and exchanging ideas with a diverse group of Scouters from all areas of the United States, Puerto Rico, and even Australia—all with one common goal: to learn how they can make life better and more interesting for councils, units, Scouts, and Scouters.

Scouting offers the opportunity to recognize the diversity in our society and to include different thoughts and groups in the Scouting program. Units that do so will have better leaders with more ideas and more success for their Scouts now and in their future. Increased communication about diversity helps to make everyone just plain smarter.

To that end, to help your units be more successful, more innovative, and just plain smarter, we bring you the course Diversity and Inclusion for Commissioners. This is what good Scout leaders want for their units and great commissioners want for the Scouting program. Exchange ideas on subjects such as inclusion for physical and mental challenges, as well as differences in gender, generation, religion, and nationality. You will have made your life richer for simply making the choice to be there.

See you June 10–16 at Philmont Training Center.



Technology to Help With Recruitment of Commissioners

We have seen the addition of many technology tools for commissioners over the last three years. Well, believe it or not, we also have some technology pieces that can help with the recruitment of new commissioners.

First, a report in Commissioner Tools called Unassigned Units specifies which units still need a commissioner assigned.

Second, there is a section in the detailed unit assessment that asks if the current unit commissioner making the entry can identify possible candidates. Found in “Step 6 – Unit Priorities and Other Details,” this section asks if there is a potential unit commissioner candidate and provides an area where the name and contact information can be entered. There is a report called Commissioner Recruitment that puts all of these entries into a report by district or council. This gives every district the opportunity to have all of its unit commissioners be on the lookout for new commissioners.

Third, each council can obtain a Separated Leaders list after its charter renewal period has finished. This list identifies leaders who have not re-registered; in other words, those who have left their previous position. This is a great place to start to look for new commissioners because these leaders already know the Scouting program and may make great commissioners.

Finally, remember that saying “Everything old is new again”? Back in the fall of 2006, there was a great article in *The Commissioner*, “Best Practices: An Active Commissioner Staff—A Key Ingredient to Success,” which outlined a process for prospecting for commissioners. Recently, Chief Scout Executive Mike Surbaugh has been suggesting that this process is a great way to recruit volunteers. Follow this link and scroll to page 4 to see how the process works:

<https://www.scouting.org/filestore/pdf/4-06.pdf>.

Happy hunting!!



Darlene Sprague
National Commissioner Service
Resources Chair
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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.



Commissioner Tools 2.0

It has been three and half years since Stonewall Jackson Council went live as the first Commissioner Tools beta test council. Since August 2014, the volunteers and professionals involved with Commissioner Tools have made many changes, some very obvious—such as eliminating the assignment of the council commissioner as the “default” commissioner for every unit (OK, that was not a popular idea)—and countless changes that have been transparent to most users—such as the never-ending stream of security updates and enhancements. In the intervening 42 months, the volunteers and professionals of the Commissioner Tools Focus Group (since renamed the Commissioner Technology Focus Group, aka CTFG) have also championed many enhancements, some routine—such as annual updates due to changes in the calendar year and the Journey to Excellence program—and others “not so routine”—such as the expansion to include Explorer clubs and posts.

As most of us have experienced, almost all software routinely gets a major update. When Commissioner Tools was released to the Stonewall Jackson Council, the iPhone 6 was a month away from being released; today you can buy an iPhone X. Major software updates typically occur because of technological advances and to add new features and functionality (enhancements), and Commissioner Tools is no exception. When the mobile MyScouting app was deployed in the fall of 2017 for Android and Apple iOS platforms, much of what you can do with the full web version of Commissioner Tools was incorporated. However, the mobile application used a programming technology called an application programming interface (API), which is a modern, standardized way of building software applications with common building blocks.

The CTFG is pleased to announce that it has been working on a major revision to Commissioner Tools, called Commissioner Tools 2.0 (CT2), which is planned to be released in the second half of 2018. In addition to using many of the same APIs as the mobile MyScouting app, CT2 will bring the four following top-level changes to improve the user experience:

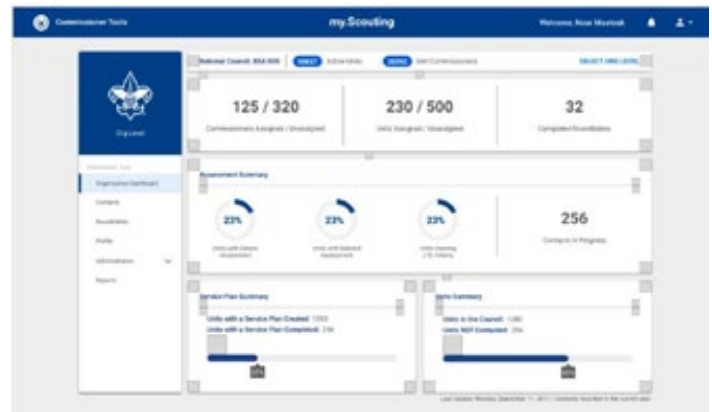
- Branded look and feel to be consistent with other new applications (mobile app, Internet Rechartering)
- An expanded dashboard
- The ability to edit completed contacts
- The ability to create reports by date range, eliminating the redundant list of reports for each calendar year (my personal favorite!!)

We appreciate the many, many Commissioner Tools user suggestions and enhancements that you have provided since Commissioner Tools was first deployed, and the CT2 development team has taken the opportunity to include many of your suggestions in CT2. What follows is a bullet list of some of those enhancements and some of the developer’s screen shots, which are subject to change. (Please ignore the random gray squares.)

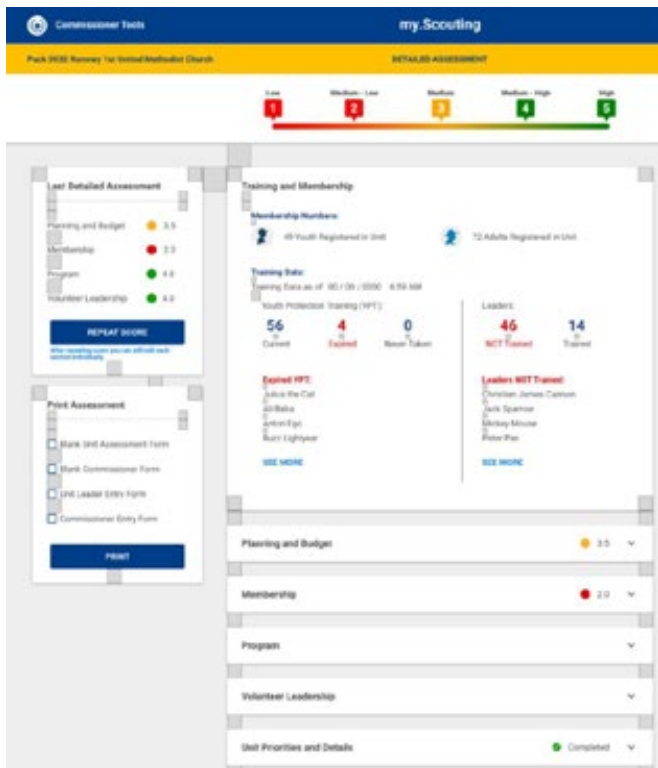


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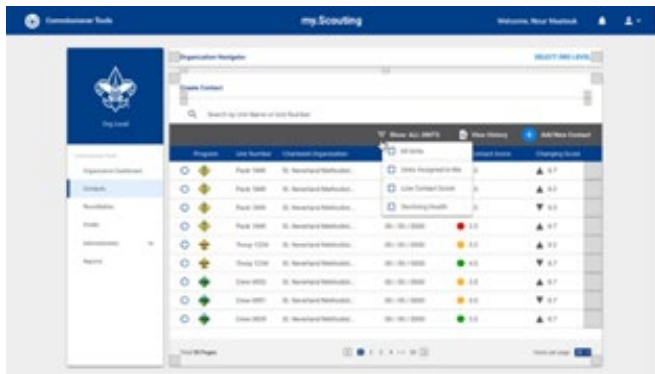
- Council and district dashboard counts for:
 - Simple assessments
 - Detailed assessments
 - Units meeting JTE criteria
 - Contacts in progress
 - Units with Unit Service Plan



- Unit dashboards will retain the Unit Health Indicators from the last Detailed Assessment.

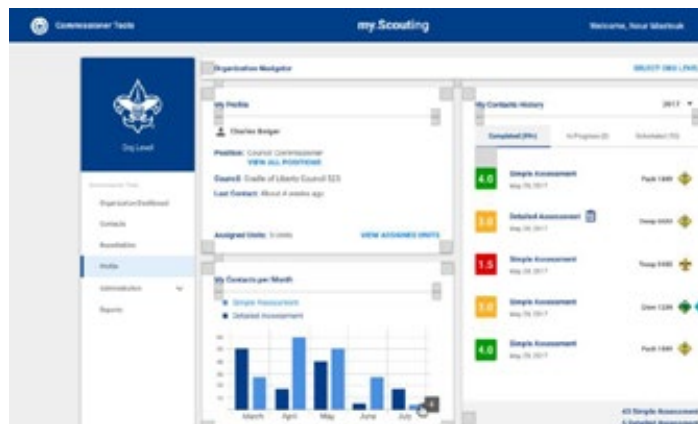


- The ability to filter the list of units by:
 - Units Assigned to Me
 - Low Contact Score



- Declining Health
- The ability to “copy forward” the top category scores (Planning and Budget, Membership, Program, Volunteer Leadership) from the last detailed assessment to a new detailed assessment. This enhancement is intended to assist the commissioner with a reminder of how the unit was last evaluated. It is expected that these scores may or may not be changed in the new detailed assessment.

- Commissioner profile improvements:
 - The ability to view all positions
 - Provide a chart of counts for simple and detailed assessments for the past four months
 - Easily identify contacts left In Progress



- Unit assignments
 - The ability to simultaneously assign multiple units to a commissioner
 - The ability to simultaneously assign multiple commissioners to a unit
- Providing a short report description on the same web page where you order the report



MyScouting Mobile App Gathers No Moss

In the five short months since being released in early September 2017, the MyScouting mobile app has undergone dozens of new “builds!” (A “build” is an updated version. Sometimes multiple “builds” are rolled together to make a new version of the application.) Available for both iPhone (iOS 9.0 or greater) and Android (4.4 or greater) devices, and found on the Apple App Store and at Google Play, respectively, for free, the mobile app is up to version 2.0.39 build 46 as of February 1..

Keeping in mind that the MyScouting mobile app was built for agility and focused primarily on the unit and roundtable commissioner, the following is a summary of the significant changes that the typical user will have experienced since the app was first deployed:

- Bug fixes (and “issues”) such as:
 - Fixed the ability to update your profile
 - Fixed YPT completion date refresh
 - Fixed the issue of some resources not downloading
 - Issues with Save button for simple assessment
 - Issue with login on some devices
 - Fixed obstructed text in input fields on some devices
- Updated Send Feedback email
- Added auto-hide for the header in Training
- Added new trainings to training center
- Added Member ID to the Organization Roster
- Fixed the fact that you could assign the same commissioner to a unit over and over again
- Bug fixes
- Changed colors for Rate Me component
- Removed Scouting calendar for users without positions
- Fixed saving auto-login information
- Fixed the Organization Roster for units
- Bug fixes
- Fixed the Roundtable attendance calculation
- Added landscape orientation for trainings
- Fixed the password preview icon
- Removed duplicated positions from the Profile
- Bug fixes
- Disabled Membership card button when user doesn’t have positions
- Added 0.5 scores to Simple Assessment
- Enhanced member filtering in Organization Roster
- Fixed attendance calculation for roundtables
- Fixed duplicated organization tabs in Commissioner Tools
- Fixed sending emails from Member Details in the Organization Roster
- Enabled Touch ID
- Bug fixes

Did you notice “bug fixes” keeps showing up? That is because the team working on the mobile app is trying to be very responsive to your input. Also, it is part of the development philosophy with frequent small updates to not let bugs and issues accumulate and instead fix them as quickly as possible as they are identified.

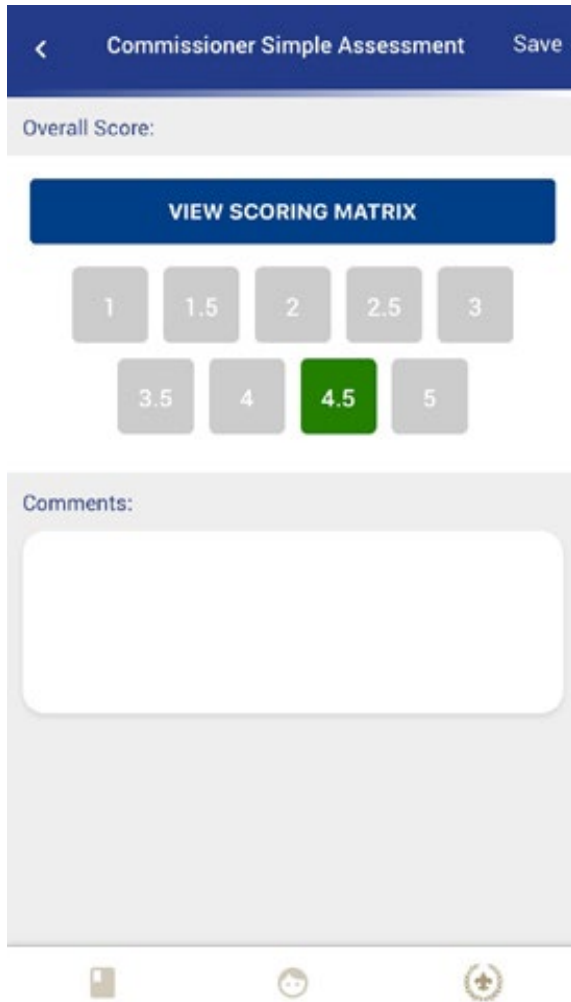
Here are some screen shots of the recent enhancements:

Organization Roster—displays Member ID of the registrant

	Name	Position
<input type="checkbox"/>	Eric Alan Sauber 126408754	Tiger Cub Ad... >
<input type="checkbox"/>	Eric Alan Sauber 126408754	Cubmaster... >
<input type="checkbox"/>	John Arthur Lindstrom II 100188653	Executive Of... >
<input type="checkbox"/>	John Arthur Lindstrom II 100188653	Chartered Or... >
<input type="checkbox"/>	John Arthur Lindstrom II 100188653	Committee Me... >
<input type="checkbox"/>	Lisa Marie Stachowski 129430569	Committee Ch... >
<input type="checkbox"/>	Tammy Jo Doty 127934123	Committee Me... >

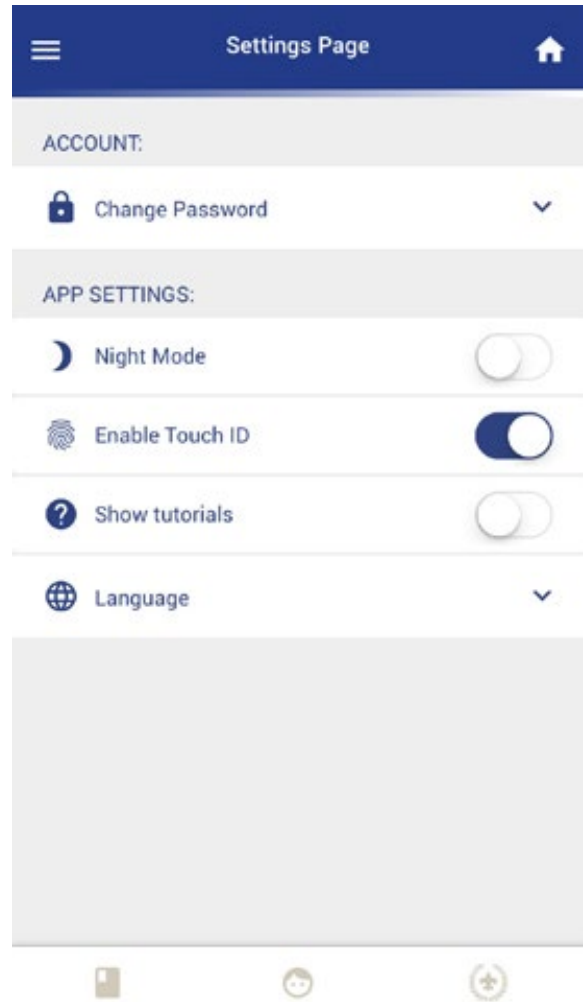


Contact scores include decimal/fraction score



Settings Page

– Enable Touch ID



Scoutbook Lite to Replace Internet Advancement in Q2

As was announced in early January, the Boy Scouts of America will deploy a new computer application in the second quarter of 2018 that will leverage core components of the BSA-owned Scoutbook unit management software platform. This new application, called Scoutbook Lite, will be free and, together with the full version of Scoutbook, will replace the legacy Internet Advancement software.

The pending deployment of Scoutbook Lite is important information for commissioners because commissioners serve units. With this transition away from Internet Advancement, the Scoutbook database will become the official record of advancement for the BSA. In other words, when your council asks to see documentation that advancements have been electronically recorded, your units may need to provide a Scoutbook or Scoutbook Lite report. As commissioners, it is important that we coach and mentor our units on this important change so no youth's advancement is delayed by *not* being prepared.

This new application is being developed now from the ground up so that unit leaders can quickly input advancement and other key data. It will sport a slick new user interface optimized for desktop, tablet, and mobile devices. Because the BSA has found that fewer than 10 percent of the units use the Internet Advancement CSV data file import feature in Internet Advancement, in the interest of focusing on tools that serve more Scouters, the CSV data file import feature will not be supported by Scoutbook Lite. Other than that, Scoutbook Lite will offer optimized functions for everything found in the current Internet Advancement platform.

There is additional good news for programmers. For Scouters who are experienced in the development of apps and/or web platforms, the BSA is excited to announce the upcoming rollout of application programming interfaces (APIs). A selection of specific, read-only APIs will be made available to Scouting volunteers in the first half of 2018. There are no current plans to roll out APIs to third parties.



We Need More Commissioners and We Need to Be Ready!

Prepared. For Life.® It's more than a theme; it's our promise! As volunteers and professionals working together in the Boy Scouts of America, we all have the same charge: *To prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law. No more, no less.*

Commissioners, do you have a plan for recruiting a full complement of commissioners in 2018? We have all experienced the challenges of filling-in-all-the-blanks on an org chart. But without help at the administrative level, recruiting for the all-important role of unit-serving commissioner is significantly more challenging.

We desperately need more commissioners to serve our Scouting, Venturing, and Exploring units. With exciting times ahead and our Scouting family expanding to include girls in Cub Scouting in 2018 and Boy Scouting in 2019, our needs are great and will become even greater. I am confident that we all want every youth who joins the BSA to have the best experience possible. If we collectively fail in our efforts, we may never get another opportunity. Scouting has an incredible story to tell and we tell it best by demonstrating that we have the best to offer young people throughout their development into adulthood.

A critical part of our professional/volunteer relationship and our Key 3 model is the role of the commissioner. As commissioners, we have a lot on our plate. We can't do all we need to do effectively without our Key 3 partners. I strongly encourage you to involve your Key 3 partners in helping to define and implement your plan. Be strategic, but also be tactical. Focus on one critical achievement at a time. Avoid setting up an overwhelming scenario. Prioritize!

Our role as commissioners is extremely valuable and I believe may be often understated. We know that unit-serving commissioners are positioned to be an enormously valuable asset to any unit, no matter how strong. We want every unit and every unit's program to be strong. If a unit fails—and they do—often the youth who were a part of that unit simply leave Scouting. Then what?

A huge part of your recruiting effort is to be able to make the best sales pitch you can. Be passionate about the value of being a commissioner. Your passion for commissioner service will be contagious. But be realistic too. We laugh about the "hour a week," but we know it takes time and effort. We also know that the reward can be huge. There are many proven tools available for you, and all you have to do is use them. One exceptional tool is [Friendstorming on Tour](#). Use it like it's written and it will work.

We can't build relationships without making the friendships first. Thank you for all you do for Scouting and commissioner service!



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



Best Methods for Recruiting Volunteers

Your National Commissioner Support Staff wants you to be successful in your recruiting efforts!

Presented here are best practices that will help you in your quest to discover and develop prospects for your district committees and commissioner corps.

Steps to ensure success:

1. Hold a district Key 3 meeting and invite your council commissioner or designated assistant. This needs to be a “tactical” meeting. (This can be done via phone, FaceTime, Skype, etc.)
2. Engage the district nominating committee. If you don’t have one, you need one!
3. Plan a Friendstorming session. (See [Friendstorming on Tour](#).)
4. Friendstorming is a council-presented process coordinated through district Key 3s and nominating committees with the purpose of generating large numbers of prospective volunteers for various levels of district service.
 - Friendstorming is a volunteer prospecting “best method” with the potential of identifying large numbers of potential candidates for various levels of service.
 - Friendstorming is an effective tool for helping to address barriers to filling district positions, such as commissioners and committee members.
 - The major barrier is not a lack of willingness, time, or recruiting skills but a lack of prospects to approach.
 - We need even more capable volunteers to fill the invaluable role of unit-serving commissioners and district committee members.
 - This “best method” will help you and your district nominating committee generate a list of prospects who might serve in your district as friends to our units.
 - Friends bring names to the list and agree to help with follow-up when the time comes.
 - The district Key 3 and nominating committee put the list to work.
5. Develop a commissioner prospect list using the broader Friendstorming list. (See “Searching for Commissioner Candidates” elsewhere in this newsletter.)
 - The list is only as good as your follow-up.
 - Never underestimate the value of a personal invitation. Friends listen to friends.
6. All the best in your quest, and keep “shopping.” This is a process.
 - Building the nominating committee to this level will be worth the time required to do so.



Searching for Commissioner Candidates

Developing a Commissioner Prospect List

A good district recruiting plan begins with identifying the need:

- What types of commissioners are needed?
 - Administrative
 - Unit
 - Roundtable
 - Specialists
 - Generalists

- How many of each type are needed?

A list of prospects is required to meet those needs.

While serving as Scout executive of the Bay-Lakes Council in Appleton, Wisconsin, Chief Scout Executive Mike Surbaugh developed a process that may be of value to district commissioners.

It's a tested process that develops a solid prospect list and ends a common frustration of volunteers and professionals: "We just can't find anyone." It's based on the assumption that existing and former volunteers with unit experience can be excellent candidates for unit service.

The Process

Step 1

- Set a meeting with key leaders.
 - District commissioner
 - District executive
 - Assistant district commissioners (if any)
- Allocate adequate time for the meeting.
 - Three hours is usually adequate for a district of 50 units or fewer.
 - More time or a follow-up meeting may be needed for larger districts.

Step 2

- Prior to the meeting, assemble materials:
 - Five years of past leader rosters and current-year leader and member rosters for each unit in the district
 - Supplies (highlighters, blank paper, food, and beverages)
- Organize meeting room.
 - Large tables to enable spreading out materials
 - Technology access (ScoutNET, my.Scouting, Scoutbook, etc.)
 - Group rosters by unit and then by year
 - Match roster groups with associated unit roster groups
 - Packs with troops from which they typically draw
 - Crews with troops from which they typically draw
 - Etc.

Step 3

- Orient participants.
 - Objective: Find those with hidden talent who could be commissioner prospects.
 - Effective unit commissioners would be those people who have good leadership experience in a unit, have seen the program work for their child, and are committed to the values of Scouting.
 - Starting with the oldest pack rosters, look for volunteers with a pattern of leadership experience (e.g., den leader, assistant den leader, assistant Cubmaster, Cubmaster, etc.). Highlight their names.
 - Some may drop off the pack roster after four or five years.
 - Review the associated troop roster (or search available technology) to determine if child is registered there.
 - If youth is registered, check to see if parent is registered in a key leadership position.
 - If not, that parent is a prospect.
- Assign participants to units and begin roster reviews.

Step 4

- Identify candidates.
- Examples:
 - Parents were registered in the pack in alternate years. This is an indicator that the family is committed and that both parents have good leadership experience and have decided to share the responsibility. Both might be good prospects.
 - One parent is involved in the pack; one is on a troop committee. This indicates they have a second child in the program. The parent serving in the pack may be a prospect when the younger child joins a troop.
 - One parent was on the charter for multiple years but now has dropped off. One is now on the troop charter. They may have elected to take turns at unit leadership; the parent who served in the pack may be a prospect.
 - One parent is a Webelos leader for the second time. The family may have a second child who will soon be moving to a troop and that parent may be a prospect.
 - Great succession of leadership in the pack, child moves on to the troop, and now parents are unregistered. Both may be prospects.
 - Similar situations may arise with other associated units (troops and crews, troops and ships, etc.).
 - Research a troop with many assistant Scoutmasters, a crew with many associate Advisors, etc. If all aren't needed, some may be prospects.



Step 5

- For each prospect:
 - Identify two key leaders who were in the unit at the same time (whether or not they are still active in the unit).
 - Capture phone numbers for each.
- These identified key leaders are potential references for prospects.
- *Meeting concluded*

Step 6

- Follow up with prospect references.
- Capture information about:
 - Scouting knowledge and experience
 - Passion
 - Potential
 - Priorities
 - Other current Scouting roles and responsibilities (Don't poach!)
 - Scouters to whom the prospect "can't say no"
- Identify candidates (prospect's passion, potential, and priorities match identified needs).

Step 7

- Make the ask.

Step 8

- If "yes," begin orientation and onboarding.
- If "no," begin follow-up process (or referral to another leader in an area that would be a better fit).



College of Commissioner Science Curriculum Update

Dedicated members of the national College of Commissioner Science (CCS) Curriculum Update Task Force have been hard at work this past year to create and update CCS curriculum course materials to be ready to launch prior to the 2018 National Annual Meeting. It was a year ago, in January 2017, that a survey was sent to all councils to determine which of the CCS Bachelor (BCS), Master (MCS), Doctorate (DCS), and Continuing Education (CED) national courses are being used and which are not. Task force members focused on developing learning maps based on the survey report, which included comments from the 117 participating councils (CR-33, NE-20, SR-35, WR-29) with suggestions for specific course materials to update, consolidate, retire, etc. The report found that 100 percent of commissioner colleges held in these councils used the national course materials. In this first phase of developing learning maps, task force members identified BCS, MCS, and DCS courses to update or retire; created new or updated course learning objectives; and identified alternative training methods and outcomes.

Task force members got together for the first time last March at the Developing Commissioners Conference at Scouting U in Westlake, where they had the opportunity to meet with Steve Yackel, Scouting U team lead, and work on determining how courses may relate to other courses (i.e., basic training and other BCS, MCS, and DCS courses) and on identifying courses to refocus, newly develop, or relocate. At that conference, Julia Farr, task force chair and assistant council commissioner in the National Capital Area Council, had the opportunity to address conference participants to share the team process, explain the transparency of the task force's work, and invite all commissioners to send her updates on any national course materials and creative alternative training methods for task force consideration.

While the task force's work was underway to update course materials (i.e., course outline, teaching notes, alternative training methods, resources, etc.) for the BCS, MCS, and DCS programs in phase one, Scouting U launched a series of new online Commissioner Basic Training video modules in May. When task force members met in June during Commissioners Week at Philmont Training Center, a new strategy emerged to study how to refresh and rebuild the CCS curriculum in light of not only the new online video modules but also the revisions in progress to the commissioner manual and the important need to promote the five focus areas for commissioner service.

After the 2017 National Scout Jamboree, task force members gathered in August at Scouting U, where they participated in the CCS Dean's Retreat sessions during the day and worked hard together at task force meetings in the evenings. Their task was to plan a revitalized curriculum that would take commissioners beyond their online position-specific training and engage them in active learning, including creating a Unit Service Plan, supporting unit growth through Journey to Excellence, supporting timely charter renewals, linking unit needs to district



Tim Acree
National Commissioner
Service Training Chair
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operating committee resources, contacting units and capturing their strengths and needs in Commissioner Tools, delivering effective roundtables, focusing on effective recruiting and retention, building relationships, and more.

At the CCS Dean's Retreat, Julia Farr welcomed the opportunity to introduce task force members, share an update of the team process in rebuilding the CCS curriculum, and reinforce the transparency of the task force's work. She introduced task force member Scott McKenzie, the newly named national commissioner service roundtable chair, who shared the plan to add updating of the BCS roundtable curriculum along with creating a new MCS roundtable curriculum as part of the task force's work. Task force member Peter Matrow, assistant council commissioner and college dean in the Western Massachusetts Council, had the opportunity to discuss the doctorate degree requirements and share the development of a doctorate degree booklet. Task force member Kresha Alvarado, assistant council commissioner for training in Circle Ten Council, shared plans for January's commissioner training conference (Second Century Service) at Florida Sea Base.

As the first drafts of BCS, MCS, and DCS course materials begin to transition into the review phase, task force members will next focus on selecting CED topics and developing CED learning maps. A dedicated roundtable team is working on BCS and MCS roundtable curriculum updates to launch prior to the 2018 National Annual Meeting. All commissioners continue to be invited to send updates on any national course materials, as well as ideas for creative alternative training methods and potential CED course topics, to the task force for consideration at farr.scouts@gmail.com.



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

Task force chair: Julia Farr

Northeast Region: Craig Donais, Peter Matrow, George Costigan (Roundtable)

Contributors: Burt Marsh, Jim Stewart, Brian Snow, Jae Englebrecht

Central Region: Jody Batten, Stephen Meinhardt

Contributor: Sara Gormley

Southern Region: Kresha Alvarado, James Thielen, Emily Campbell (Roundtable)

Western Region: Scott McKenzie (Roundtable), David Lown

Contributor: Mike Goehring

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



Online Commissioner Basic Training

Online Commissioner Basic Training became available in May 2017 for council commissioners/assistant council commissioners, district commissioners/assistant district commissioners, roundtable commissioners/assistant roundtable commissioners, and unit commissioners. Basic training for area and regional commissioners was made available in November. Thus, the following totals of newly trained commissioners are for a partial year.

Total online course completions for 2017:	
Area and regional commissioners	88
Council commissioners/assistant council commissioners	427
District commissioners/assistant district commissioners	649
Roundtable commissioners/assistant roundtable commissioners	688
Unit commissioners	1,208
Total	3,060

The total number of online courses completed in 2017 is 111,546! That is a *lot* of training. The new online courses have been receiving very favorable reviews and have had a minimal number of technical issues.





COMMISSIONER POSITION TRAINED REQUIREMENTS

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

AREA & REGIONAL COMMISSIONERS		
ACCLIMATION		
SCO_1000	AIMS & 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 27 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
TOTAL TIME: 18 MIN		
FIRST 30 DAYS		
SCO_720	ACCESSING COMMISSIONER TOOLS	6:5
SCO_740	DISTRICT STRUCTURE	5:0
SCO_742	THE DISTRICT COMMISSIONER ROLE	7:0
SCO_743	THE ASSISTANT DISTRICT COMMISSIONER ROLE	11:3
TOTAL TIME: 30 MIN		
POSITION TRAINED		
SCO_746	JOURNEY TO EXCELLENCE FOR COMM	3:5
SCO_727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2:0
SCO_749	COMMISSIONER TRAINING CONTINUUM & RESOURCES	4:5
SCO_763	REGIONAL & AREA ORGANIZATION	8:0
SCO_764	ROLES OF THE REGIONAL & AREA COMMISSIONER	10:0
SCO_765	TOOLS AVAILABLE TO THE REGIONAL & AREA COMM	12:0
SCO_766	AREA REGIONAL COMM ONBOARDING WORKSHEET	1:0
TOTAL TIME: 42 MIN		

UNIT COMMISSIONERS		
ACCLIMATION		
SCO_1000	AIMS & 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 27 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 & 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: 46 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		
POSITION TRAINED		
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 & RESOURCES	4:5
SCO_755	UNIT COMM ONBOARDING WORKSHEET ACKNOWLEDGE	1:0
TOTAL TIME: 27 MIN		





COMMISSIONER POSITION TRAINED REQUIREMENTS

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

COUNCIL COMMISSIONERS

ACCLIMATION

SCO__1000	AIMS & 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 27 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 & 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 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: 50 MIN

POSITION TRAINED

SCO__738	THE SIX WS OF ROUNDTABLES	8:0
SCO__739	THE ROUNDTABLE ADC & 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 & RESOURCES	4:5
SCO__760	COUNCIL COMMISSIONER ONBOARDING WORKSHEET	1:0

TOTAL TIME: 1 HOUR 1 MIN

DISTRICT COMMISSIONERS

ACCLIMATION

SCO__1000	AIMS & 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 27 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__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: 47 MIN

FIRST 30 DAYS

SCO__1012	DISTRICT COMMITTEE STRUCTURE	8:0
SCO__720	ACCESSING COMMISSIONER TOOLS	6:5
SCO__721	THE UNITS TAB IN COMMISSIONER TOOLS	3:5
SCO__735	CONTACTING UNITS & CAPTURING STRENGTHS/NEED	8:0
SCO__724	ENTERING A SIMPLE ASSESSMENT 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 & ACC	14:0
SCO__723	UNIT ASSESSMENT SCORING MATRIX COMMISSIONER 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 42 MIN

POSITION TRAINED

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 & RESOURCES	4:5
SCO__755	UNIT COMM ONBOARDING WORKSHEET ACKNOWLEDGE	1:0

TOTAL TIME: 27 MIN





COMMISSIONER POSITION TRAINED REQUIREMENTS

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

ROUNDTABLE COMMISSIONERS

ACCLIMATION

SCO_1000	AIMS & 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 27 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: 52 MIN

FIRST 30 DAYS

SCO_734	ROLE OF THE UNIT COMMISSIONER	6:0
SCO_739	THE ROUNDTABLE ADC & 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: 57 MIN

POSITION TRAINED

SCO_746	JOURNEY TO EXCELLENCE FOR COMM	3:5
SCO_727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2:0
SCO_749	COMMISSIONERS TRAINING CONTINUUM & 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: 44 MIN

CLASSROOM OPTION

THE ONLINE TRAINING PLANS LISTED ARE ALSO AVAILABLE IN A CLASSROOM FORMAT:

- Unit Commissioner: D20 Unit Commissioner Basic Training Roundtable and Assistant Roundtable
- Commissioner: D19 Roundtable Commissioner Training Basic
- District and Assistant District Commissioner: D18 DC/ADC Commissioner Basic Training Council and Assistant Council
- Commissioner: D17 DC/ADC Commissioner Basic Training



2018 National Commissioner Conferences

In our last issue we announced expanded plans for national commissioner conferences in 2018. Those include offering eight conferences in three different locations: Florida Sea Base, Summit Bechtel Family National Scout Reserve, and Philmont Training Center.

Prior participants have consistently identified elements of our national conferences that they value highly, including:

- The quality of our faculty
- Opportunities to share and network with participants from around the country
- Opportunities to practice application of new concepts
- Opportunities to interact with members of the National Commissioner Support Staff

Some adjustments have been made to our 2018 plans in response to that feedback:

- A new process to identify top-quality faculty candidates has been implemented.
- Workshops and joint sessions between conferences have been expanded.

- At Philmont, National Commissioner Support Staff members will be responsible for delivering core content to every conference:

- Coaching and Mentoring Darlene Sprague
- History of Commissioner Service Scott McKenzie
- Relationships Kevin Baker
- Technology for Commissioners Rick Hillenbrand
- New Member Coordinator Ellie Morrison

- Also at Philmont, we'll be offering a "technology lab" in off-hours that will enable participants to practice and get additional support with questions about how best to use the technology available to commissioners.

- At Summit Bechtel Reserve, we'll be offering two weeklong commissioner conferences, one focused entirely on Technology for Commissioners and one on Second Century Service.

By the time you read this, our first conference of the year, at Florida Sea Base, will have been completed. The remaining opportunities are listed below. Registration is open; sign up and take part in the richer, deeper training experience available through our national conferences.

Click [here](#) to register for a Philmont Training Center conference.

Click [here](#) to register for a Summit Bechtel Reserve conference.

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)	Summit Bechtel Reserve Philmont Training Center	July 15–21, 2018 July 29–Aug. 4, 2018
Technology for Commissioners	All Commissioners (Including Area Commissioners)	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 Commissioners (Including Area Commissioners)	Philmont Training Center	June 10–16, 2018



2018 National Commissioner Impact Sessions

Our national commissioner conferences consistently get great reviews. We also know that they don't meet the needs of every commissioner, as their length and the associated travel can present challenges. While our national conferences can cover a variety of topics over the course of a week, commissioners increasingly are dealing with specific issues they need to focus on. Our National Commissioner Support Staff finds significant value in engaging in open discussion with and receiving feedback from commissioners.

Because volunteers today want to have an impact, national commissioner impact sessions are designed to enable focus on a specific topic and prepare commissioners to have an impact on it. Participants will have an opportunity to learn, share ideas, network with other volunteers, practice new concepts, interact with members of the National Commissioner Support Staff and other top-quality faculty members, and provide feedback on how we can help more commissioners impact a specific issue.

Impact sessions will be cost effective: They will be shorter—a weekend event—and one will be offered in each region to enable more commissioners to experience national training.

Planning is underway for the following four impact sessions in 2018:

SESSION	GREAT FOR	DATES	LOCATION
Engaging Unit Leaders and Team Members	All commissioners	March 16–18	Atlanta Area Council Volunteer Service Center 1800 Circle 75 Parkway SE Atlanta, GA 30339
Applying Technology to Unit Service	All commissioners and professionals	May 4–6	Patriots' Path Council Service Center 1 Saddle Road Cedar Knolls, NJ, 07927
Delivering a Great Commissioner College	CCS deans, staff, and faculty	August 17–19	Dan Beard Council Scout Achievement Center 10078 Reading Road Cincinnati, OH 45241
Recruiting Commissioners	All commissioners	October 26–28	Grand Canyon Council Service Center 2969 N. Greenfield Road Phoenix, AZ 85016

As plans are finalized, details will be made available on our [Commissioner Training – BSA Facebook group's page](#) where nearly 1,800 commissioners and other volunteers receive the latest information about commissioner training, ask questions, share ideas and best practices, and engage in discussion. We'll also be communicating directly with commissioners in areas within reasonable travel distances to make them aware of these opportunities.

Flash! Our first impact session will be held March 16-18 at the Atlanta Area Council's Volunteer Service Center. Registration is open at <http://CommissionerImpactSession.kintera.org/AtlantaGA>.

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



Using Relationships Developed at Roundtable in Recruiting Commissioners

Roundtable commissioners, unit commissioners, and administrative commissioners all have important roles in each district and council. But we never seem to have enough commissioners to provide all the services we would like to provide to our units. Our new family Scouting initiatives will further increase the opportunities to provide unit service in 2018 and beyond. We all need to be ready to step it up a notch with our commissioner recruiting efforts.

Roundtable not only is one of the largest attended events in a district but also has some of the most motivated and highly trained Scouters in your area in attendance. Roundtable is also a great place to develop relationships early on with unit leaders.

The roundtable team has the unique opportunity to develop relationships with many of the local leaders attending roundtable. While the team members provide unit service to these leaders, they learn about the leaders' experience, levels of training, motivations, challenges, and how they work through those challenges. This relationship building process is a huge advantage when it comes time to develop a list of prospects for commissioner service.

Unit leaders who have the potential to become great roundtable commissioners and assistant roundtable commissioners are especially coveted prospects that can come from the local roundtable.

Roundtable commissioners can coach and mentor unit leaders to become part of the roundtable team over many months or years. There are even plenty of opportunities for a test run by having individuals help with various parts of the roundtable program before they are invited to become part of the roundtable commissioner team.

Relationships developed at roundtable will also identify where a prospect is best suited to serve in the commissioner corps. Some individuals love their program (Cub Scouting, Boy Scouting, or Venturing), but they may move on from being a unit leader when their own child moves up to another Scouting program. These individuals may be a great example of someone well-suited to be a unit commissioner. Others may have a lot of experience and love to share their knowledge but have more limited time. This person might be happy to become an assistant roundtable commissioner. Match volunteers to a specific position.



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

Every commissioner has a great story about why he or she loves performing unit service and how he or she has made a personal difference in the lives of unit leaders and their youth. Have commissioners share their experiences during opening or closing sessions of roundtable. There is also a great opportunity during these sessions to have unit leaders talk about how the unit's commissioner service had a positive effect on them and their unit. Doing this on a regular basis heightens the awareness of commissioner service with all roundtable participants.

Roundtable is a great place to develop relationships that can lead to unit leaders becoming future commissioners. I would like to take the time to thank all the roundtable teams that provide so much service to so many in their local roundtable programs.



2019 Sea Base Lottery Coming to Close

Registration for the 2019 Florida Sea Base lottery closes at 5 p.m. Eastern time on Tuesday, February 13.

To access the Sea Base Lottery registration form, you will need your unit ID. If you do not know your unit ID, please contact either your local council or the BSA Member Care Contact Center at 972-580-2489. Click [here](#) to register.

Each unit may enter the lottery only once. You may select up to 10 adventures by order of preference, and as many dates as you are open to attending on.

2019 Programs

Bahamas Sea Base

Bahamas Adventure	Crew Size: 6-8
Bahamas Adventure	Crew Size: 10-12
Bahamas Tall Ship Adventure	Crew Size: 18-20

Brinton Environmental Center

Keys Adventure	Crew Size: 6-8
Florida Fishing Adventure	Crew Size: 6-8
Out Island Adventure	Crew Size: 6-8
Marine STEM Adventure	Crew Size: 6-8

Florida Sea Base Sailing

Coral Reef Sailing Adventure	Crew Size: 6-8
Sea Exploring Adventure	Crew Size: 18-20
STEM Eco Adventure	Crew Size: 6-8

Florida Sea Base Scuba

Scuba Adventure	Crew Size: 6-8
Scuba Certification Adventure	Crew Size: 6-8
Scuba Live Aboard Adventure	Crew Size: 10-12

Sea Base St. Croix

St. Croix Adventure	Crew Size: 6-8
St. Croix Scuba Adventure	Crew Size: 6-8

Sea Base St. Thomas

St. Thomas Sailing Adventure	Crew Size: 6-8
St. Thomas STEM Eco Sailing Adventure	Crew Size: 6-8

Visit www.bsaseabase.org for more information.

E-Checks Now Accepted for Online Charter Renewal

As of January 11, 2018, Internet Rechartering has been enhanced with the capability for renewing units to make an electronic check payment when completing the renewal for submittal to the local council.

There is no fee for the use of this service. Units will find this a convenient way to pay online. Other payment options for units include making their charter renewal payment directly to the council via cash or check. Or the unit can pay online via a credit card, which requires an administrative fee.

When paying via an e-check, the unit volunteer will need to have the unit (payee) bank account information with routing and account numbers. This information is entered during the e-check payment process.

Like online credit card payments, these e-check funds are remitted directly to the BSA and are not received by the local council.

Discover the “world” of Scouting & join the BSA contingent next summer at the

3rd Interamerican Scout Moot

In the Sacred Valley, Cusco, Peru

When: July 27 – August 5, 2018
Who: This event is designed for young adults ages 18-25
IST: Adults ages 25+ are eligible to register as part of the International Service Team
Sign up: For more information about the BSA Contingent and pricing visit <https://www.scouting.org/scoutsource/International/InteramericanScoutMoot.aspx>
 *participants may sign up for an optional trip to Machu Picchu for an additional fee

What is a Moot? The word *moot* is Old English and means “an assembly held for discussion.” That’s Moot—a once-in-a-lifetime World Scouting experience!




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 B. Baker tubacaz@hotmail.com	Area 1 Commissioner Jim Ganley jpganley@gmail.com
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Area 3 Commissioner Carm Walgamott walgamott@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 Rick TerBorch rterborch@earthlink.net	Area 4 Commissioner Rick Bausher rbausher@hotmail.com
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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
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Ken King	Northeast Region Commissioner	kenking39@yahoo.com	Fork River, NJ
Scott McKenzie	Roundtable Chair	samckenzie@hotmail.com	Stansbury Park, UT
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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 December 2017 can be accessed [here](#).



Coming Events

2018

February 12–14

National Executive Board and Committee Meetings
DFW Marriott North, Irving, Texas (invitation only)

May 23–25

National Annual Meeting and National Executive Board and
Committee Meetings
Sheraton, Dallas, Texas

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

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

