



BOY SCOUTS OF AMERICA®

All Commissioner Newsletter



When attending commissioner colleges and conferences, the most-asked question I hear is *"How do we recruit more commissioners?"*

It's a good question that leads me to ask a couple questions of my own:

- What type of help would benefit your units?
- How do you invite someone to serve?

When growing your commissioner team, first determine the need. Perhaps you have several new units or cub packs without assigned commissioners? Once the need is understood, look for individuals with the personality and capacity to help. It's better to have the right mix of unit commissioners than a large group of commissioners who won't connect with unit leaders. A new manual coming in 2025 called "Organizing Commissioner Teams" should be helpful.

So why should someone become a unit commissioner? When presenting to commissioner groups, I usually start by asking a couple Scouters to tell me "Who asked you to be a commissioner" and "Why did you say yes"? Those who speak up usually recall a respected Scouter and a desire to help kids have a great Scouting experience.

That sounds about right. A commitment to serve usually happens after a one-on-one "ask" from a trusted individual. I've never seen an email or flier that magically convinces someone to be a commissioner.

When inviting someone to join your team, start with "why" - why their efforts will matter. Share a story about a commissioner whose action made a difference to a unit and its Scouts. It's best if that story comes from your personal experience.

If the individual agrees to serve after hearing your commissioner impact story, you'll have a new commissioner with the right motivation. Support them with great coaching and one day this new commissioner will be able to share an impact story of their own.

Mark Larson

Commissioner Facilitator for CSTs 9-16



Eagle Scout David Montgomery

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