

Supporting Scouting Through Effective Unit Service

**THANK YOU and
Welcome to the
Team!**



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WELCOME

**An Orientation for New
Commissioners**



Welcome Aboard!

We're thrilled to have you join us as a new commissioner in unit service. Your experience and enthusiasm will be a tremendous asset to our team as we continue to support and strengthen our units. We look forward to working alongside you and building greater connections with our volunteers and units.

It's truly an honor to serve as a commissioner, and we're excited to share that sense of purpose and commitment with you as we work together to make a lasting impact.

What is a Commissioner?

A **commissioner** is a friendly supporter and guide within the Scouting community, dedicated to helping unit leaders succeed. Think of them as a unit leader's single, best resource – always ready to offer advice, encouragement, and solutions.

Commissioners should be **great listeners**, taking time to understand each unit's unique needs and challenges. They serve as a **valuable tool**, offering helpful resources and connecting leaders with support when needed, thereby helping to strengthen units and providing youth with the best possible Scouting experience.

Our Core Concepts

The concept of unit service focuses on the unit. The commissioner's specific mission is to ensure units operate at maximum efficiency, enabling them to deliver a high-quality program to a growing youth membership.

At the heart of everything we do are our **core concepts**, which guide and shape our success. Our **mission** defines our purpose and why we exist, while our **vision** paints a picture of the future we strive to create. Our **goal** provides direction, and our **objectives** break it down into manageable steps. Our **purpose** is to be the single best resource for our

The Trained Leader emblem:

This will be issued when you have completed position-specific in-person or online training for your role.

The Commission:

When all the training is completed, it's time to get commissioned. We share the wreath of service with professional Scouters. The district or council commissioner will conduct your commissioning ceremony.



For more information, visit

<https://www.scouting.org/commissioners/recognition/>

You are a vital element of the commissioner corps!

Being a vital element of the commissioner corps means playing a key role in supporting and strengthening the entire Scouting community. Your dedication, knowledge, and willingness to serve help units thrive, leaders feel supported, and Scouts have the best possible experience.

You're not just part of the team – you're a cornerstone, providing guidance, encouragement, and continuity that keeps Scouting's mission strong and moving forward. Your presence truly makes a difference, and your commitment uplifts everyone around you.

Successful teams thrive when they embrace open-mindedness and a genuine willingness to learn. By staying receptive to new ideas and being open to diverse perspectives, we can tap into a broader range of insights and creative solutions. Clear communication is equally essential – it ensures that everyone is aligned, heard, and understood.

Collaboration becomes more productive and enjoyable when team members value each other's input and maintain an open, respectful dialogue.

These qualities build a strong foundation for innovation, trust, and success.

A commissioner team with a common purpose and goal will make your job easier. Be OPEN and remember to ask "How Can I Help?"

Commissioner Training – What's next?

Commissioner Position-Specific Training

Unit Commissioner

District/Asst District Commissioner

Roundtable/Asst Roundtable Commissioner

Council/Asst Council Commissioner



Recognition

The first recognition category is for the individual's decision to commit to serve. This includes the Badge of Office, Trained Leader emblem, and the Commission.



The Badge of Office:

Once you have completed your application, taken the Safeguarding Youth training, and have been approved, the commissioner will wear the appropriate position badge for your role (unit, roundtable, district, or council).

units, and our **methods** ensure we remain consistent and strategic in our approach.

Our unique culture underpins it all—a supportive, collaborative environment that encourages growth, innovation, and shared success. These core concepts keep us aligned and inspired as we move forward.

We are aligned directly with Scouting America's Mission, Vision, and Goal:

Mission

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.

Vision

Prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

Goal

Prepare America's youth for lives of impact and purpose

Our Objectives

Membership retention

Membership growth

While we may not be **directly** involved in recruiting and retaining youth and adult members, all commissioners **contribute to membership growth by working closely with units to ensure their success**. Growing Scouting requires us to partner with volunteers throughout Scouting America, and when we do that well, Scouting's growth will be both significant **and** sustainable.

Our Culture

Culture is a way of life for a particular group of people—the behaviors, beliefs, values, and symbols they accept and pass along through communication and imitation.



The Culture of Unit Service Defined:

Be the Heart

Scouting's units are its heart. Scouting's success is dependent on them; they deliver the program to youth. We support unit leaders in developing a safe, welcoming environment and effectively delivering the program. We exist to support Scouting's heart.

Build Relationships

We must develop relationships with our unit leaders based on mutual respect, candor, and trust. Without that, the communication and collaboration required to support units effectively is impossible. Effective partnerships in serving youth are enabled by great relationships.

Change Lives

Scouting changes the lives of the youth it serves and the adults who support it, including both volunteers and professionals. As they adopt Scouting's values, they become engaged citizens who strengthen our communities, nation, and world.

Our Purpose

Being unit leaders' single best resource

Unit leaders need to know that they have someone to go to who can either give them an answer or find an answer. While commissioners won't have the answer to every question, they should be the single best resource for unit leaders who need answers or support.

Our Methods

Objective metrics

Unit Connections

The Key 3

Impact, not activity

Grown Partnerships

Change the Way We Work Together

Commissioners review objective metrics and have meaningful conversations with unit leaders, listening carefully to the needs and

concerns of unit leaders. Commissioners collaborate with the unit Key 3 to ensure the unit's success. Because we often lack a sufficient number of commissioners, commissioners should partner with units that have the greatest need for support. Helping unit leaders achieve their vision will grow meaningful partnerships between commissioners and unit leaders.

A Team Environment

Has a common purpose and goal

Makes your job easier

Encourages team members to:

- Share ideas
- Consider solutions
- Solve problems together

Creating a team environment with your fellow commissioners and unit leaders will make your job easier, whether you are a unit, district, roundtable, or council commissioner.

A positive team environment is built on a shared purpose and common goals, which bring everyone together and foster a sense of unity. When you are part of a strong team, your job becomes easier because everyone supports one another and works toward the same outcomes.

Successful teams foster open communication, where members feel comfortable sharing ideas, exploring various solutions, and collaborating to solve problems.

This type of collaboration yields better results and promotes a more enjoyable environment for everyone involved.

Successful Teams Need To:

Be open-minded

Be open to learning

Be open to diverse perspectives

Have clear communication

