CASTING A WIDER NET

Casting a wider net...

We all know the challenge: recruiting enough commissioners so that every unit leader can realize and experience the friendship of a unit serving commissioner.

Recently, we’ve recommended “recruiting for character and training for skill.” That’s important; it increases the number of candidates available. So does recruiting a variety of volunteers who are under-represented in our commissioner corps today: women, younger volunteers, and volunteers that reflect the communities our units serve. There is a simple concept fundamental to recruiting commissioners: anyone with a servant’s heart who represents the values of the Scout Oath and Law and reflects the communities our units serve is a candidate for Unit Service; we can train willing volunteers who meet that standard to serve units.

The communities our units serve are diverse; our volunteers increasingly so; our commissioner corps is not. Recruiting commissioners representative of the communities our units serve increases our ability to achieve great commissioner fit: a unit commissioner who creates a relationship with unit leaders based on respect, trust, candor and objectivity.

Companies face the same challenge and are taking a broader approach to recruiting to build sustainable teams and maximize expertise, innovation, and impact. Recruiting talent and succession planning are essential to their future success. Every employee has the potential to bring value to the organization; every volunteer has the potential to bring value to Scouting.

There is a great article from Brian on Scouting (July 5, 2019) that speaks to this.” Historically young Silver Antelope recipient says Scouting values all voices “. Its key points include:

- Scouting is the great equalizer
- It’s about passion
- Labels like age are irrelevant
- Making the connections
- Recruiting more women (Amanda Vogt says, “the solution is simple: Ask”)

How do we recruit the commissioners needed to ensure every member of the BSA has a great Scouting experience? Identify volunteers with a servant’s heart who represent the values of the Scout Oath and Law and reflect the communities our units serve; then just ask.

Read the article. It’s great!

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