

## 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!