

IT ALL BEGINS WITH A VISION

There's a key element to successfully recruiting commissioners: answering a simple question.

Whether or not a candidate asks the question directly, it hangs in the air throughout the conversation: What does success look like?

The answer, and successful recruiting, begins with a vision. So, too, does building a team of commissioners [link to *How Do I Build My Team* in October 2016 issue]. From that vision flows a clear definition of mission and objectives. Together, they enable developing a clear answer to the question.

All Scouting is local. The focus of a council or district Unit Service team will reflect local strengths and needs and that will impact its vision. Regardless, the local focus should support our national vision and mission for Unit Service:

- Our Vision: Unit Service will enable units to better serve more youth by providing an adequate number of trained commissioners who provide a link to district committees in support of a quality unit program.
- Our Mission: The mission of Unit Service is to help units better serve more youth through Scouting.

To support those, we ask our unit commissioners to focus on just four things (objectives):

1. Supporting unit growth through the Journey to Excellence.
2. Contacting units and capturing their strengths, needs, and a Unit Service Plan that enables continuing improvement, in Commissioner Tools.
3. Linking unit needs to district operating committee resources.
4. Supporting timely charter renewal.

And we ask our Roundtable commissioners to focus on developing and delivering Roundtables that provide program ideas and communications on policy, events, and training opportunities to our unit leaders.

Our administrative commissioners are responsible for creating and communicating the local vision, recruiting volunteers to serve on the local Unit Service team, and training, orienting, and coaching them to achieve objectives and fulfill our vision and mission.

But at the end of the day, *it all begins with a vision.*