

## *RECRUITING & ALLOCATING ENOUGH COMMISSIONERS FOR NEW UNITS*

My article in our Spring edition focused on 'Recruiting Volunteers and New Leaders'. I invite you to take another look at that article for more tips on recruiting volunteers.

Welcoming girls into Cub Scouts is well underway and Scouts BSA, February 1, 2019. Timelines are being developed by councils through their professional staff and volunteers. Personally, I've been involved in many conversations about different scenarios to make transitions as smooth as possible. These scenarios vary:

- Existing resources/units
- New girl dens
- New girl packs
- Linked troops where committees have the resources to develop new troops for girls
- New stand-alone troops for girls
- And what it may look like a year from now...
  - As we near the end of 2019 and the LDS church ceases to be a charter partner, we want to ensure that every Scouter and Scout that had the desire to stay in Scouting...has the opportunity to join an existing unit...'right fit'. Or, a new unit formed by families of an existing church unit.

I want to echo the quote from our National Commissioner, Ellie Morrison in this edition of our commissioner newsletter. *"Insuring a great Scouting experience for every member"*. We all need to 'own' this and do what we can to make it happen. Unit service from an engaged commissioner can mean everything to a unit, especially new unit leaders, but not to the exclusion of seasoned leaders either.

The challenge remains the same...**we need more commissioners to help coach and mentor unit leaders** in our mission to *'insure a great Scouting experience for every member'*. We were all new leaders...once upon a time...and we can't forget what that was like. We were all looking to someone else to help us along the way. And while we are working toward finding that "adequate number", some reallocation of resources could be the best short-term option. Reallocation of existing commissioners to work with new units as they form will make the effort more successful. New units won't be sustainable without a solid base of support as they form – storm - norm and perform. This includes a 'new-unit commissioner', support from membership, training and other operating committees of the council and districts.

From a volunteering perspective and to get the job done, it takes more people. People are less likely to take on long-term commitments. However, short-term commitments are very likely and especially when they get to choose what they want to do. Breaking down the big tasks into smaller pieces takes time and purpose. I would hope that commissioner corps from the council to the district are taking the time and effort to develop and maintain recruiting plans.

It's an ongoing process. What's your plan?

- What is your goal?

- Who will do the recruiting?
- Who do you recruit?
- How will you measure progress?
- When to you start? NOW!
- What skills and tools do you need?

Identify the 'untapped' group of volunteers, alumni groups, that still may want to serve...may want to serve...just need to be asked through a personal invitation. And please...ask only for what is realistic and be compelling when you 'ask'. You're more likely to hear 'sure...I can do that'. Then help them get started and stay engaged. Sometimes, just knowing you are a resource is enough to keep a commissioner engaged.