

**To: All Commissioners**

**From: Karen Bengtson, Recruiting and Retention Chair**

[Kkb08@comcast.net](mailto:Kkb08@comcast.net)

**Re: Prioritizing Assigned Commissioners**

Given the reduced size of our commissioner force and the current number of units that are struggling, it is more important than ever to be intentional in how commissioners are assigned to units. A thoughtful approach will enable administrative commissioners to better support the retention goals of each council.

Without a reversal in our declining membership trend, many local councils are in danger of continuing to lose both youth and volunteers. We simply cannot afford to lose units and Scouts because they did not have enough support. To address retention and growth, we have developed the following priority list to guide you in assigning commissioners to units where they will have the greatest impact on youth.

1. Packs that fell off the grid during Covid (these units need immediate attention)
2. Any unit that exhibits a warning sign: danger of losing their charter, steadily declining youth membership, no adult leadership, etc.
3. New units formed within past 12 months
4. Unit with score of 2.5 or less or in danger of dropping
5. New units formed within the past 3 years
6. Other Packs
7. Other Troops, Crews, Ships, Clubs & Posts

Simply put, high functioning units do not need regular visitation from a commissioner. Instead, we should reallocate resources so that commissioners are assigned where they are most needed; not necessarily where they would most prefer to be. Often, our most experienced commissioners are assigned to the strongest units when they are sorely needed in priority units. Assigning commissioners using the priority list recommended above will result in stronger units with stronger leaders which ultimately benefits the Scouting program as a whole. While high performing units are sometimes more fun/enjoyable to serve, periodic contact (once or twice a year) with those units is sufficient. The impact of a commissioner will be greater when we follow the recommended priorities.

The Scouting program offers a unique opportunity to develop youth into better citizens and effective leaders. Commissioners are committed to supporting membership growth by working to strengthen units. Prioritizing how commissioners are assigned to units will enable us to better meet those objectives.