

Unit Service Core Concepts

OUR MISSION

To prepare youth to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.

OUR VISION

Prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

OUR GOAL

Prepare America's youth for lives of impact and purpose.

As commissioners, we share Scouting America's Mission, Vision, and Goal.

OUR OBJECTIVES

- **Membership retention**
- **Membership growth**

While many commissioners may not be *directly* involved in recruiting and retaining youth and adult members, all commissioners *contribute to membership growth by working closely with units to ensure their* success. Growing Scouting requires commissioners to partner with volunteers throughout Scouting America, and if we do that well, Scouting's growth will be significant *and* sustainable.

OUR CULTURE

- **Be the Heart**

Scouting's units are its heart. Their success is dependent on them; they deliver the program to youth. Commissioners support unit leaders in developing a safe, welcoming environment and effectively delivering the program. We exist to support Scouting's heart.

- **Build Relationships**

Commissioners must develop relationships with the unit leaders they serve based on mutual respect, candor, and trust. Without that, the communication and collaboration required to effectively support units is impossible. Great relationships enable effective partnerships in serving youth.

- **Change Lives**

Scouting changes lives – of the youth it serves and the adults who support it (both volunteers and professionals). As they adopt Scouting's values, they become engaged citizens who strengthen our communities, nation, and world.

OUR PURPOSE

- **Being the Single Best Resource.**

Unit leaders need to know that they have someone to go to who can either give them an answer or find an answer. While commissioners won't have the answer to every question, they should be the single best resource for unit leaders who need answers or support.

OUR METHODS

- **Objective Metrics**
- **Unit Connections**
- **The Key 3**
- **Impact, Not Activity**
- **Grow Partnerships**
- **Change the Way We Work Together**

Commissioners review objective metrics and have meaningful conversations with unit leaders, listening carefully to the needs and concerns of unit leaders. Commissioners are not there to grade or score or tell unit leaders what to do. Instead, they collaborate with the unit Key 3 to ensure the unit's success. Because we often lack a sufficient number of commissioners, commissioners should partner with units that have the greatest need for support. Helping unit leaders achieve their vision will grow meaningful partnerships between commissioners and unit leaders.