



# MCS 317

## Organizing Commissioner Teams

Revision date 12/15/2025



# Learning Objectives

**By the end of this session, participants should be able to...**

- **Understand** how organizational structures meet unit needs
- Confidently **apply** new methods and strategies to best serve units
- **Discuss** challenges and explore potential solutions

## The Basics



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**What is an organizational structure?**

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**Why explore different structures?**

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**Who puts it together?**



## Mental Models to Avoid

“We’ve always done it this way”

X number of units divided by 3 – 4 per commissioner = XYZ commissioner’s

Monthly visits required

# Focus on Impact



Think about...

- Talents
- Skills
- Abilities





## Multiple Ways to Serve Units

- Charter Organization
- Geographic Area
- Program Specific
- Team Approach
- Specialized Groups

Prioritizing Highest Need vs. Fun to Serve

Be Creative in “Finding the Fit”

Know that the “Fit” Can Change

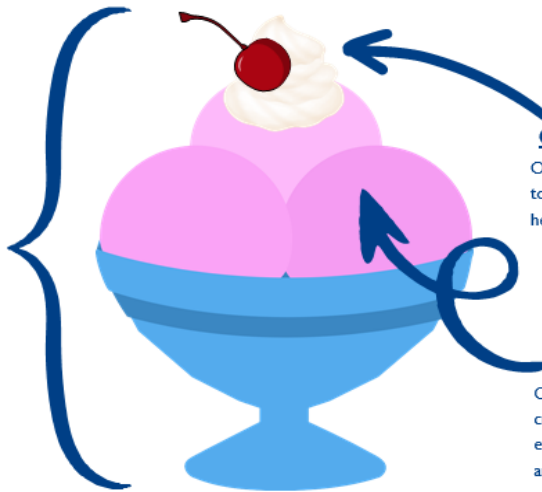
Consider Unit Needs & Available Resources

# Finding the Fit

# Methods and Strategy



**Organizational Structure**  
The organizational structure is comparable to the entire ice cream sundae. The combination of organizational methods and strategies makes the unique structure!



**Organizational Strategies**  
Organizational strategies are like toppings. You can customize to your heart's content!

**Organizational Method**  
Organizational methods are like the ice cream flavor. You must select one or else you don't have a sundae! Also like an ice cream flavor, a district's organizational method underpins the entire organizational structure.





# Organizational Methods



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Geographic

Units in a single geographic area

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Program Specific

One program type assigned (e.g. only troops)

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Unit Metrics

Units with similar metric indicators and needs (based on new connection guides and commissioner tools)

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Joint Team

Team approach to support units

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Specialist

Specialist focusing on a topic like budget or program

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# Static Methods

## Static Methods

- Geographic
- Program Specific
- Unit Metrics





# Fluid Methods

## Fluid Methods

- Joint Team
- Specialist



# Organizational Strategies



Priority Units	Uses Unit Key Metrics to assign teams to assist unit commissioner
Cross-District Service	Commissioners work together to support units regardless of district lines (can be all units or a few specific)
New Unit	Small team focused on new units and specific needs
Mentorship Pairs	Experienced commissioners are paired with new ones to help grow and develop skills
Unit Relatability	Assigned based on best fit with units and reflect unit's characteristics... e.g. language, culture, skills, etc.
Virtual Service	Primarily virtual contact like video calls, phone, or email. Can be due to geographic challenges



# Commissioner Organizational Strategy Exercise



# Food For Thought



What types of unit service is needed?

- Administrative?
- Unit?
- Roundtable?
- Specialists?
- Generalists?

What are the traits of your community/unit?

- Language?
- Ethnicity?
- Religion?
- Gender?
- Ability?
- Special Skills?

Where are they needed?

- Urban?
- Rural?
- Program-Specific?

# Resource



[Organizing Commissioner Teams](#)

# Retention Resources

The screenshot shows the Scouting America website interface. At the top is a dark blue navigation bar with the Scouting America logo on the left and search, 'BE A SCOUT', 'SCOUTSHOP', 'GIVE', and 'MY.Scouting' buttons on the right. Below this is a horizontal menu with categories like 'PROGRAMS', 'SCOUTING SAFELY', 'AWARDS', 'ABOUT', 'TRAINING', 'RESOURCES', 'OUTDOOR PROGRAMS', 'SKILLS', 'HIGH ADVENTURE', and 'PARTNERS'. The main content area is divided into a left sidebar and a main panel. The sidebar has sections for 'Technology for Commissioners', 'Unit Connections', 'Commissioner Recruiting and Retention' (highlighted), 'Renewal and Growing Resources', and 'Commissioner Resources'. The main panel features a 'Retention Resources' header, a paragraph of introductory text, a sub-header 'Organizing Commissioner Teams', a paragraph of text, and a bulleted list of three resources, each marked as '\*NEW\*'.

Scouting America

PROGRAMS SCOUTING SAFELY AWARDS ABOUT TRAINING RESOURCES OUTDOOR PROGRAMS SKILLS HIGH ADVENTURE PARTNERS

Technology for Commissioners

Unit Connections

Commissioner Recruiting and Retention

Renewal and Growing Resources

Commissioner Resources

## Retention Resources

Keeping commissioners engaged as volunteers helps Scouting units grow and make a bigger impact. When commissioners stay involved, less time is spent training new helpers, allowing more focus on supporting units. Experienced volunteers understand Scouting traditions, build strong connections, and inspire others to follow in their footsteps. A committed team strengthens relationships and fosters a supportive, fun community. Dedicated commissioners help Scouting thrive for years to come!

### Organizing Commissioner Teams

Well-organized commissioner teams support local Scout units by matching their specific needs to a tailored approach to unit service. A district or council can organize its commissioners in many ways to best support its local needs. There is no one-size-fits-all approach that works nationwide, but a good commissioner organization helps units get the support they need when they need it. The Organizing Commissioner Teams guide and associated Understanding Your District resource are designed to enable exploration of various models that could work for your specific situation.

- Organizing Commissioner Teams \*NEW\*
- Understanding Your District \*NEW\*
- Organizing Effective Commissioner Events for Scouting America \*NEW\*



<https://www.scouting.org/commissioners/recruiting-and-retention/>

# Summary





**Questions?  
Comments!**

