

Saturday, November 1st, 2025 Live & Virtual Training

https://scoutingevent.com/250-ccs2025

Rev. 8/20/2025



- **New course offerings** to enhance the training experience for all our commissioners.
- We have added **additional electives** to provide more choices for both new and experienced commissioners.
- Basic Commissioner Training Available, see link on registration page.
- **Hybrid Learning**, The Bachelor's, Master's, Doctorate, and Advanced Studies programs will be offered both virtually and in person. Those choosing the virtual format for all Degrees may only choose electives marked with "V" in the catalog.
- Additional Advanced Studies courses (those who have completed their Master's or Doctorate degree): In addition to the Advanced Studies core required courses, if attending in person, you are able to register for any class offered at the college that will best suit your training needs.
- Back by popular demand, we are offering open discussion **Continuing Education Sessions** for commissioners who want to hone their commissioner skills, without following the college degree format.
- **Focus Session:** How to Recruit Commissioners without Asking Every district needs more commissioners, but where can we find them? How, exactly, should we ask Scouters to become commissioners?

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Welcome!

Welcome to Northern Star Scouting's College of Commissioner Service – where Inspiration Happens Through Connections.

Thank you for your continued dedication to putting our units first. Your commitment to personal growth not only strengthens your own skills but multiplies your ability to inspire, empower, and uplift the leaders you serve.

The College of Commissioner Service is more than just training—it's a chance to connect. Meet someone new. Share your experiences. Listen to a fresh perspective. These moments of connection are where inspiration takes root and spreads across our Commissioner Corps and the units we serve.

Commissioners are at their best not because they know everything—but because they connect people to what matters. You are the bridge to training, the spark for collaboration, and the trusted guide who helps others navigate the Scouting journey. Your ability to foster relationships is where your greatest impact lies.

Together, we create a powerful network of support and encouragement. Our collective energy, wisdom, and passion are what help bring Scouting to life for every young person.

Our shared mission remains strong:

Be the Heart. Build Relationships. Inspire Change.

I look forward to connecting and being inspired with you in November!

Yours in Scouting,

Nick Pedersen

Council Commissioner Northern Star Scouting

What Program Do I Register For?

Bachelor of Commissioner Service: The Bachelor's program is open to anyone who has completed Unit Commissioner Basic Training. The Bachelor's program offers courses to supplement and build on your basic training skills.

See page 7.

Master of Commissioner Service: The Master's program is advanced training that follows completion of the Bachelor's program. This program offers courses to enable commissioners to work effectively with specific unit needs and special needs of Scouts in your unit. Learn concepts and learn skills for developing unit leaders and helping Units. See page 8.

Doctorate of Commissioner Service: The Doctorate program follows completion of the Master's program and includes carrying out a project that benefits an area of scouting. Doctoral candidates will attend advanced training courses and make a presentation on their completed project. **See page 9.**

Advanced Studies: The Advanced Studies program offers courses to supplement previous commissioner training. The program is intended for commissioners who have completed the Master's program or Doctorate program and who are interested in learning more – plus enjoying fellowship with other commissioners. **See page 11.**

Continuing Education: The Continuing Education program is a degree Opportunity for Commissioners of any level to participate in a group discussion on key unit issues Commissioners need to address. **See page 12.**

Basic Commissioner Training: Basic Commissioner Training will be offered for new Commissioners.

Schedule

The degree granting programs require completion of 8 sessions in one day. Below is the schedule of the day.

In person participants will get a personalized class schedule at check-in. Virtual participants will receive a link for participation.

8:00 - 8:30	Registration and Fellowship-
8:30 - 8:45	Opening and Welcome
8:45 - 9:15	Session 1 - Keynote
9:20 - 10:05	Session 2
10:10 - 10:55	Session 3
11:00 - 11:45	Session 4
12:00 - 12:45	Lunch and Fellowship
12:50 - 1:35	Session 5 - Focus Session
1:40 - 2:25	Session 6
2:30 - 3:15	Session 7
3:20 - 4:05	Session 8
4:10 - 4:40	Graduation and Pictures
4:40 - 4:45	Closing

Session 1 is a Keynote presentation to start the day with an inspirational message!

Session 5 is a general session, with a focus topic for everyone attending the college.

Sessions 2, 3, 4, 6, 7, and 8 cover the core and elective courses of different degree programs.

Keynote Presentation

Keynote:

Bill Lenker

Council Service Territory #4 Commissioner

As commissioners we are often asked questions about many topics. We try to answer them if we know the answer or make a call and see if we can find out what the answer is. Then we contact the unit or adult leader that asked the question in the first place, and hopefully everything is better. That commissioner has just made a connection. So our question now is how do we provide "Inspiration through Connections?" Bill will explore that topic.

Bill is the Commissioner for the Council Service Territory (CST) that covers Northern Star Scouting service area. As the CST #4 Commissioner one of his main objectives is to help Councils succeed. He also is a liaison between National Scouting America and Northern Star Scouting.

Focus Session

"How to Recruit Commissioners without Asking"

The Focus Session.

Phil Jensen, Assistant Council Commissioner

Every district needs more commissioners, but where can we find them? How exactly, should we ask Scouters to become commissioners?

Phil Jensen is an assistant council commissioner with a proven track record of recruiting district-and council-level volunteers. He also has failed a lot and knows what not to do. Phil will present strategies for recruiting commissioners, including where (not) to look and how (not) to ask.

BACHELORS OF COMMISSIONER SERVICE DEGREE

Margaret White, Dean

A. Prerequisites

- 1. Completion of Unit Commissioner Basic Training
- 2. Current BSA Youth Protection Training certificate

B. Requirements

- 1. Register as a candidate for the Bachelor's degree, with proper fees
- 2. Complete a minimum of eight courses of instruction from the college, including the core courses specified below for the Bachelor's program curriculum.
- 3. Be recommended for the degree by the dean of the bachelor's program.
- C. Course detail for this degree: You must take the six core courses listed below, plus two electives from the list below. Virtual program will offer all core classes, plus electives marked with V.

BCS 201 – Keynote (Core) (V)

BCS 202 – Focus Session (Core) (V)

BCS 101 – Core Concepts of Unit Service (Core)V

BCS 105 – Commissioners Building Unit Relationships (Elective) V

BCS 106 - Coaching for Commissioners (Core) V

BCS 114 - Building Relationships Across Generations – Core V

BCS 201 – Let's Get Started Using Commissioner Tools – Core V

BCS 220 – Recruiting and Keeping Volunteers (Elective)

BCS 223 – Commissioner Role in Relentless Recruiting (Elective) V

BCS 224 – Safety Moments Training for Commissioners (Elective)

MASTERS OF COMMISSIONER SERVICE DEGREE

Jay Herbrand, Dean

A. Prerequisites

- 1. Hold an earned Bachelors of Commissioner Service Degree from this college or another recognized BSA College of Commissioner Service.
- 2. Hold a current BSA Youth Protection Training certificate.

B. Requirements

- 1. Register as a candidate for the Master's degree with proper fees
- 2. Complete a minimum of 16 total courses of instructions from this college or another recognized BSA College of Commissioner Service, including the core and elective courses specified for the Master's degree curriculum, and are recommended for the degree by the dean of the Master's program.
- C. Course detail for this degree: You must take the five core courses and three electives that you select from the list below. Virtual program will offer all core classes, plus electives marked with V.

MCS 201 – Keynote (Core) (V)

MCS 202 – Focus Session (Core) (V)

MCS 302 - Supporting Unit & Membership Renewal - Elective

MCS 304 - Service to Units at Risk (Core) (V)

MCS 305 – Resolving Critical Unit Issues (Elective)

MCS 306 - Mentoring Skills (Elective) (V)

MCS 307 - Serving Newly Formed Units (Elective)

MCS 309 - Good Commissioners Need Both Head & Heart (Elective) (V)

MCS 406– Facilitation Skills (Core) (V)

MCS 408 - Selecting and Developing Your Doctorate Project (Core) (V)

MCS 410 - Coaching for Success and Managing Conflict (Elective) (V)

DOCTORATE OF COMMISSIONER SERVICE DEGREE

Bob Elliott, Dean

A. Prerequisites

- 1. Hold an earned Master of Commissioner Service Degree from this college or another recognized BSA College of Commissioner Service.
- 2. Hold a current BSA Youth Protection Training certificate.

B. Requirements

- 1. Register as a candidate for the Doctorate degree with proper fees. Submit Topic by October 1st to the Dean.
- 2. Contact the dean of the Doctorate program for a special registration password, at **Bob Elliott L.elliott14@comcast.net** or **952-564-8222**, by **October 1st, 2025**.
- 3. Complete a minimum of 24 total courses of instruction from this college or another recognized BSA College of Commissioner Service, including the courses specified below for the Doctorate program curriculum.
- 4. Complete an approved project on a topic of benefit to Scouting related to commissioner service.
- 5. Be recommended for the degree by the dean of the Doctorate program
- **C. Course detail for this degree**: You must take the eight required core courses below.

DCS 201 – Keynote (Core) V

DCS 202 – Focus Session (Core) V

DCS 506 – Coaching Commissioners (Core) V

DCS 507 – Recruiting for Diversity (Core) V

DCS 509 – A Legacy of Servant Leadership (Core) V

DCS 514 – Building Meaningful Relationships (Core) V

DCS 604 – Doctorate Project Presentations Seminar - I (Core) V

DCS 605 – Doctorate Project Presentations Seminar - II (Core) V

The Doctoral Project

Candidates for the Doctorate degree will typically complete their Doctoral project in the 12 months between completing their Master's degree and the next session of the college. Projects should be substantially completed before a candidate registers for the Doctorate degree.

Project Requirements

- 1. The Dean of the Doctoral program or the commissioner College President must approve the project's topic before you start.
- 2. The project must be on a topic of benefit to Scouting related to commissioner service.
- 3. The project topic must show initiative through originality or by adapting an established activity to a new environment or theme. A typical project requires planning as well as implementation.
- 4. A typical project involves a medium level of effort similar to a Wood Badge ticket item. The level of effort might involve two months of part-time Scouting work.
- 5. The project must not have been used to fulfill requirements for other training or service recognitions.
- 6. The candidate must attend the College of Commissioner Service and describe the project during a Doctorate Project Presentations Seminar (DCS 604 or 605).

A project abstract is required for approval by the dean of the Doctoral degree program. The abstract should be between half a page and one page in length when using 12 pt size font. The abstract will provide a summary of the project that includes the name of the project in the title, why the project was performed, how the project was performed, how the project benefits Scouting and the timeliness of the project.

Contact Bob Elliott, Dean of the Doctorate program, for a special registration password at L.elliott14@comcast.net,

or 952-564-8222, by October 1st, 2025.

ADVANCED STUDIES COMMISSIONER SERVICE DEGREE

Peter Johnson, Dean

A. Prerequisites

- 1. Hold an earned Master of Commissioner Service or Doctorate of Commissioner Service Degree from this college or another recognized BSA College of Commissioner Service.
- 2. Hold a current BSA Youth Protection Training certificate.

B. Requirements

- 1. Register as a candidate for the Advanced Studies degree with proper fees and be recommended for the degree by the dean of the advanced studies program.
- 2. Complete a minimum of eight sessions of instruction from the college.
- **C. Course detail for this degree**: You must take the four required core courses and four other sessions that you select from the Advanced Studies, Doctorate, Master's, Bachelor's, or Continuing Education courses. The registration system will present the list of possible courses you may choose from as part of your registration process.

ASC 201 – Keynote (Core) V

ASC 202 – Focus Session (Core) V

ASC 811 - Destructive Behaviors and Helpful Resources (Core) V

ASC 816 – Navigating Difficult Conversations (Core) V

ASC 818 – Commissioner Tools – Simple and Unified (Elective) V

ASC 819 – Onboarding new Commissioners (Elective) V

MCS 408 – Selecting and Developing Your Doctorate Project (Elective) V

Also see the list of Bachelor's degree sessions on page 7, Master's degree sessions on page 8, Doctorate sessions on page 9, and Continuing Education sessions on page 12.

CONTINUING EDUCATION Lisa Fix, Dean

A. Prerequisites

- 1. Be a currently registered commissioner.
- 2. Hold a current BSA Youth Protection Training certificate.

B. Requirements

- 1. Be interested in sharing your experiences as a commissioner.
- 2. Participate in discussions about pertinent topics as a commissioner.
- 3. Be willing to learn and expand your talents as a commissioner.

C. Course Details: The Continuing Education track has been added for those commissioners who are looking for a flexible and non-degree training experience. Beyond participating in the keynote and focus sessions, four 45-minute discussion forums will be offered. This provides participants the opportunity to learn from their peers along with time for informative discussion and fellowship.

CED 201 – Keynote Session

CED 202 - Focus Session

CED 850 – Commissioner Topics: Discussion Forums A, B, C, and D

Discussion topics include the following:

Forum A: Special Needs & Disabilities – Is it Misbehavior or Neurodiversity?

What is typical misbehavior and the reason behind it? What is Neurodiversity? How does Neurodiversity impact a Scout's ability to behave "appropriately" at scouting events? What are activities, tools, tricks that work well with scouts who are misbehaving? What are activities, tools, tricks that work well with scouts who have neurodiverse brains? How to promote acceptance, "compliance" and fun?

Forum B – Recruiting for Diversity in the Community

How can diversity positively impact units? Where to look for diverse groups to connect with? What are some proven ways to connect/engage with diverse groups?

What activities/events work well for the different groups? What are some pitfalls to avoid?

Forum C – Roadmap for Successful Commissioner Visits

How Roadmap to Success (RtS) can be used in tandem with Commissioner Tools. Use the 8 points from RtS to generate discussion with unit leaders. How Commissioners can use RtS to run a good reflection. Remind why reflections are an important element in unit health.

Forum D - Commissioner Tools - How to Make Your Life Easier

Understanding the Dashboard data. Where to look for details. Know how to enter a visit. How the phone application can reduce data entry time. How comments and visit summary can benefit discussion with unit leaders. How and when to make use of the Connection Guides.

DETAILED COURSE DESCRIPTIONS

Bachelors Course

BCS 101 – Core Concepts of Units Service (Core)V

Discover the foundation of Scouting's commissioner service. This course offers a thorough overview of key concepts and practical skills needed to support and assess units effectively. Perfect for new and returning commissioners alike.

BCS 105 - Commissioners Building Unit Relationships (Elective) V

Build strong, lasting relationships with your units. This course provides strategies for recognizing early warning signs of trouble and introduces practical tools for conflict resolution and problem-solving.

BCS 106 - Coaching for Commissioners (Core)V

Gain confidence in using coaching methods to strengthen unit relationships. This course introduces a new coaching model to support commissioners in addressing challenges and guiding units to success.

BCS 114 - Building Relationships Across Generations (Core)V

Bridge the generational gap in Scouting. This course empowers commissioners to relate better with leaders of all ages, fostering inclusiveness and stronger communication within units.

BCS 201 – Let's Get Started Using Commissioner Tools (Core)V

Get hands-on with the updated Commissioner Tools. Learn how to efficiently use the streamlined interface, explore new features, and utilize advanced reporting functions for improved service delivery.

BCS 220 - Recruiting and Keeping Volunteers (Elective)

Learn how to turn parents into passionate leaders. This session provides the insights and techniques needed to recruit, engage, and empower volunteers for sustainable unit success.

BCS 223 - Commissioner Role in Relentless Recruiting (Elective)V

Fuel the growth of Scouting through effective recruiting. Discover how commissioners can lead units in a culture of continuous recruitment to keep programs vibrant and growing.

BCS 224 – Safety Moments Training for Commissioners (Elective)

Keep safety at the forefront of every activity. This interactive session emphasizes the importance of safety in planning and executing unit programs and how commissioners can promote a safety-first mindset

Masters Courses

MCS 302 Supporting Unit and Membership Renewal (Elective):

This session will examine how administrative commissioners, in particular unit commissioners, also support on-time unit and membership renewal.

MCS 304 Service to Units at Risk (Core) V: This session will provide commissioners with methods to identify units that encounter problems that are hindering the unit and to discuss the processes needed to support the unit's move toward performing as an effective scouting unit.

MCS 305 Resolving Critical Unit Issues (Elective):

This session will hone the commissioner's skills in assessing units, determining their strengths and weaknesses, and in developing plans to improve the functioning of the unit to avoid it becoming a "unit at risk."

MCS 306 Mentoring Skills (Elective) V:

This session delves into the best way to strengthen a unit by strengthening its leadership. Mentoring is an effective method in helping unit leaders develop their potential.

MCS 307 Serving Newly Formed Units (Elective):

This session explains why an engaged commissioner is critical for the success and retention of new units. New-unit commissioners focus on only new units, preferably a single unit, to which they have been assigned.

MCS 309 Good Commissioners Need Both Head & Heart (Elective) V:

This session helps define the role of a commissioner relative to the unit's leadership. Learn how to engage units to identify unit needs and understand unit culture.

MCS 406 Facilitation Skills (Core) V:

This session will teach commissioners several different techniques to improve your facilitation skills during a meeting, so participants are actively involved in the meeting.

MCS 408 Selecting and Developing Your Doctorate Project (Core) V:

This session will provide an overview of the process to develop a Doctorate Project to benefit an area of Scouting in commissioner service.

MCS 410 Coaching for Success and Managing Conflict (Elective) V:

This session will focus on developing coaching and problem-solving skills to retain/reenergize volunteers. It will also focus on gaining skills to manage an ineffective volunteer or issues and finding a common solution.

Doctorate Courses

DCS 506 – Coaching Commissioners (Core) V

Coaching is about relationships. It is the ability to listen, to observe, to share, to support and to engage in a way that will help others solve their own problems, grow as individuals, and attain their full potential. This course will explore how to coach in order to help others arrive at conclusions through their own analysis of the situation and facts.

DCS 507 – Recruiting for Diversity (Core) V

How we ensure every unit is supported to offer a quality Scouting program depends on our ability to recruit and empower commissioners. This course explores the need for and the definition of diversity. It will also explore practices to add to our recruiting practices.

DCS 509 – A Legacy of Servant Leadership (Core) V

The course explores characteristics of servant leaders, seeks a deeper understanding of servant leadership within Scouting, and recognizes the legacy of servant leadership, expanding on the concept of servant leadership introduced in earlier courses.

DCS 514 – Building Meaningful Relationships (Core) V

Commissioner Service is all about relationships. This session suggests ways in which commissioners may go about building and maintaining positive relationships with those they serve. It also discusses possible pitfalls that can undermine relationships.

DCS 604 – Project Presentation Seminar I (Core) V

These are sessions in which doctoral candidates have five minutes to present their pre-approved project abstract to other doctoral candidates and interested attendees at the College of Commissioner Service.

DCS 605 - Project Presentation Seminar II (Core) V

The continuation of DCS 604 Project Presentation Seminar 1.

Advanced Studies Courses

ASC 811 – Destructive Behaviors and Helpful Resources (Core)V

As a commissioner, your role as the "go to" person for help has expanded. As units begin to trust you as a partner in Scouting, the resources you need to know about have increased to meet the current mental state of our youth. Here are some helpful guidelines for identifying behaviors and some resources to help.

ASC 816 - Navigating Difficult Conversations (Core)V

Scouting is full of conversations. Most are pleasant and productive, but at times, differences can arise. Learn how to analyze the situation from a commissioner/coach point of view, identify tools to help navigate these difficult situations, and learn how to apply these tools to different situations.

ASC 818 – Commissioner Tools – Simple and Unified (Elective)

Commissioner tools in my.scouting.org have been recently modified. See how you can use the updated tools to best serve your units while being the single, best resource; Delivering great, S.A.F.E. programs; Enabling significant, sustainable growth.

ASC 819 – Onboarding new Commissioners (Elective)

You or others in your district have successfully recruited a new Unit Commissioner, but what do you do now and how do you keep them around. This course will go over the resources and techniques to successfully onboard a new Unit Commissioner including the commissioning process, mentoring them in their new role through the awarding of the arrowhead honor.

MCS 408 Selecting and Developing Your Doctorate Project (Elective) V

This session will provide an overview of the process to develop a Doctorate Project to benefit an area of Scouting in commissioner service

Doctorate of Commissioner Service Knot Award

The DCS Knot award recognizes completion of a standardized program leading to the award of the Doctor of Commissioner Service (DCS), along with tenure as a registered commissioner, and demonstrated performance of commissioner skills.

The DCS Knot encourages commissioners to provide support to units in their delivery of a quality program experience for all youth in Scouting, and also provide councils an opportunity to recognize commissioners for their tenured service, their dedication in learning more about delivery of quality Scouting, and their involvement in support of others.

The DCS Knot is separate from the CCS Doctorate degree, and requires additional effort to earn. The DCS Knot is available to any currently registered commissioner who has completed the requirements.

Applicants must serve as a registered commissioner for a minimum of five years. They must also complete the Doctor of Commissioner Service (DCS) Degree at a recognized College of Commissioner Service. Additionally, they must serve on the College of Commissioner Service staff (instructor or support staff), recruit or positively influence at least three new commissioners at any level, and earn the Commissioner's Key.

Application forms are available on the Northern Star Scouting web page at: https://www.northernstar.org/portals/0/Forms/NSC-DCS-knot-application.pdf

College of Commissioner Service Leadership

Bruce Haverly, President
Bruce Haverly, Vice President of Communications
Margaret White, Dean of Bachelors Program
Jay Herbrand, Dean of Masters Program
Bob Elliot, Dean of Doctorate Program
Lisa Fix, Dean of Continuing Education
Peter Johnson, Dean of Advanced Studies
Sandy Muench, Dean of Basic Training
Nick Fasching, Dean of Administration
Charles Wangerin, Dean of Registration
Donna Larson, Special Projects
Katherine Syverson, Tool Box Talk
Cheng Lee, Staff Adviser, Virtual Tech Lead

CCS Ambassadors

Nick Pedersen Northern Star Council Commissioner **Chad Sackett** Central Minnesota Council Commissioner Lisa Boomgarden Twin Valley Council Commissioner Luke Hawkins Hawkeye Area Council Commissioner Illowa Council Commissioner Bill Serre Mark Curran Winnebago Council Commissioner **Darrin Gerry** Sioux Council Commissioner Gateway Area Council Commissioner **Eric Strauss Jeff Kranz** Gamehaven Council Commissioner Chris Rendon Black Hills Area Council Commissioner Ryan Zimmerman Chippewa Valley Council Commissioner Whit Johnson Mid-Iowa Council Commissioner Tom Henderson Northern Lights Council Commissioner **Scott Hooper** Great Falls MT Council Commissioner Bruce Hallahan Northeast Iowa Council Commissioner Bill Lenker Territory 4 Commissioner

Registration Details

Registration fee is \$35.

Fee is discounted to \$30 until 11:59 PM October 17, 2025.

Staff members not registering for a degree pay a fee of \$13.

For more information see the website at: https://www.northernstar.org/about-the-college-of-commissioner-service

Register on-line at:

https://scoutingevent.com/250-ccs2025

Registration includes courses, fellowship with other commissioners, lunch, patch and certificate presented at the graduation ceremony.

For more questions regarding registration or if you have any dietary requests, please contact:

Charles Wangerin, Dean of Registration, at: lcwangerin@gmail.com or Cheng Lee, Northern Star Scouting Staff Adviser,
At: clee@northernstar.org

Doctoral candidates:

Please contact the Dean of the Doctorate Program, Bob Elliot, for a special registration password at <u>L.elliott14@comcast.net</u> 952-564-8222, by October 1st, 2025.

The College of Commissioner Service is a uniformed event. Please wear your official BSA Uniform.

About Base Camp

Base Camp / Leadership Center

Site of the 2025 College of Commissioner Service

New Adventure Comes to Life in an Old Building

Base Camp is located at historic Fort Snelling with two buildings. One is in the Teambuilding Center in a former cavalry drill hall and the other is the brand-new Leadership Center. Teambuilding Center is brought to life with opportunities including rock climbing, ropes courses, archery, and team games while Leadership Center has state-of-the-art technology. Owned and operated by Northern Star Scouting, BSA, our mission is to serve all youth through field trips, lock-ins, retreats, summer camps, private parties, and community group activities.

Location: Base Camp / Leadership Center

> 6202 Bloomington Road Fort Snelling, MN 55111

See you on November 1st!

Directions



https://maps.app.goo.gl/GFTAjDSxKwR25Yky7

