

CST 13 - College of Commissioner Science

Class Catalog

Event Contacts

Name	Title	Phone	Email
William Schwab	Chancellor		wrschwab502@gmail.com
Vincent Polakowski	Staff Advisor	610-465-8575	vincent.polakowski@scouting.org

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Class Catalog

CST 13 - College of Commissioner Science: Pennsylvania Site at Pocono Campus - Northampton Community College

College of Commissioner Science - Bachelors (Scheduled Classes)

BCS119 Building Relationships
Unit service is all about relationships. In this course, we will discuss how commissioners can build and maintain positive relationships with those they serve and explore possible pitfalls that can undermine them.

1:40-2:30 PM — **Room:** KAPP 104 **Instructor:** Al Edelman
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS106 Coaching Leaders
In this course, a commissioner will become familiar with the Coaching model and learn how to apply it to better serve their units.

12:40-1:30 PM — **Room:** KAPP 104 **Instructor:** Al Edelman
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS111 Commissioner and S.A.F.E. Scouting
Parents are always concerned about their children's safety. Commissioners support the unit's understanding that all safety needs to be an overt and constant awareness at every meeting and outing. It begins with leadership knowledge and then action. Scouting America's Commitment to Safety states that: Scouting will not compromise the safety of our youth, volunteers, and employees. Safety is a value that must be taught and reinforced at every opportunity. Within Scouting, all members are responsible and must hold one another accountable to provide a safe environment for all participants.

For a commissioner, this means being aware of and knowledgeable about all available resources to support safety within Scouting, and finding every opportunity to share this information with units.

9-9:50 AM — **Room:** KAPP 104 - Remote Instructor **Instructor:** Michael Raggi
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS125 Commissioner Culture
Be the Heart, Build Relationships, Change Lives- is the Commissioner Culture Statement. This course will explore what this statement means and how to put our "culture" into action.

2:40-3:30 PM — **Room:** KAPP 129 **Instructor:** Martin Vreeland
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS115 Commissioners - The Single Best Resource!
An effective commissioner provides unit leadership with information and guidance tailored to their specific program, whether it is Cub Scouts, Scouts BSA, Venturing, Sea Scouts, or Exploring. Change is a constant throughout national-level programs, and disseminating this information is essential to ensure quality programs for all Scouting America youth participants and program participants.

12:40-1:30 PM — **Room:** KAPP 129 **Instructor:** John Cristadoro
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS104 Connecting with Units
At the heart of unit service are visits commissioners make with their units. This course explores methods of connecting to develop a relationship between commissioners and their units and how to document in Commissioner Tools.

10-10:50 AM — **Room:** KAPP 104 **Instructor:** Sean Frasca
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS101 Core Concepts of Unit Service
The commissioner role is one of the oldest in Scouting. This course reviews and reinforces the core concepts of unit service, identifying the key skills needed for commissioners to effectively assist the units they serve.

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8-8:50 AM **Room:** KAPP 104 - Remote Instructor **Instructor:** Ron Hathaway
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS103 Linking District Resources
Although commissioners are viewed as very knowledgeable and capable individuals, a key part of a commissioner's job is to link the unit to the district committee. Members of the district committee typically are individuals who can readily access further resources and wisdom to assist the unit.

8-8:50 AM **Room:** KAPP 129 **Instructor:** Timothy Farrell
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS108 Mining Internet Resources
Commissioners are frequently asked many questions and are often assumed to be experts on a wide range of topics. Although the commissioner is a pillar of information and a link to resources, we might not always have the answers; however, knowing where to find information can make them a virtual expert. This course concentrates not on the local "who do you call" but on using the internet, in effect, mining internet resources.

9-9:50 AM **Room:** KAPP 128 **Instructor:** Al Garcia
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS112 Recruiting Unit Commissioners
Recruiting is an ongoing need. Every commissioner has a part in the process. This course describes a process for the identification and recruitment of commissioners.

10-10:50 AM **Room:** KAPP 129 **Instructor:** Brett Sharpton
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS105 Resolving Common Unit Problems
This course will build the commissioner's knowledge of the early warning signs of a unit in danger of failing as well as group discussions about how to support problem-solving of some common issues.

11-11:50 AM **Room:** KAPP 104 **Instructor:** Brett Sharpton
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS150 Roundtables in Unit Service
An effective roundtable is vital to the success of all unit service. This course reviews and reinforces how roundtables fit into the unit service structure by providing roundtable services to units and unit leaders.

8-8:50 AM **Room:** KAPP 109 - Remote Instructor **Instructor:** Erik Johnson
Maximum number of participants: 24
Sessions: Pennsylvania Site

BCS151 Supporting Units Through Roundtable: A Commissioner's Role
An effective roundtable commissioner team is vital to the success of all roundtables. The roundtable commissioner team organization is as simple as it needs to be in a small district, and can be a more complex organization in a larger district. It is important that all members of the commissioner roundtable team understand the unique position of roundtable in the Scouting world. Roundtable provides a different method of unit service, but it is just as important. Roundtable also supplements the efforts of unit commissioners with the program support it provides.

10-10:50 AM **Room:** KAPP 109 **Instructor:** Al Picheiri
Maximum number of participants: 24
Sessions: Pennsylvania Site

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BCS120 Technology in Unit Service
This course highlights the best tools for commissioners to use in providing unit service. It explains why these tools are the most effective, how to locate them, and provides tips for utilizing the information available in these tools to enhance unit service.

2:40-3:30 PM **Room:** KAPP 104 - Remote Instructor **Instructor:** Norman Noel
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS117 The Commissioner and the Unit Key 3
This course examines the roles of the Unit Key 3, the role of the unit commissioner and the relationship developed through communication, collaboration and assessment.

1:40-2:30 PM **Room:** KAPP 129 **Instructor:** John Cristadoro
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS109 The Essential Element (A Servant's Heart)
In 1970, Robert Greenleaf introduced the term "servant leadership" and wrote an essay titled "The Servant as Leader" which was later expanded into a book. This course examines how a servant's heart can make an impact in unit service. In 1970, Robert Greenleaf introduced the term "servant leadership."

9-9:50 AM **Room:** KAPP 129 **Instructor:** Don Numer
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS114 Understanding and Communicating with Today's Leaders
As commissioners, we need to understand the differences in relating to the generations involved in Scouting and inclusiveness. This course fosters understanding between different generations - particularly today's parents - to help commissioners communicate more effectively with their units.

11-11:50 AM **Room:** KAPP 128 **Instructor:** Al Garcia
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS116 Unit Connections: A Commissioner's Guide to Positive Impact
Connections between units and commissioners facilitate conversations that foster a deeper understanding of unit dynamics and operations, enabling commissioners to serve more effectively and support the unit. This course will guide you through making connections and effectively supporting your units in identifying challenges, developing solutions, and strengthening their programs.

11-11:50 AM **Room:** KAPP 129 **Instructor:** John Cristadoro
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS121 Unit Service Tools for Administrative Commissioners
Within the suite of technology tools, specific tools assist administrative commissioners in managing the health status of the units in their district or council. This course will examine all of these tools and guide administrative commissioners on how to utilize them best.

8-8:50 AM **Room:** KAPP 128 **Instructor:** Sean Frasca
Maximum number of participants: 36
Sessions: Pennsylvania Site

BCS113 Welcoming, Engaging and Onboarding New Commissioners
This course is an orientation for new commissioners and includes training requirements, onboarding, resources, and more! It also helps the district and assistant district commissioners guide and support the new commissioners toward successful unit service.

12:40-1:30 PM **Room:** KAPP 109 **Instructor:** Timothy Farrell
Maximum number of participants: 24
Sessions: Pennsylvania Site

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College of Commissioner Science - Continuing Ed (Scheduled Classes)

CED752 Advanced Roundtable Promotion

When it comes right down to it, the roundtable program is not simply a situation of "if you build it, they will come." Rather, you must first create a robust roundtable program that unit leaders need and THEN, in turn, create a robust promotion plan to tell unit leaders WHY they should come to roundtable. The focus of this course will be the promotion plan.

11-11:50 AM
Room: KAPP 105 **Instructor:** Al Picheiri
Maximum number of participants: 24
Sessions: Pennsylvania Site

CED701 Combatting Commissioner Stress/Burnout

We've probably all had our moments when we ask ourselves, "Why are we involved in Scouting? Why are we doing this?" This course will explore ways to help overcome burnout and stressful situations, and motivate ourselves and others toward improved tenure in Scouting America.

1:40-2:30 PM
Room: KAPP 109 - Remote Instructor **Instructor:** Erik Johnson
Maximum number of participants: 24
Sessions: Pennsylvania Site

CED712 Commissioner Recruiting Through Roster Mining

This course is designed primarily for administrative commissioners (council and district) to practice recruiting commissioners using the Roster Mining method. The following plan has been used successfully by commissioners across Scouting America. The key to success is to use what works for you.

2:40-3:30 PM
Room: KAPP 109 - Remote Instructor **Instructor:** Eugene Waring
Maximum number of participants: 24
Sessions: Pennsylvania Site

CED716 Navigating Difficult Conversations

Scouting is full of conversations. Most are pleasant and productive- but at times, differences can arise. It occurs whenever people disagree over their values, motivations, perceptions, ideas, or desires. Sometimes these differences appear trivial, but they can trigger strong emotions. As commissioners, we need to be able to navigate these difficult conversations in a way that leaves everyone feeling heard, understood and valued.

9-9:50 AM
Room: KAPP 109 **Instructor:** Laura Zale
Maximum number of participants: 24
Sessions: Pennsylvania Site

CED722 Supporting Mixed-Gender Scouting as a Commissioner

As commissioners, we respond to concerns from volunteers in various positions and also help prepare them to address concerns from Scouts and parents. Today's Scouting America programs continue to support the aims and methods of scouting, while expanding our reach to a larger audience. This course familiarizes commissioners with the considerations related to the expanded inclusion of girls in Scouting.

11-11:50 AM
Room: KAPP 109 **Instructor:** Timothy Farrell
Maximum number of participants: 24
Sessions: Pennsylvania Site

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College of Commissioner Science - Continuing Ed (2025 revision) (Scheduled Classes)



CED707 Serving New Units Workshop

New units are the most vulnerable units in Scouting. Two-thirds of them do not survive their third charter renewal. Commissioners are a key resource in the formation and success of these units. This workshop will help commissioners guide the new leaders of these units in developing programs that engage both youth and adults, helping the units grow and retain members.

1:40-3:30 PM

Room: KAPP 128 **Instructor:** Al Garcia
Maximum number of participants: 36
Sessions: Pennsylvania Site

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College of Commissioner Science - Doctorate (Scheduled Classes)

DCS509 A Legacy of Servant Leadership

In one of your first College of Commissioner Science experiences, you more than likely participated in a class called The Essential Element (A Servant's Heart). That Bachelor's level class introduced the concept of servant leadership and established the expectation that commissioners served units and other volunteers.

11-11:50 AM — **Room:** Pocono Hall 108 **Instructor:** Lea Sheridan
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS506 Coaching Commissioners

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. Coaching is the art of helping others arrive at conclusions through their own analysis of the situation and facts.

2:40-3:30 PM — **Room:** Pocono Hall 108 - Remote Instructor **Instructor:** Terry Osenbach
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS503 Developing Your Project or Thesis

Think of this as being similar to an Eagle Scout Project or Wood Badge Ticket. It can be done! Our goal is to have Commissioners meet with the successful completion of a thesis or project.

9-9:50 AM — **Room:** Pocono Hall 108 - Remote Instructor **Instructor:** Mitch Erickson
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS516 Growing and Strengthening Our Unit Service Teams

There's no one-size-fits-all solution for recruiting commissioners. Every council and district has its own needs, so strategies must be flexible and adaptable. This course provides guiding concepts to help you develop a recruitment plan that works locally-building strong commissioner teams that support leaders and enhance the Scouting experience.

1:40-2:30 PM — **Room:** Pocono Hall 108 - Remote Instructor **Instructor:** Terry Osenbach
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS501 Selecting & Limiting Scope of Your Thesis or Project

Think of this as being similar to an Eagle Scout Project or Wood Badge Ticket. Our goal is to have commissioners meet with the successful completion of a thesis or project.

8-8:50 AM — **Room:** Pocono Hall 108 - Remote Instructor **Instructor:** Terry Osenbach
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS519 Turning Relationships into Partnerships

As commissioners, building relationships with our units is at the core of what we do. Turning that relationship into a partnership develops trust and shared success, which impacts unit service with our unit leaders.
This course prepares and helps commissioners build partnerships with unit leaders, strengthening the decision-making possibilities.

10-10:50 AM — **Room:** Pocono Hall 108 **Instructor:** Martin Vreeland
Maximum number of participants: 50
Sessions: Pennsylvania Site

DCS517 Understanding Your District

This course aims to assist districts in identifying organization methods and strategies as outlined in the Organizing Commissioner Teams Guide (MCS 317) that best suit their units and unit commissioners. As a result, commissioners will be able to provide better service to their units.

12:40-1:30 PM — **Room:** Pocono Hall 108 **Instructor:** Les Wu
Maximum number of participants: 50
Sessions: Pennsylvania Site

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College of Commissioner Science - Masters (Scheduled Classes)

MCS311 All About the Assistant District Commissioner's Role
This course defines the purpose of assistant district commissioners and how that role benefits commissioner services at the district level.

11-11:50 AM
Room: KAPP 107 **Instructor:** Ken Morgan
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS315 Effective Unit Service in Rural Communities
In this course, participants will learn about the characteristics of a rural community and how to work with it to maintain an effective unit. While this course discusses rural and small towns in general, there are helpful tips for every commissioner when developing relationships in the community they serve, whether rural, urban, or suburban.

8-8:50 AM
Room: KAPP 105 **Instructor:** Al Picheiri
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS309 Good Commissioners Need Both Head and Heart
In BCS 109 - The Essential Element (A Servant's Heart), you learned about the concept of servant leadership as explained by Robert Greenleaf in his essay titled "The Servant as Leader" that was later expanded into a book. That course gave you the basic concepts for Servant Leadership.
In this course, we will discuss how the servant leadership concept is carried out in service to units using your head and heart.

10-10:50 AM
Room: KAPP 107 **Instructor:** Rick Bishop
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS306 Mentoring Skills
Mentoring is a long-term relationship in which one individual supports and guides the personal or professional growth and development of another. Mentoring is an essential skill for a commissioner. This course will equip commissioners with the tools necessary to mentor others effectively. It will also explore the similarities and subtle differences between mentoring and coaching.

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1:40-2:30 PM
Room: KAPP 108 **Instructor:** Rick Bishop
Maximum number of participants: 36
Sessions: Pennsylvania Site

MCS313 Onboarding Commissioners
In this session, we will explain why we onboard commissioners into their new position and discuss who is responsible for ensuring that onboarding happens. We will also discuss the onboarding process and how it is to be completed. This course benefits any commissioner, especially commissioners who serve as onboarding coaches.

2:40-3:30 PM
Room: KAPP 107 **Instructor:** Rick Bishop
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS317 Organizing Commissioner Teams
As commissioners, we strive to be the single best resource for all Scouting units. We must be ready to adapt to units' strengths and challenges. Here, we will explore how to improve unit service through customizable organizational structures, presenting the advantages and considerations of different methods and strategies for district and unit commissioners.

1:40-2:30 PM
Room: KAPP 107 **Instructor:** Ken Morgan
Maximum number of participants: 24
Sessions: Pennsylvania Site

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MCS312 Recruiting Commissioners in the 21st Century

All commissioners are responsible for recruiting other commissioners. This course familiarizes commissioners with the considerations and techniques that support recruiting volunteers who represent the diverse generations of the 21st century.

11-11:50 AM **Room:** KAPP 108 **Instructor:** Sean Frasca
Maximum number of participants: 36
Sessions: Pennsylvania Site

MCS305 Resolving Critical Unit Issues

The purpose of this course is to hone the commissioner's skills in assessing units, determining their strengths and weaknesses, and in developing plans to improve the functioning of the unit. When collaborating with the unit Key 3, the commissioner may be able to help identify critical issues and keep the unit from becoming an "At-Risk" unit (MCS 304 - Service to Units at Risk).

12:40-1:30 PM **Room:** KAPP 107 **Instructor:** Laura Zale
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS304 Service to Units at Risk

Early detection and systematic problem-solving is critical to support units when they encounter problems which may prevent them from functioning effectively.
This class will provide the commissioner with ways to identify these units and to discuss the processes needed to support the unit's move toward performing as an effective scouting unit.

8-8:50 AM **Room:** KAPP 107 **Instructor:** Laura Zale
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS307 Serving Newly Formed Units

An engaged commissioner is critical for the success and retention of new units. Commissioners designated as a new-unit commissioner focus on only new units, preferably a single unit to which they have been assigned.

9-9:50 AM **Room:** KAPP 107 **Instructor:** Brett Sharpton
Maximum number of participants: 24
Sessions: Pennsylvania Site

MCS310 Succession Planning

Adult leadership changes. To support the orderly transition of leadership, it is essential to encourage each unit to develop a long-term succession plan. Commissioners need to under and the process to support the development and maintenance of a succession plan in the units they support.

8-8:50 AM **Room:** KAPP 108 **Instructor:** Rick Bishop
Maximum number of participants: 36
Sessions: Pennsylvania Site

MCS302 Supporting Unit and Membership Renewal

Unit and member renewal are two separate processes. Commissioners support units and retention by, among other things, supporting unit and member renewal. This session will examine how administrative commissioners, in particular unit commissioners, also support on-time unit and membership renewal.

10-10:50 AM **Room:** KAPP 108 **Instructor:** Les Wu
Maximum number of participants: 36
Sessions: Pennsylvania Site

MCS314 The Commissioner and the Professional

In this course participants will learn more about the relationship between the commissioner and the professional and how they can work closely together to reach the common goal of providing quality service to units.

12:40-1:30 PM **Room:** KAPP 108 **Instructor:** Rick Bishop
Maximum number of participants: 36
Sessions: Pennsylvania Site

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MCS303 Unit Service Management at the District Level

Managing unit service in the district is the primary responsibility of the district commissioner, who is aided in this task by various assistant district commissioners. This course will familiarize students with the modules available in Commissioner Tools, enabling them to enhance their ability to support the unit.

9-9:50 AM

Room: KAPP 108 - Remote Instructor **Instructor:** Norman Noel
Maximum number of participants: 36
Sessions: Pennsylvania Site

MCS316 Unit Service Today

A contemporary approach to unit service has replaced the assessment-based approach, enabling commissioners to work more closely with unit leaders. This course explores these new concepts, which focus more on listening and less on data.

2:40-3:30 PM

Room: KAPP 108 **Instructor:** Brett Sharpton
Maximum number of participants: 36
Sessions: Pennsylvania Site