

Commissioner's Conference



Be the Heart . Build Relationships . Change Lives

**Unit Service
&
Continuing Education Training
for**

Unit Commissioners

Roundtable Commissioners

Committee Members

Assistant District Commissioners

District Commissioners

Assistant Council Commissioners

Council Commissioners

Chickasaw Council

171 South Hollywood Street
Memphis, TN 38112

August 22, 2026

Commissioner's Conference



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Commissioner's Conference



Welcome to the 2026 session of the Chickasaw Council Commission's Conference

Thank you to all the councils involved in producing this event:
Chickasaw, Middle Tennessee West Tennessee, Natchez Trace

The Commissioner's Conference is a service training designed to educate all units and Unit Commissioners, Roundtable Commissioners and Committee Members, District Commissioners, Council Commissioners and Committee Members, Administrative Commissioners and Professional Scouters. Its purpose is to provide high-quality continuing education for unit service volunteers and professionals, so that the units they serve have successful, quality programs.

Here are some of the highlights of this year's conference:

- The Keynote Speaker is Danny Van Horn, Eagle Scout, Silver Antelope recipient, and Commissioner with the Chickasaw Council Scouting America.
- Guest speakers: Charles Watkins, Council Commissioner
- Participants will have the opportunity to receive current information regarding his/her position in Scouting while making connections with commissioners from neighboring districts and councils.
- Faculty of the conference are instructors who specialize in the subject matters.
- We are proud to offer sessions with lead instructors who are experienced & knowledgeable in the area. These sessions will cover issues relevant to all commissioners, not just those in a single district or council.
- **Registration opens July 1, 2026.** Visit this link for registration:
 - <https://www.chickasaw.org/> Master Calendar

This catalog contains information about directions for enrollment, fees, course topics, event schedule, & conference staff.

All faculty and staff should enroll in the conference. Your registration fee includes a Commissioner's Conference decal & notebook, printed certificate, coffee, water, pastries, lunch served onsite, & fellowship with other commissioners!

We look forward to seeing you at the Chickasaw Commissioner's Conference, **August 22, 2026.**

Yours in Commissioner Service,

Charles Watkins
Council Commissioner

Aubrey Zachary
Conference Chair

Casey Norwood
Scout Executive/CEO

Commissioner's Conference



PURPOSE

The Chickasaw Council Commissioner's Conference is for commissioners within Scouting America. This conference is designed to enhance commissioners' skills in supporting scouting units in:

- **Training:** To provide structured training to help commissioners learn & improve their skills for unit service.
- **Networking:** To offer commissioners opportunities for informal discussions, peer-to-peer learning, & idea sharing.
- **Support:** To facilitate networking & connection between commissioners & with the commissioner service team.
- **Strategic Planning:** At the council level, this event will include sessions for administrative & general business, contributing to the overall strategy & vision for scouting.

OUR MISSION

As commissioners, we share Scouting America's mission: To prepare young people to make ethical & moral choices over their lifetimes by instilling in them the values of the Scout Oath & Law.

OUR VISION

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

OUR CULTURE

- **Be the Heart:** Scouting's units are its heart; its success is dependent upon them; they deliver its programs to youth. Commissioners Support unit leaders in developing a safe, welcoming environment and delivering Scouting's programs effectively. We exist to support Scouting's heart.
- **Build Relationships:** Commissioners must develop relationships with the unit leaders we serve based on mutual respect, candor, & trust. Without that, the communication & collaboration required to effectively support units is impossible.
- **Change Live:** Scouting changes lives – of the youth it serves & the adults who support it (both volunteers & professionals). As they adopt Scouting's values, they become engaged citizens who strengthen our communities, nation, & world.

OUR PRIORITY

Being the **Single Best Resource** for Unit Leaders

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CONFERENCE ORGANIZATION

This year's Commissioners' Conference is a 1-day event where both volunteers Commissioners & professionals may receive training related to commissioners & roundtable commissioner staff.

This conference will outline three targeted classes as follows:

1. Retention for Units at Risk

- **Focus:** Retention and early intervention.
- **Description:** Designed to help commissioners identify the early warning signs of struggling units. This course teaches proactive tracking, early detection, and practical interventions to turn at-risk units around and prevent membership loss.

2. Recruiting New Commissioners

- **Focus:** Unit and staff growth.
- **Description:** Equip administrative and district commissioners with proven methods to recruit capable volunteers. This course covers roster mining and networking strategies to build a robust commissioner team.

3. Renewal and Recharter

- **Focus:** Supporting unit and membership retention.
- **Description:** Learn the operational steps for the unit and individual membership renewal process. Commissioners will discover best practices for setting expectations, establishing milestones, and ensuring on-time recharterers to maintain stable, active units. Along with the most current guidelines from National.

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ADMINISTRATIVE INFORMATION

Location: W.B. Dunavant, Jr, Scout Service Center, Chickasaw Council,
171 South Hollywood Street, Memphis, TN 38112 P: 901-327-4193



Registration:

Visit the Chickasaw Council website at, www.chickasaw.org Master calendar to register.

Registration for the Commissioner's Conference is as follows (**paid by August 20, 2026**):

Conference Participants:	\$20.00
Non-Commissioned Participants:	\$20.00

An additional \$5.00 fee will be added to any registration after August 20, 2026, & for Walk-In registration at the Conference. Walk-In registration is strongly discouraged. We ask that you pre-register so that we will have adequate food and materials for all participants at the Conference. During sign-in you will receive a conference schedule.

CONFERENCE STAFF

Council Commissioner
Conference Chair
Staff Advisor

Keynote Speaker

Speakers

Support

District Commissioners

Chickasaw Council

Commissioner Service Team

Charles Watkins cbwatkins.ctc@gmail.com
Aubrey Zachary, MCS aubrey.zacharyBSA@gmail.com
Carl Hanke carl.hanke@scouting.org

Dan Van Horn, DCS
Commissioner with Chickasaw Council

Brian Wolfe, MSC
Justin Kerr, BCS
Carl Hanke
District Commissioner NW Mississippi
District Commissioner Eastern
Director of Field Services

Jeff Batastini, MSC
Taylor Clark
Thunderbird District Commissioner
District Executive Eastern

Brian Wolfe, MSC
Jeff Batastini, MSC
Justin Kerr, BCS
Keri Neece
Pam Clarkson
(Vacant)
Northwest Mississippi
Thunderbird
Eastern
Wolf River
Malmaison
Tallaha

Casey Norwood
Carl Hanke
Taylor Clark
Lee Pouncey
Brandon Prevette
Graham Lowing
Gavin Carlson
Scout Executive
Director of Field Services
Eastern District Executive
Thunderbird District Executive
Wolf River District Executive
NW Mississippi District Executive
Malmaison District Executive

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COURSE DESCRIPTION

Session 1 Retention

Service Units at Risk (MCS 304) updated 12/15/2025

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

Session 2 Recruiting

Commissioner Recruiting Through Roster Mining (CED 712) updated 11/30/2025

This course is designed primarily for administrative commissioners (council and district) to practice recruiting commissioners using the Roster Mining method. This plan has been used successfully by commissioners across Scouting America.

Session 3 Renewing / Recharter

Supporting Unit & Membership Renewal (MCS 302) updated 11/15/2025

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

NOTE: Any Scout Volunteer is welcome to attend & participate in the Commissioner's Conference training without having been commissioned by the council.

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Course Schedule:



August 22, 2026

Time	Period	
8:30 - 9:00		Registration & Gathering
9:00 - 9:10	General Session	Auditorium Opening Ceremony
9:10 - 9:40	General Session	Auditorium The Commissioner's Vision
	Break	
		Unit & Roundtable Commissioners / District & Council Commissioners
9:50 - 10:40	Session 1	Auditorium Retention - Service to Units at Risk
	Break	
10:50 - 11:40	Session 2	Recruiting - Commissioner Recruiting Through Roster Mining
11:40 - 12:40	Lunch	Auditorium Networking & Lunch
12:40 - 1:30	Session 3	Auditorium Renewal / Recharter - Supporting Unit & Membership Renewal
	Break	
1:40 - 2:25	Keynote Speaker	Auditorium Future of Unit Service
2:25 - 3:00	Closing	Auditorium Recognition / General Session / Closing All Participants, Faculty & Staff

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ADDITIONAL COMMISSIONERS TRAINING OPPORTUNITIES

Review the following with your District Commissioner & Council field staff:

1. Unit Commissioner Online Fast Start Training

This new online fast start training is an orientation designed for all commissioners to learn about the job responsibilities for a unit commissioner. This 'fast start' training is designed to be taken by all commissioners within the first few weeks of agreeing to be a commissioner. Other training opportunities will be provided by the Council and District to support your job as a commissioner. Fast start is only the introduction of your new position in Scouting. You should also take other training courses, working directly with your District and Council commissioners for information.

*Unit Commissioner Fast Start is available through the **BSA Online Learning Center** via www.my.scouting.org and www.my.scouting.org/commissioners/training/commissioner-position-training/*

2. Orientation

Shortly after being recruited, each new commissioner should view the video, Commissioner Orientation-Welcome to Unit Service. This video is part of a "Commissioner Service and District Operation Support". Also set a date for a personal orientation session with your District Commissioner or Assistant District Commissioner.

www.my.scouting.org/commissioners/training/commissioner-position-training/

3. Personal Coaching / Orientation

Within the first two weeks, new commissioners should have an orientation session with their District Commissioner or Assistant District Commissioner, discuss the video, and have begun the **On-Boarding** process with their assigned coach.

District Commissioner Orientation is usually conducted by the Council Commissioner &/or Assistant Council Commissioner for Training.

4. Commissioner Basic Training

Within two months, a new person should have basic training. This will be conducted by your District Commissioner. After completion of basic training, the Trained Leader Emblem may be worn on the uniform.

*Note: The **Trained Leader Emblem** may be worn only in connection with the emblem of office for which basic training has been completed.*

5. Continuing Education

This includes a variety of learning experiences to provide added knowledge and current information useful to commissioners. It includes a short training topic at every monthly District and Council Commissioner meeting. Select topics are based on current learning needs.

Commissioner's Conference

6. Commissioner's Conference

"Commissioner's Conferences" are training event(s) for volunteer commissioners' leaders who help support local Units (Cub Packs, Scout Troops, Crews, Sea Scouts, etc.). The conference focuses on enhancing the commissioners' skills & knowledge to better serve units, foster unit growth and stay updated on the organization's goals.



This can be a one-day course up to a weeklong national conference or shorter "Impact Sessions".

7. College of Commissioner Science

"College of Commissioner Science" is modeled after college courses and degrees. It is an intensive day of commissioner training. See Scouting American Commissioner College page for details. www.scouting.org/commissioners/training/colleges/

8. Philmont Training Conference

Summer Philmont conferences provide mountaintop training experiences for you. There are different weeks each summer when commissioner courses are provided at the Philmont Training Center. They are designed for new and experienced commissioners. This is also an opportunity for a commissioner to bring their entire family, since there are programs planned for spouses and children of all ages. A volunteer must have their name submitted to Philmont by the council to have an invitation extended. *Ask your District Executive about an invitation.*

9. E Online Learning Center

There are a variety of other courses available by connecting to www.scouting.org to access the online learning center. These are designed to provide immediate training for all volunteers in the comfort of their home or office. They can also be accessed at the local library or other locations where computers are available for public use. *These courses should not take the place of face-to-face group or one-on-one training but can serve to give you "fast start" or a refresher course for topics of interest.*

10. Other Courses Commissioners Encouraged to Take

Commissioners are encouraged to take Wood Badge, E.D.G.E., BALOO, IOLS & other courses that will help you to provide service to your units.

All commissioners should be encouraged strongly to take the fast start version of the S.A.F.E. Safeguarding Youth Training online as a part of their training & orientation.

11. Roundtable Support

Roundtables provide unit leaders with the **skill to do** and the **will to do** what is needed to ensure that every member of every unit has great Scouting experience. The Roundtable Support page can be found at www.scouting.org/commissioners/roundtable-support

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# Commissioner's Conference

## Commissioner Service Team



### How to become a member of the **Chickasaw Council Commissioner Service Team?**

You need a servant's heart, a commitment to the Scout Oath and Law, and a desire to help unit leaders deliver a great Scouting experience.

Because Commissioners are the vital link between the district/council and individual Scouting units, they are typically recruited and appointed through an open, continuous process. Follow this straightforward path to join:

#### 1. Express Interest to Local Leadership

Commissioners are selected and appointed at the local council or district level. Reach out to your local District Commissioner, Council Commissioner, or District Executive to express your interest in becoming a Unit, Roundtable, or Assistant Commissioner. You can find our district and council information on our council website [www.chickasaw.org](http://www.chickasaw.org) or call 901-327-4193.

#### 2. Submit an Adult Application

Once a leadership team member asks you to serve, you will need to fill out and submit an adult volunteer application. This requires passing a standard background check and being appointed by the local council.

- You do not need to give up your current role in a unit unless you are a Key 3 member.
- This role falls under the Dual Registration Rules.

#### 3. Complete Required Training

Even before your official registration is processed, you can log in to [www.my.Scoutng.org](http://www.my.Scoutng.org) and navigate the Scouting America Learning Center. You will need to complete

- Safeguarding Youth Training (SYT)
- Commissioner Fast Start (or Basic Position-Specific Training) for your designated role.

#### 4. Join a Commissioner Community

As you start, it is highly encouraged that you join peer networks to share resources and best practices, such as the official Commissioners of the Boy Scouts of America Facebook group.

# Commissioner's Conference



Participants,

Thank you for registering and participating in the **2026 Chickasaw Council Commissioner's Conference**.

On behalf of the Chickasaw Council, I would like to extend my sincere gratitude to you for attending our Commissioner's Conference. Your attendance and active participation will be key to the event's success.

Your input during the training sessions will provide meaningful insightful and your input will foster meaningful conversations. We hope you will find the conference valuable and that you will leave with new ideas to help strengthen your units and support our Scouts.

We greatly appreciate the time and energy you dedicate to your role as a commissioner. It is through your efforts that our Scouting programs thrive and make a lasting impact on young people's lives.

Yours in Scouting,

*Charles Watkins*

Council Commissioner

Chickasaw Council

\*One last request, would you take a moment to complete the Program Quality Evaluation questionnaire and return it to us. We have no better way in measuring the success of this program than being evaluated by our commissioners.

Thank you for what you do!

# Commissioner's Conference

## Program Quality Evaluation



### 1. Conference Logistics & Overall Impression

- **Conference Organization:** Please rate the overall organization of the conference (registration, schedule, flow). (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Overall satisfaction:** How would you rate your overall experience at this year's Commissioners Conference? (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Value received:** Do you feel the conference provided good value for the time & money invested? (Yes / No, with space for comments on back)

### 2. Session & Content Evaluation

- **Session relevance:** How relevant was the training content to your role as a commissioner? (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Session quality:** Please rate the quality of the sessions you attended. (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Specific session feedback:**
  - What was your favorite session & why?
  - What session topics would you like to see covered in more detail in the future?
  - Instructor effectiveness: The instructors were knowledgeable & engaging. (Agree / Disagree / N/A)

### 3. Networking & Fellowship

- **Networking opportunities:** How valuable were the opportunities to network with other commissioners? (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Fellowship activities:** Please rate the fellowship activities. (Scale of 1–5 with 5 being highest) 1 2 3 4 5

### 4. Venue & Facilities

- **Facilities:** Please rate the conference venue & facilities (meeting rooms, seating, A/V equipment). (Scale of 1–5 with 5 being highest) 1 2 3 4 5
- **Food & refreshments:** How would you rate the food & refreshments provided? (Scale of 1–5 with 5 being highest) 1 2 3 4 5

### 5. Future Improvements & Suggestions

- **What should change?** What is one thing you would change about the conference next year?
- **What, not to change?**
  - What is one thing you hope remains the same for next year's conference?
- **General feedback:** Do you have any additional comments or suggestions?  
(Please write on back side if needed)