



Who Wants to be a Group Commissioner?

Overview of being a GC. understanding the role and busting the myths!





This is a safe, judgement-free, and pressure free place to get information on what the GC role is all about.



Please mute your mic until you have a question or comment.



If you have a question, you are welcome to write it in the chat or just comment that you have a question and I will stop so that you can ask.



I will pause frequently and check in with all of you to see if you have questions or comments.



At the end of the session, you will be sent an FAQ myth buster document that may assist in answering any other questions that you may have. You are always welcome to reach out to us by email with questions about this topic/presentation.

HOW OUR SESSION WILL WORK....

Our conversation today....

- ▶ What exactly does a Group Commissioner do?
- ▶ The 5 Priorities at the Group level
- ▶ Who is there to support me as a GC?
- ▶ Building my Group Committee Team
- ▶ Group Management – you are empowered
- ▶ My role in the safety of the group
- ▶ The Canadian Path and the GC
- ▶ Time Commitment

What does a Group Commissioner do?

- Leads with a positive attitude
- Drives the Scouts Canada Mission within their group
- Creates a culture of safety for youth, scouters and parents
- Builds and executes a group vision with group stakeholders
- Mentors Scouters in goal setting and personal growth
- Ensure information is passed to and from your group

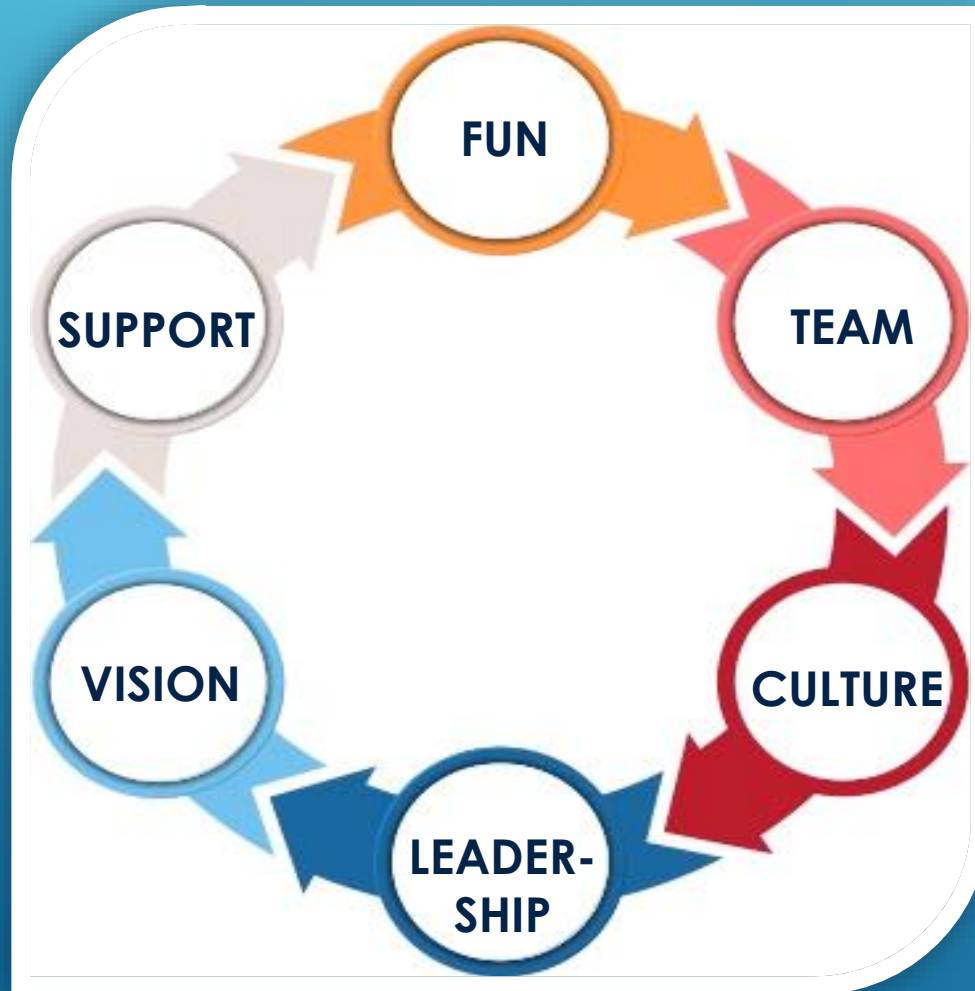


Be a leader in recognition. Honour the work and personal growth within your leadership team, youth, parents and community partners.

Ensure that the Canadian Path Program is delivered in all sections. Have regular check-ins with your team to make sure everyone has the information and resources needed to carry out their duties.



Each element relies on the others. If you work the cycle, it can bring a healthy balance to your group



5 Priorities for Group Commissioners and their team





- ▶ Membership Growth – Groups should be committed to ensuring that every child has an opportunity to participate in Scouting
- ▶ Safety Leadership - safety is about setting and maintain a safe environment and behaviours that role-model for our youth.
- ▶ Program Quality - The GC and Section Scouters ensure that the youth have a voice in their program and the Canadian Path is implemented.

WHAT DO THE 5 PRIORITIES MEAN TO ME AS A GC?

The 5 Priorities continued...

- ▶ Volunteer Support – The GC should be regularly checking in with Scouter to find out “What do you need, and how can I help you?”. The three main drivers of Volunteer engagement are onboarding, local support and constructive feedback.



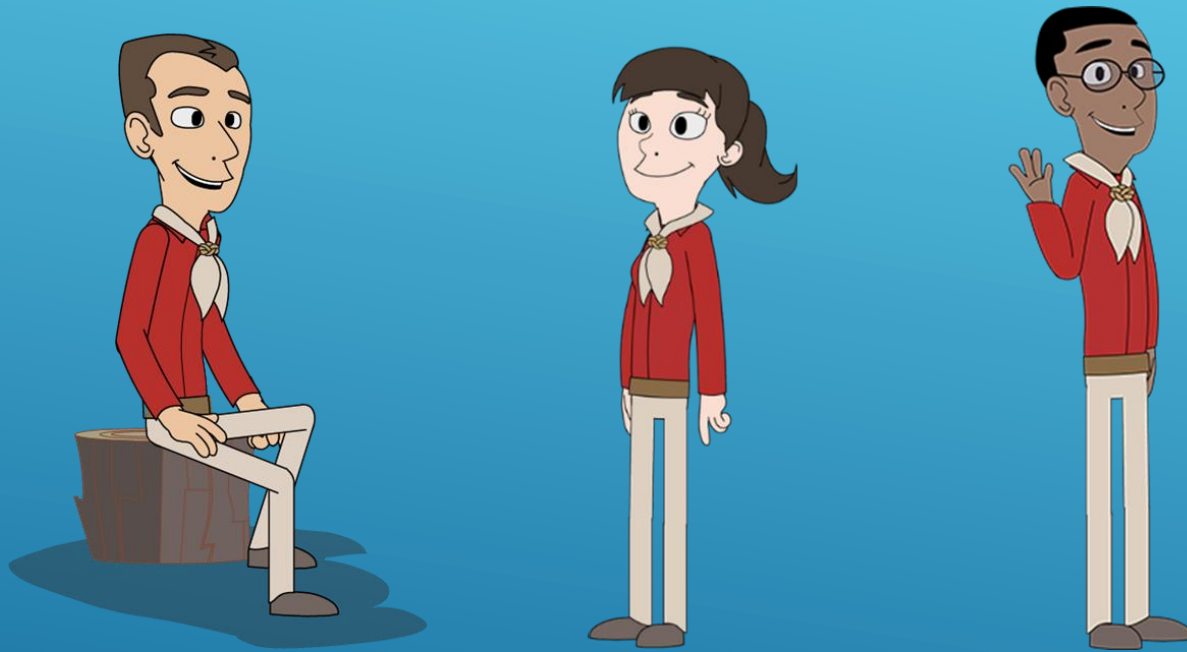
- Group Capacity - Long-term, sustainable membership growth depends on having a healthy group. Groups need to ensure that they have the team drive the Group forward. Scouter burn out and restriction in Group size, is best mitigated with many hands.

GROUP HEALTH NAVIGATOR

	1: Passive Management	2: Thoughtful Management	3: Proactive Management	4: Management Excellence
Mission Impact	Community engagement and representation are not considered as part of Group operations.	The Group participates in community events and recognizes underrepresented populations.	The Group regularly engages with the community and takes proactive steps to recruit from underrepresented populations.	The Group is viewed as an important local institution. Membership strongly represents community diversity.
	Program and financial business planning is limited. Membership growth is not considered.	The Group has an annual business plan which includes program objectives, a budget with fundraising goals and membership targets.	The Group has a three-year business plan where program and Volunteer support objectives drive fundraising goals. Net membership growth is regularly achieved.	The Group has five-year business plan with program and Volunteer support excellence drives budget and fundraising goals. 10% membership growth is regularly achieved.
Safety Leadership	The Group meets all Scouts Canada Policies & Procedures.	The Group meets all Scouts Canada Policies & Procedures. The Group Commissioner role models safety leadership.	The Group Commissioner role models safety leadership, especially in challenging situations.	Safety leadership is internalized by all members and is considered for every decision in and out of Scouting.
Program Quality	Programs offer fun and safe activities for youth with limited use of the Four Elements.	Programs align with the Four Elements. Youth involvement is limited.	Scouter-facilitated programs actively involve youth and align with the Four Elements.	Youth take active leadership roles in all aspects of the program with Scouters providing situationally appropriate support.
Volunteer Support	Volunteers receive limited support.	Performance management and feedback are used as intervention tools. Some key Volunteers have Scouter Development plans.	Volunteer performance is reviewed annually. Volunteers receive constructive feedback seasonally and have Scouter Development plans.	All aspects of the Volunteer Support Cycle are critical components of Group culture.
Group Capacity	Volunteers are recruited passively. Succession planning is limited.	Active recruitment is attempted when convenient. There is a succession plan for the Group Commissioner role.	Active recruitment is used to fill most roles. There are succession plans for key roles which include multiple candidates.	Active recruitment and succession planning occur constantly with careful thought given to long-term needs.
	Administrative responsibilities are exclusively completed by Section Scouters. The Group has no dedicated Group Committee Scouters.	The Group has a dedicated Commissioner and Administrator; Section Scouters continue to have some administrative responsibilities.	The Group has a dedicated Committee including a Commissioner, Administrator, Treasurer, Fundraising Coordinator, etc.	The Group Committee achieves operational excellence and includes many Scouters with dedicated and specialized roles.
Continuous Improvement	Group Health is rarely reviewed.	Group Health is reviewed annually with consideration for key stakeholders.	Group Health is reviewed each program cycle, engaging key stakeholders when necessary.	Group Health is reviewed each program cycle, always engaging key stakeholders.

Building my Group Committee Dream Team!

As Group Commissioner you are empowered to build a custom Group Committee that will assist in the functions of the group, leaving the Section Scouts free to run a rich program for the youth.



Group Administrator, Quarter master, Special events team, Fundraising team, Onboarding and orientation officer (new youth and volunteers), Treasurer, Community Engagement/Sponsor Liaison, Communications and Social media, Program support (guest speakers, camp bookings, field trips, badge orders, etc.), Group recognition, And on, and on, and on!

Lean on Me!....

Who's there to help me on my Journey as a GC?

Your Group
Committee!

Your Relationship
Manager



Safe Scouting
Team

Help Centre

Your peers!
Other Group
Commissioners

Group
Commissioner
Orientation

Your Council Key 3

(Council Commissioner, Council Youth Commissioner and
Relationship Manager)



Group Commissioners are key to the success and health of our groups and by extension, the organization. Every Group is unique and YOU are empowered to make many customized decisions in the best interest of your group, as the manager of your scouts and youth.

- ▶ Is a volunteer a good fit for your group?
- ▶ go/no-go decisions on camps and outings.
- ▶ setting group fees, youth capacity, community partners, meeting locations.
- ▶ Implementing a culture of safety
- ▶ And so much more!

EMPOWERED AND RESPECTED

Safety and the Group Commissioner

The Group Commissioner makes many safety decisions with, and on behalf of, their Groups.



Only screened and active volunteers are involved



Engage and inform Scouters and Parents in policies regarding safety



Ensure that meeting location safety checklists are completed



Uphold safety standards and practices without hesitation



Build a Group Safety Culture for all stakeholders

“Who has my back when I have to make tough safety decisions?”

Your Group Committee, Relationship Manager, Council Key 3 and SAFE SCOUTING are always available to assist you.

The Canadian Path and my role as GC...



The Scouts Canada Canadian Path program is what every Scouter needs to deliver without exception.



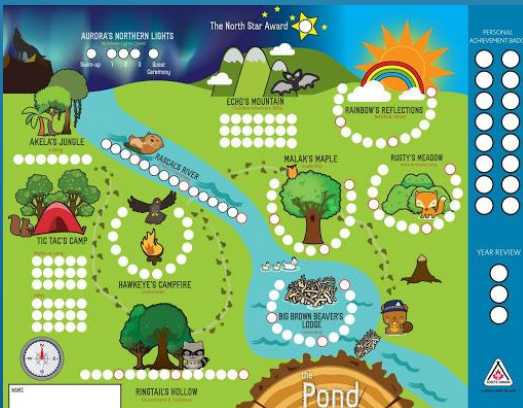
Support scouters in finding the tools and resources they need to carry out a quality Canadian Path Program.



Ensure that your Scouters understand the Canadian Path and encourage ongoing skill building.



Regularly check-in with your Scouters and parents of the youth to assess program needs, successes, and challenges.



	1: Basic Programming	2: Scouter-led Programming	3: Facilitated Programming	4: Youth-led Programming
Youth-Led	Youth teams not utilised on a regular basis	Small teams (Patrols) are regularly used in meetings but not program design	Most meetings and day-events primarily happen in small teams (Patrols)	All adventures and planning happen in youth-led small teams (Patrols)
	Youth have little input in programing	Leadership roles for youth are in place but largely symbolic	Section Leadership Teams are in place and regularly utilised	Sections are actively led by Section Leadership Teams
Plan-Do-Review	Scouters develop short-term plans	Scouters develop short-term, seasonal and long-term plans with some youth input	Scouter and the SLT develop short-term, seasonal and long-term plans	Youth develop short-term, seasonal and long-term plans with Scouter support
	Activities are rarely reviewed for youth feedback and improvement	Scouter teams regularly review activities with some youth input	Scouters facilitate reviews with youth after each adventure	Youth-led reviews happen after every adventure with Scouter support
SPICES	Goal-setting and review of personal progression for youth is limited	Scouters reflect on youth goal setting and personal progression	Goal-setting and personal progression reviews occur at the team level facilitated by Scouters	Youth-led goal-setting and personal progression reviews occur at the individual level
	Parental engagement and feedback is limited	Scouters showcase personal progression and skill development to parents	Scouters and youth showcase personal progression and skill development to parents	Youth showcase personal progression and skill development to parents
Adventure	Activities are often repeated month after month, year after year; plans (e.g. camps) are set without youth involvement	Youth are offered a selection of adventures with a high degree of repetition year over year	Scouters facilitate planning of new adventures with some repetition year over year	Youth-led adventures are consistently fresh, new experiences—supported by Scouters
	Activities are used to fill time have limited context—Program Areas not utilised	Adventures are planned considering the six Program Areas	Adventures for each year are balanced across all six Program Areas	Adventures for each program cycle are balanced across all six Program Areas
Continuous Improvement	Program quality is rarely reviewed, typically without Group Commissioner involvement	Scouters assess program quality each cycle with limited youth input and some Group Commissioner involvement	Scouters facilitate program quality reviews each program cycle with youth input and Group Commissioner involvement	Youth-led program quality reviews happen each program cycle with Group Commissioner involvement

The Commitment

The time commitment to be a GC is about 10 to 15 hours a month. This can fluctuate depending on time of year, and the status of the group's health and maturity.

The role is ideally a 3-year commitment but is re-appointed each year by the next highest commissioner as many times as is appropriate.

Ideal skill sets for a Group Commissioner....



- A passion for, and alignment to, Scouts Canada's Mission
- Strong skills in leadership, management, problem solving, decision-making, and communication
- Scouting experience is highly desirable but is not mandatory
- Interpersonal team-player
- Ability to build and hold relationships with all stakeholders (parents, youth, scouters, community partners, etc.)
- Goal-oriented with an ability to plan and execute a vision
- Model positive behaviours appropriate to Scouting
- Desire to continuously learn and grow

Comfortable with basic technology – email, spreadsheets, online meeting platforms, basic social media is an asset

You take the good, you take the bad....

As GC, you should have fun with your job and really enjoy your experiences. Remember, Scouting is a safe place to learn, grow, fail and succeed... for all ages! Be kind to yourself during your learning curve.

The Highlights!

- ▶ Growing our scouting family with volunteers and youth. Giving the opportunity of Scouting to every new individual!
- ▶ Watching group members learn, grow, and have fun.
- ▶ Leaving a legacy of a happy, healthy group in your mentored vision.
- ▶ Project planning and team-work
- ▶ Your own personal and professional growth as you practice your skills and learn new ones along the way.
- ▶ Award and training completion presentations!
- ▶ Social media posts about life events for your group members...building a family culture!
- ▶ Engaging with parents, Scouters, Group Committee, youth and community!

The Tough Situations

- You may have to be voice of reason to cancel a camp.
- If a safety incident occurs, the GC will often need to get involved to help rectify the situation.
- There are instances where “tough” conversations need to be had.
- Administration – It’s not a bad thing, it’s just not always fun.
- Recruiting Scouters – No one said it would always be easy, but the success of it is always rewarding!
- You may not always agree with a message you need to deliver, but you may need to tuck that away and move forward with positive acceptance.

SO....WHAT NOW?

- ▶ Process the information we talked about today, you will be sent a PDF version of it along with the “GC FAQ and Mythbuster”.
- ▶ Take some time to look through the links on the last slide.
- ▶ Please feel welcome to reach out to the Group Support Centre at groupsupport@scouts.ca if you have follow-up questions regarding the role of the GC.
- ▶ If you are interested in the role of Group Commissioner, please reach out to your Group's Relationship Manager or the Group Support Centre and let them know your intentions. They will arrange your interview and walk you through the screening process.

Helpful Tools and Links

- ▶ [Group Health Navigator](#)
- ▶ [Group Support Centre Portal](#)
- ▶ [Group Management Playbook](#)
- ▶ [Canadian Path Overview](#)
- ▶ [Canadian Path Navigator](#)

Questions?

