



Commissioner Bulletin

Unit Leadership – Key 3



The stewardship of any Scouting unit is vested not in any single person but in the Unit Key 3. The term “unit leader” is used to refer to the position of Cub Master, Scoutmaster, Advisor or Coach but is purely for brevity sake. It does not denote one person control of a unit. The responsibility for the adult leadership of any unit is divided between the unit leader, committee chair person and the chartered organization representative. This Key 3 model is fundamental at all levels of Scouting, from unit to district, council, area, regional and national council.

Each member of the Key 3 has a different primary focus but all work jointly to ensure the success of their unit. The unit leader focuses on delivering program support to their youth. The committee chair person’s focus is on providing the training and logistical support needed to deliver the program. The chartered organization representative’s focus is on ensuring that the overall program implementation meets both the needs of the chartered organization and the needs of the Boy Scouts of America. All three individuals must work together to ensure the promise of Scouting is delivered to their youth, families and the communities they support. Only when all three areas of focus come together will a unit succeed.

The unit commissioner serves as an advisor to the unit Key 3. They are not members of the unit therefore unit commissioners have no vote in unit operation decisions. Their role is to advise, coach and mentor each member of the unit Key 3.

If the unit Key 3 finds itself faced with a difference of opinion, it is the chartered organization representative that has the final say in what the unit will do. As the sponsor of the unit, it is the chartered organization that is ultimately responsible for actions of the unit. As the appointing authority for all adult positions within their organization, it is the chartered organization that also has the authority to remove any volunteer within the unit. The unit executive officer (institutional head) has the final word in volunteer removal at the unit level.