



# **Commissioner Service and LDS Stakes: ACC-LDS**



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## **Preface**

In December 2014, when I first started contemplating the idea of how to improve LDS commissioner service in Middle Tennessee Council, in my mind, it all seemed sooo easy. At the time, I was working with the LDS-BSA Relationships Committee and several LDS unit commissioners on the LDS Training Event, and my thoughts were “just find someone ‘to give BSA leadership’ and be a ‘Super District Commissioner’ and have him work directly with the LDS ADCs and UCs and all would be well.” “Call him an Assistant Council Commissioner-LDS and give him lots of duties responsibilities that can’t help but bring LDS commissioner service to a rousing crescendo of BSA grandeur!!” Now, in January 2016, I say “Wow, how naïve I was!!!” My conclusions were almost nothing like I expected, as you will hopefully read. “Lay on, Macduff, and damned be him who first cries 'Hold!'”

## **Chapter One**

### **Thesis/ Objectives/ Outline**

This thesis is written as a proposed alternative and adaptation of LDS policy in order to accommodate low-density LDS populated BSA districts and councils.

Under current LDS policy, each stake provides assistant district commissioners (LDS 3.2), unit commissioners (stake Young Men presidencies) to service Troop, Teams, and Crews. (LDS 3.3) The stake presidency may designate other members of the stake to serve with the stake Young Men presidency as unit commissioners. (LDS 3.5)

The stake presidencies also assign unit commissioners to Packs under the stake Primary program. “The stake Primary presidency may register with BSA as unit commissioners, or the stake presidency may designate other members of the stake to serve as unit commissioners under the direction of the stake Primary presidency.” (LDS 3.4)

This thesis seeks to resolve the following issues:

1. Due to low-density LDS population, when unit commissioners (Young Men or Primary) are assigned, they tend to cross districts and in some cases councils. Thus, it is difficult, if not impossible, for the LDS unit commissioner to be involved in and report to two or more BSA districts and/or BSA councils. For example, within the Madison Tennessee Stake, there are seven wards and one branch located within five districts and two councils. This is not uncommon within Middle Tennessee Council.
2. There is a lack of BSA leadership and accountability for LDS UCs. Using the example above, a UC probably would report to two or three district commissioners (DC) and would be required to attend the same number of Roundtables and DC Staff Meetings monthly. This would be an unreasonable burden on LDS UCs. Multiple

leaders in multiple districts in multiple councils... the LDS UCs are at best confused as to whom they report. Thus, they do not report, and thus, there is a loss of commissioner service accountability.

3. As a consequence of negligible BSA leadership and accountability, LDS UCs are not trained and usually do not seek appropriate basic commissioner training.

**Objectives:** On behalf of the Council Commissioner, the ACC-LDS should:

1. Encourage implementation, continuance, and maintenance of commissioner service within LDS stakes, wards, and branches, using the LDS Scouting Handbook as the primary LDS policy resource.
2. Emphasize “Commissioner Service” within the LDS stakes while facilitating administrative oversight of LDS commissioners (i.e., Unit Commissioners and Assistant District Commissioners).

**Outline:**

1. Research and thoroughly understand the LDS National, Council, and local LDS chartered organization leadership and structure
  - a. LDS National Organization
  - b. Council – LDS-BSA Relationships Committee
  - c. Local Chartered Organization – Stakes, Wards, and Branches
2. Research and thoroughly understand current LDS Commissioner Service policy and procedure

3. Survey knowledge of LDS Chartered Organization Commissioner Service policy and procedure, understanding current state of LDS Commissioner Service, desired state, issues, and possible solutions within Councils and Districts through questionnaires and surveys during the 2015 Philmont Commissioner Week in the DC and CC Conferences.
4. Survey LDS Stake Presidents – knowledge, current state, desired state, issues, and solutions
5. Survey LDS Unit Commissioners – knowledge, current state, desired state, issues, and possible solutions.
6. Survey MTC CC– knowledge, current state, desired state, issues, and possible solutions
7. Survey LDS-BSA Relationships Committee Members– knowledge, current state, desired state, issues, and possible solutions
8. Compile results
  - a. Knowledge of LDS CS policy and procedure
  - b. State of LDS Commissioner Service in District or Council
  - c. Desired state of LDS CS in District or Council
  - d. Issues
  - e. Possible solutions
9. Based on feedback from Philmont CCs, DCs, write the ACC-LDS position description (first draft)
10. Designate metrics that will allow evaluable results before and after the project.
  - a. %% Online recharterers
  - b. %% LDS YPT

- c. %% LDS Leader Trained
  - d. # LDS UCs
  - e. %% LDS UCs trained
  - f. %% LDS Unit Contacts
  - g. %% LDS Units JTE Bronze, Silver, and Gold
  - h. DC Feedback on Roundtable attendance and participation
11. As ACC-LDS in MTC, put into practice the position description
  12. Journal position description activities
  13. Evaluate (start-stop-continue) position description, based on metrics results, feedback from CC, LDS-BSA Relationships Committee, District Commissioners, and Unit Commissioners.
  14. Write ACC-LDS position description (final version)
  15. Submit research and final version

**Outline note: After completing steps 1-4, & 7 in the outline (Philmont, MTC, and LDS Stake Presidency/LDS-BSA Relationships Committee) surveys, and studying the results, it was deemed sufficient by this author not to pursue the remaining survey with LDS unit commissioners. Likewise, steps 10-14 are not possible to complete at this time.**

## **Chapter Two**

### **LDS Chartered Organizational Leadership and Structure**

In order to understand LDS commissioner service (LDS CS) policy and procedures, it is important that the reader understand LDS organizational leadership and structure, especially at the council and local level. With additional comments from the author, the following is an excerpt taken from LDS.org. (<https://www.lds.org/topics/church-organization/how-the-church-is-organized?lang=eng>) It succinctly describes how the Church of Jesus Christ of Latter-day Saints is organized.

#### ***General Leadership***

The General Authorities consist of the First Presidency, the Quorum of the Twelve Apostles, the Presidency of the Seventy, the First and Second Quorums of the Seventy, and the Presiding Bishopric. (View [General Authorities](#) for more information on the roles of these leaders.)

The General Auxiliary presidencies consist of the Primary, Relief Society, Sunday School, Young Men, and Young Women General Presidencies. (View [General Auxiliaries](#) for more information on the roles of these leaders.)

#### ***Areas***

The worldwide Church is divided into geographic areas. For example, “Europe,” “Asia North,” “Caribbean,” and “Central America” are names given to specific areas of the Church. The First Presidency has assigned the Presidency of the Seventy to preside over areas in the United States and Canada. Elsewhere, the First Presidency assigns Area Presidencies to preside over selected areas under the direction of the Quorum of the Twelve. An Area Presidency consists of a president and two counselors. An Area President is typically a General Authority selected from the [First or Second Quorum of the Seventy](#), while the counselors can be either General Authorities or Area Seventies selected from any Quorum of the Seventy.

Members of the Presidency of the Seventy or Area Presidency travel frequently within the assigned area to teach and encourage local leaders and members of the Church. Area Seventies are also assigned to consult with and instruct stake presidents in their area, under the direction of the Area Presidency or [Presidency of the Seventy](#).

With regard to Scouting at the national level, the LDS Church is organized as follows.

The General Primary Presidency is the national chartered organization’s presiding authority over LDS Cub Scouting and 11-year-old Boy Scouting. Likewise, the General Young Men Presidency



is over Boy Scouting, Varsity Scouting, and Venturing within the Church's chartered organizations. The area presidency is part of this national organization. It organizes and presides over the LDS-BSA Relationships Committees within all the stakes and councils where LDS Scouting is found.

### ***Stakes***

Most areas of the Church are divided into stakes, which usually consist of five to twelve congregations called wards or branches. The term *stake* was used by the prophet Isaiah. He described the latter-day Church as a tent that would be secured by stakes (see Isaiah 33:20;54:2).

A stake is led by a stake president and two counselors. The stake president is the presiding high priest in a stake. These leaders oversee the spiritual and temporal welfare of Church members.

The stake presidency calls 12 high priests to form the stake high council. Under the direction of the stake presidency, high councilors help oversee the work of the Church in the stake by fulfilling many advisory and administrative responsibilities.

Similar to the general administration of the Church, a stake has presidencies for the Relief Society, Young Men, Young Women, Primary, and Sunday School organizations. These presidencies advise their respective organizations in each of the wards of the stake.

Stakes also have a patriarch, a man who is ordained to give patriarchal blessings to members of the stake. Patriarchal blessings contain specific, inspired counsel and direction from the Lord to the recipient.

Stake presidencies and bishoprics are the local ecclesiastical leaders. It is their responsibility to organize, staff, and financially support LDS Scouting at the local chartered organization level. While the bishoprics have authority, stake presidencies have the ultimate responsibility to Scouting at the local level. As the reader will understand, a lot is delegated to bishoprics, ward-level primary presidencies, and young men presidencies.

### ***Wards***

As in the ancient Church, members of the Church today are organized into congregations. Large congregations (approximately 300 or more members) are called wards. Smaller congregations are called branches. A ward is led by a bishop and two counselors, who constitute a bishopric. Branches are led by a branch president and two counselors. The responsibilities of a branch president are similar to those of a bishop, described below.

The ward or branch is considered the local unit. It is at this level where councils chartered LDS units. For example, the Lebanon First Ward, which is part of the Madison Tennessee Stake, would be chartered as the Madison Stake—Lebanon First Ward.

### ***Bishop***

A bishop has many duties. In addition to watching over all ward members, he has special responsibility to guide the ward's young men and young women. He oversees teaching, missionary work, and spiritual growth in the ward. He is responsible to conduct worthiness interviews, counsel Church members, and administer Church discipline. He is responsible to care for the poor and needy, and he oversees finances, records, and the use and security of the meetinghouse.

In these responsibilities and others, the bishop is assisted by two counselors, an executive secretary, clerks, and the leaders of other organizations in the ward. Leadership meetings are held regularly to allow the bishop and those who help him to counsel together about the well-being of ward members.

At the ward level, the Bishop is the primary authorized ecclesiastical leader. He and his counselors, especially the counselor in charge of Young Men, usually make the final decisions on all local Scouting questions and issues. The Young Men presidency under the direct authority of the bishopric gives leadership to Boy Scouts, Varsity Scouts, and Venturing Crews. One of the Bishop's counselors, usually the first counselor with authority over Young Men, is designated the Chartered Organization Representative. The Unit Leaders and Committee Chairs are not elected within the LDS Scouting program. Consequently, they are chosen by the local leaders—bishoprics or branch presidencies—and asked to serve in their respective positions for an undetermined time period. These “asks” are called “callings” within the Church. The Unit Leaders and Committee Chairs who receive these callings are usually members of the Church who are considered worthy to work with the Church's youth. However, it is not required that they be members. Many non-members are frequently Unit Leaders, Committee Chairs, and Committee Members. Furthermore, Scout parents are encouraged to participate at some level within the unit structure, whether it be as Assistant Scoutmasters or Committee Members, or in

the case of Cub Scouts, Den Leaders, Assistant Den Leaders, Assistant Cubmasters, or Committee Members.

### ***Melchizedek Priesthood***

Worthy adult men in the Church receive the Melchizedek Priesthood, which is authority from God to perform sacred ordinances and to lead in the Church. Men who hold the Melchizedek Priesthood can perform ordinances such as bestowing the gift of the Holy Ghost and giving blessings to the sick by the laying on of hands. Within a ward, the men who hold the Melchizedek Priesthood belong to either the elders' quorum or the high priests group.

The elders' quorum is led by a president and two counselors. The elders' quorum meets each Sunday to study the gospel and be instructed in their duties. The duties of elders include teaching and watching over the members of the ward (see D&C 20:42). Home teaching is one way they accomplish this duty. In home teaching two priesthood holders are responsible to visit members in their homes to teach, watch over, and provide service to them. The elders' quorum may also be assigned by the bishop or stake president to carry out specific service projects.

Within a ward, the high priests group is led by a group leader and two assistants (the high priests' quorum consists of all the high priests in the stake and is presided over by the stake president). The high priests group meets each Sunday to study the gospel and be instructed in their duties. High priests have the same duties as elders (including home teaching). They can also officiate, or preside, in the ward and administer spiritual things (see D&C 107:10, 12). The high priests group can also be given specific assignments by the bishop or stake president.

As it applies to Scouting, most of the brethren that work with the local Scouting programs are Melchizedek Priesthood holders--Elders and High Priests. Given the fact that one of the major objectives of Scouting within the Church is to help prepare young men to receive the Melchizedek Priesthood, the Church believes it very important that its young men associate with other older, more mature Melchizedek Priesthood holders.

### ***Relief Society***

All women in the ward ages 18 and older, as well as women younger than 18 who are married or are single mothers, belong to the Relief Society organization. The purpose of Relief Society is to organize, teach, and inspire women to prepare them for the blessings of eternal life. Members of the Relief Society fulfill this purpose by increasing faith and personal righteousness, strengthening families and homes, and seeking out and helping those in need.

The bishop calls exemplary women in the ward to serve as the Relief Society presidency, which typically consists of a president and two counselors, supported by a secretary. Additional instructors and coordinators may also be called. The Relief Society meets on Sundays for gospel

instruction and has additional meetings outside of Sunday as determined by the Relief Society president and the bishop.

The Relief Society organization also provides an individualized support network that gives women the opportunity to care for, strengthen, and teach one another. In this program, called visiting teaching, each woman is assigned two other women who visit her home each month to give a religious message and offer help as needed.

### ***Young Men***

Worthy young men are ordained as deacons in the Aaronic Priesthood at the age of 12. They advance to the office of a teacher at age 14 and to the office of priest at age 16. In these priesthood offices, they have the authority to provide the sacrament to the congregation and, in the case of priests, to baptize. The bishop of the ward is the president of the Aaronic Priesthood, and he calls exemplary adult men to serve as the presidency and as advisers in the Young Men organization.

The purpose of the Young Men organization is to help young men learn and fulfill their Aaronic Priesthood duties and to prepare them for future responsibilities as missionaries, husbands, fathers, and leaders in the Church. The young men meet on Sundays for priesthood instruction and during the week for social, service, or cultural activities. During these meeting times—and in their personal time—young men also participate in a program called Duty to God, which helps them strengthen their testimonies and their relationship with God, learn and fulfill their priesthood duties, and live gospel standards.

It is within the Young Men organization that Scouting plays a major role. In essence, it is the activity arm of the Young Men program but for very special reason. More than anything else, the Scouting program teaches wholesome ideas and values along with a great variety of life skills that help prepare them to “fulfill their Aaronic Priesthood duties and to prepare them for future responsibilities as missionaries, husbands, fathers, and leaders in the Church.” As long as Scouting helps fulfill this goal, the Church will remain.

Within large congregations, units are organized to follow the young men throughout their priesthood experience—deacons, teachers, and priests. For example, 12 and 13-year-old deacons participate in Boy Scouts, while 14 and 15-year-old teachers join Varsity Scouts. The 16 and 17-year-old priests participate in Venturing. While this is ideal and usually found in high-density LDS councils and stakes, in low-density LDS Scouting councils and smaller wards and branches, one will usually find a Boy Scout troop and/or/maybe a Varsity team or Venturing crew. The

goal for every ward and branch in the LDS Church is to have one of each—troop, team, and crew. LDS chartered organizations do not charter Sea Scouting.

### ***Young Women***

Young women ages 12 to 17 belong to the ward's Young Women organization. The purpose of this organization is to help young women build their testimonies of Christ and prepare to receive the blessings of the temple. The Young Women organization also prepares them for their future roles as women in the Church and as contributing members of society.

The bishop calls exemplary adult women in the ward to serve as the presidency and advisers in the Young Women organization. The young women meet on Sundays for gospel instruction and during the week for social, service, or cultural activities. During these meeting times—and in their personal time—young women also participate in a program called Personal Progress by setting and achieving goals in eight value areas.

Young women do not participate in LDS chartered Scouting, i.e. crews. There has been a lot of internal discussion of this policy. However, to date, the decision stands.

### ***Sunday School***

Sunday School classes are held for approximately one hour each Sunday. Sunday School provides age-specific gospel instruction for ward members ages 12 and older (younger members attend Primary). The ward Sunday School presidency typically consists of a president and two counselors, who are supported by a secretary and by teachers called to instruct various age-groups.

### ***Primary***

Children ages 18 months to 11 years belong to the Primary organization. Its purpose is to help children learn and understand the gospel of Jesus Christ and prepare to make and keep sacred covenants. Children attend Primary classes for two hours each Sunday while their parents participate in other Church meetings. Children also participate in regularly held activity days, which provide them with opportunities to interact with each other; have wholesome fun in physical, creative, cultural, and service activities; and participate in a program called Faith in God, which helps them live gospel principles and develop testimonies.

Each ward has a Primary presidency, which consists of a president and two counselors. These three women are assisted by a secretary, teachers for different age-groups, a music director, an accompanist, and activity day leaders.

As with the Young Men organization and Boy Scouting, Primary administers, staffs, and supports Cub Scouting and 11-year-old Boy Scouting. The organization oversees all scouting activities for boy ages 8 to 11. In effect, the primary presidency with the oversight of the

bishopric, recommends worthy individuals to become the Cubmaster, Den Leaders, Assistants, Pack Committee Chair, Committee Members, and the 11-year-old Scout Leader. Furthermore, one member of the primary presidency serves on the pack committee and another member of the primary presidency serves on the troop committee, if there are two committees. There are some unique differences between LDS packs and traditional packs. First, LDS packs do not have Tigers or Tiger dens. Second, LDS Cubs progress based on the age, instead of school grade. This is done in order to align itself with the Sunday Primary program. Each child progresses from class to class based on age. Thus, the church as a chartered organization has found it more efficient to manage Cub Scouts in like manner. Consequently, Wolf dens consist of eight-year-old boys; Bear dens have nine-year-old boys; and Webelos/Arrow of Light dens contain 10-year-old boys. Once a Cub Scout turns eleven, he joins the 11-year-old Boy Scout patrol. Likewise, this group is administered by Primary. This patrol is technically part of the troop. However, these first year Scouts are only allowed to interact with the troop on an intermittent basis. In the following year, the members of the patrol work with an 11-year-old Scout Leader, usually trained as an Assistant Scoutmaster or 11-year-old Scout Leader, and complete rank requirements for Scout, Tenderfoot, Second Class, and First Class. It is the primary goal of the 11-year-old Scout Leader to help the young men in the patrol attain the rank of First Class within that first year. Furthermore, by LDS policy, 11-year-old Boy Scouts are not permitted to attend Scout camp while they are eleven. Instead, a day camp is usually organized by the Primary presidency and/or Cub leaders or by the local stake Primary leaders.

For further and more complete information on LDS Scouting policy, please refer to sections 4.0 to 6.5 in the *Scouting Handbook for Church Units within the United States* (2015 Version).

## **Chapter Three**

### **LDS Commissioner Service Policy and Procedure**

Like understanding national and local LDS leadership and structure, understanding LDS commissioner service policy and procedure is necessary for this project and its results.

Therefore, it is essential to read and comprehend the following excerpts taken from the LDS Scouting Handbook. To encourage greater comprehension, the author will attempt to explain these policies into terms that a non-LDS reader will understand.

#### **2.4 LDS-BSA Relationships Committee**

An LDS-BSA relationships committee should be organized in each BSA local council to help maintain and strengthen working relationships between the Church and the BSA local council. This committee includes a member of each stake presidency within the BSA local council. An assigned Area Seventy chairs the committee or designates a stake president to be the chairman. If a stake president is designated as chairman, he provides the Area Seventy with regular reports at coordinating council meetings or at other times. The BSA council Scout executive or his designee serves as an adviser to this committee.

This is a committee composed of LDS clerical authorities, usually comprised of a member of each stake presidency within a given council and presided over by the area president or his designee. Within the Middle Tennessee Council, BSA, (MTC) the area presidency assigns a stake president as the committee chair. Further, there are five stakes represented in this committee: Franklin Stake, Madison Stake, McMinnville Stake, Murfreesboro Stake, and Nashville Stake. The committee's purpose is to work with the local council to "maintain and strengthen local relationships." This is generally understood among LDS members that this committee supports council programming and in turn seeks to support and grow LDS Scouting on the local level.

#### **3.1 Stake Presidency**

The stake presidency sees that Scouting is organized and functioning in each ward in the stake; that young men, boys, and leaders are registered; and that all Scouting units are chartered. They

also develop a positive working relationship with the BSA local council and district executive. A member of the stake presidency serves as a member of the LDS-BSA relationships committee and registers as a member-at-large for the BSA local council.

This policy is relatively self-explanatory. In the end, “the buck stops” with the stake president. He is the primary person in a stake that administers Scouting, which makes him directly responsible for its organization, implementation, and continuance. It has been my experience that many stake presidents are Scouters and are very supportive of Scouting. Those stake presidents that are not Scouters almost universally see the good it does for the male youth in their stakes and fully support Scouting within the limitations of budget and LDS general policy. While this is not the case with MTC, there are some stake presidents that do not support Scouting.

Generally, stake presidents within the MTC do not have the time to “develop working relationships with council or local district executives.” While this is not the case with all MTC stake presidents, most give this responsibility to the presidency member over the Young Men program. As far as developing working relationships with district executives, this is problematic. This is difficult because of the low-density LDS population and stake/BSA district boundaries within MTC, the stake presidents would be required to develop working relationships with three or more DEs, thus making this responsibility cumbersome, unreasonable, and ultimately untenable. However, this issue should be addressed, since the stake presidencies are directly responsible for Scouting and administering FOS. Perhaps, stake presidents’ contact could be area field service directors, instead of DEs in low-density areas. The LDS Scouting Handbook might read “working relationship with the BSA local council and district executive or area field service directors.” As for the serving as a member of the LDS-BSA Relationships Committee, MTC does have a representative from each stake as outlined by the policy.



### **3.2 Stake High Councilors**

The stake presidency may assign high councilors who have assignments relating to the Aaronic Priesthood and Primary to meet as an Aaronic Priesthood committee to discuss Scouting-related matters (see *Handbook 2: Administering the Church* [2010], 15.3.2). These high councilors register with the BSA as assistant district commissioners. They receive appropriate BSA training, participate in the monthly district commissioner meetings, and work closely with the district commissioner and unit commissioners in their stake.

According to policy, there are at least two high councilors that register as assistant district commissioners, one for Aaronic Priesthood age boys (12-18) and one for Primary age boys (8-11). Please note that the stake president “may” assign high councilors as assistant district commissioners (ADC). This has been interpreted by some that it is not administratively mandatory. Some do not call ADCs for a variety of reasons, and, after encouragement to the contrary, their decisions should be respected. Nonetheless, the stake presidency can and in most cases should assign two or more high councilors to be ADCs. These should seek appropriate BSA training, attend commissioner staff meetings, and work with the appropriate district commissioner(s). In MTC, a low-density LDS council, this policy is a challenge. In effect, if there are two assigned ADCs, they would be responsible to report to two or more district commissioners, and they would be required to attend the same number of district Roundtables and commissioner meetings.

### **3.3 Stake Young Men Presidency**

Under the direction of the stake presidency, the stake Young Men presidency conducts training and coordinates support for the individual Aaronic Priesthood Scouting programs in each ward. They orient newly called ward Young Men presidencies and provide ongoing instruction and encouragement. They register with the BSA as unit commissioners, serving as liaisons to the individual Scouting units (troops, teams, crews) in the stake. The stake presidency may designate other members of the stake to serve with the stake Young Men presidency as unit commissioners (see 3.5).

The stake Young Men presidency receives appropriate Scout leader training and participates in district committee meetings and roundtables. They also meet regularly with unit leaders, create close relationships with them, help them with rechartering, and inform them of BSA district and council activities, training opportunities, policies, and health and safety issues.

The stake Young Men presidency and or others designated by the stake president register as unit commissioners and report to the high councilor assigned to the Aaronic Priesthood, who is registered as an assistant district commissioner. These commissioners should in turn report to a district commissioner, whether member or non-member.

### **3.4 Stake Primary Presidency**

Under the direction of the stake presidency, the stake Primary presidency coordinates support for the individual Scouting programs in each ward Primary organization. They orient newly called ward Primary presidencies and provide ongoing instruction and encouragement. They help ward Primary presidencies understand Church Scouting policies and how Scouting and the Faith in God program work together. They help plan day camps when needed. See *Handbook 2*, 11.5.3 for additional information.

The stake Primary presidency may register with the BSA as unit commissioners, or the stake presidency may designate other members of the stake to serve as unit commissioners under the direction of the stake Primary presidency. In making this assignment, the stake presidency should be careful not to overburden members who have other obligations. Unit commissioners function as liaisons to the Cub Scout program and the Scouting program for 11-year-old boys in each ward (see 3.5).

The high councilor assigned to the Primary informs the stake Primary presidency of training opportunities and helps them provide support and assistance to ward Primary leaders.

The stake Primary presidency and or others designated by the stake president may and should register as unit commissioners and report to the high councilor assigned to Primary, who is registered as an assistant district commissioner. These commissioners should in turn report to a district commissioner, whether member or non-member.

### **3.5 Unit Commissioners**

Unit commissioners serve as resources to help Scouting units succeed throughout the stake. Each Cub pack, Scout troop, Varsity team, and Venturing crew should be served by a unit commissioner. Members of the stake Young Men presidency serve as unit commissioners. The stake presidency may also designate members of the stake Primary presidency or other stake members as unit commissioners, as long as this assignment will not overburden these members. Unit commissioners have the following responsibilities:

1. Register with BSA and receive required training.
2. Learn about Scout policies, procedures, and evaluation programs.

3. Establish a close relationship with adult Scout leaders in wards, interact with them regularly, and report the condition of Scouting in the stake to the assistant district commissioner.
4. Provide initial orientation, ongoing support, and instruction for all Scout units in the stake.
5. Inform Scouting units of training opportunities, charter renewal deadlines, health and safety issues, and activities in the stake and in the BSA local district and council.
6. Provide meaningful communication between Scouting units and the stake and between Scouting units and the BSA local district. This can be done at roundtable meetings, stake leadership meetings, or any other time.

These are the responsibilities of LDS unit commissioners as described by policy within the LDS chartered organization. The list is fairly concise, yet comprehensive. If an LDS unit commissioner were to comply with this list, LDS Scouting programs would flourish within the United States.

## **Chapter Four**

### **Philmont Survey and MTC Survey: Commissioner Service and LDS Stakes**

The next part of this project entailed a survey given to council commissioners, assistant council commissioners, and district commissioner at Philmont Training Center during week two, Summer 2015 and to the Middle Tennessee Council Cabinet commissioners, November 2015. The first survey was solicited from commissioners at Philmont in order to gain a more global understanding of how LDS commissioner service (LDS CS) is perceived throughout the United States. In juxtaposition, the same survey was given to the MTC commissioners in order to gain a local understanding of how LDS commissioner service is perceived in Middle Tennessee.

The survey seeks information about participants and their council or district in the following areas:

- a. Knowledge of LDS commissioner service (LDS CS) policy and procedure
- b. State of LDS CS in your district or council
- c. Desired state of LDS CS in district or council
- d. Challenges and needs in LDS CS, and...
- e. Possible solutions

The information they provide will be used to propose alternative policies and adaptations of LDS commissioner service policy in order to accommodate low-density LDS populated BSA districts and councils, i.e. Mississippi and Alabama (low density) verses Utah and Idaho (high density).

We will examine the demographics of the survey Philmont and Middle Tennessee Council participants. There are 31 participants in the Philmont survey--nine council commissioners, ten assistant council commissioners, and twelve the district commissioners. Ten participants have two to three years' experience as commissioners; ten have ten plus years' experience, and the remaining eleven have three to nine years' experience. One-third are LDS. Approximately half of the participants come from low-density LDS councils. 80% of the participants say they have read the LDS Scouting Handbook, and the same percentage say they are familiar with LDS commissioner service policies found in the handbook. This high percentage indicates that these commissioners overall believe they have a firm understanding of the LDS Scouting and commissioner service policies.

In the MTC survey, there are 11 participants--one council commissioners, four assistant council commissioners, and six the district commissioners. Three participants have two to three years' experience as commissioners; two have ten plus years' experience, and the remaining seven have three to nine years' experience. One is LDS. The MTC is a low-density LDS council. 30% of the participants say they have read the LDS Scouting Handbook (much lower than the Philmont percentage), and the 50% say they are familiar with LDS commissioner service policies found in the handbook. These low percentages indicate that these commissioners overall do not have a firm understanding of the LDS Scouting and commissioner service policies. Upon more specific questioning about LDS policy, the Philmont and MTC data shows that these same commissioners do not understand LDS CS policy.

The first policy examined is the LDS-BSA Relationships Committee policy (2.4) (LDS-BSA RC). 48% of the Philmont respondents have read the policy previously, and only half of those that have not read the policy previously, say they are familiar with it. In effect, about 75%

of these commissioners are familiar with the LDS-BSA Relationships Committee policy. In contrast, the MTC data shows that 20% have read the policy, and only half of those that have not read the policy previously, say they are familiar with it. In effect, about 55% of these commissioners are familiar with the LDS-BSA Relationships Committee policy. Philmont 48% and MTC 55%-- these are substantial numbers, but council commissioners, assistant council commissioners, and district commissioners, whether LDS or not, should read and understand this policy and the purpose of this committee.

In response to further LDS-BSA Relationships Committee questions, we learn the following from Philmont. 62% say there is an organized committee in their council, and 35% say there is none. 17% of the council commissioners have a representative on the committee, and 45% say the Scout Executive has a representative. Furthermore, according to survey participants, 48% of LDS Relationships Committee are chaired by the LDS Area Seventy or his designated stake president. 26% say no, and 26% say unknown. The MTC has an organized LDS-BSA RC with a designated stake president as the chair and representatives from each stake. It is interesting to note, that 50% of the MTC participants know about the committee and 27% know that the Scout Executive has a representative on the committee. If this committee is to fulfill its primary purpose “to help maintain and strengthen working relationships between the Church and the BSA local council,” then both committee members and council/district commissioners should have a clear picture of its purpose and how it functions. To facilitate this, an ACC-LDS might be an on-hand resource for the CC, ACCs, and DCs. One participant suggests “awareness is key to understanding.” Another advocates an “engaged LDS commissioner on the LDS-BSA RC would help to see where there are needs to be addressed.”

This author believes that there is a direct correlation between the strength-of-relationship between this committee and the local council and the implementation of all LDS commissioner service policy. The stronger the relationship, the greater the cooperation between the two entities. Therefore, this relationship must be nurtured in order for LDS Scouting and commissioner service to bloom and grow.

The second policy surveyed is the Stake High Councilor policy (3.2) (SHC). 60% of the Philmont respondents have read the policy previously, and 50% of those that have not read the policy previously, say they are familiar with it. Therefore, about 80% of these commissioners are familiar with the SHC policy. In contrast, the MTC data shows that 20% have read the policy, and among those that have not read it, 20% say they are familiar with it. Hence, about 35% of these commissioners are familiar with the SHC policy. Philmont 80% and MTC 35% -- the disparity between these two groups is substantial. If LDS CS is to function locally, this gap must be bridged. MTC assistant council commissioners and district commissioners should read and understand this policy.

In response to further SHC questions, we learn the following. Among Philmont participants, 37% respond that their stake presidencies assign high councilors as ADCs. 54% say the SHC/ADCs do not receive appropriate BSA training, 70% that the SHC/ADCs do not attend monthly district commissioner meetings, and 63% that the SHC/ADCs do not work with LDS unit commissioners (UC) within their stakes. The MTC data suggests like perceptions. In response to the same SHC policy questions, we learn the following among MTC participants. 27% respond that their stake presidencies assign high councilors as ADCs. 20% say the SHCs/ADCs receive appropriate BSA training, 64% that the SHCs/ADCs do not attend monthly district commissioner meetings, and 55% that SHCs/ADCs do not work with LDS unit

commissioners (UC) within their stakes. The results of this survey definitely show that both national and MTC commissioners do not see this policy in action. When asked for solutions and/or how this policy might be changed or improved, the following comments were submitted. Several wrote “change the ‘may assign’ to assigns.” “Make sure the policy is implemented and the stake presidents are indeed appointing ADCs.” “Wood Badge training” for stake leaders. “Nothing is effective if the stake presidency is not committed to Scouting.” This author wholeheartedly agrees with this last statement. The key is a committed stake presidency. The question needs to be asked “how does one commit or commit more deeply stake presidents to LDS Scouting?” In the MTC, if one trains/coaches/mentors the LDS-BSA Relationships members, one trains/coaches/mentors five stake presidency members. Some of which may someday become stake presidents themselves. It is not suggested that this is an easy fix, but it is an appropriate place to begin.

The third, fourth, and fifth policies surveyed are the Stake Young Men Presidency (3.3) (SYMP), the Stake Primary Presidency (3.4) (SPP), and Unit Commissioner (3.5) (UC) policies. 67% of the Philmont respondents have read the policy previously, and 50% of those that have not read the policy previously, say they are familiar with it. Therefore, about 80% of these commissioners are familiar with the SYMP and SPP policies. In contrast, the MTC data shows that 30% have read the policy, and among those that have not read it, 14% say they are familiar with it. Thus, about 40% of these commissioners are familiar with the SYMP and SPP policies. Philmont 80% and MTC 40% -- Almost exactly like the SHC/ADC policy, the disparity between these two groups is substantial. If LDS commissioner service is to function locally, this gap must be bridged. Orientating and training of the council Cabinet may be key.



In response to further the SYMP and SPP questions, we learn the following. Among Philmont participants, 60% respond that their stake presidencies assigns stake Young Men presidency and stake Primary presidency or other LDS designees as LDS unit commissioners (LDS UCs). The MTC data suggests like perceptions. In response to the same SYMP and SPP policy questions, we learn the following among MTC participants. 30% respond that their stake presidencies assign SYMP and SPP as UCs. The results of this survey once again show that both national and MTC commissioners do not see this policy in action. When asked for solutions and/or how this policy might be changed or improved, the following comments were submitted. Some of the more constructive comments include: “assign people who care about Scouting.” “Don’t give them (SYMP and SSP) an option. I’m too busy is not an excuse. It is an expectation of the calling.” “Talking to the area seventy authority,” “Smaller number of units per LDS UC,” and “We have had special meeting topics and an entire day of LDS training. I was able to set up UC training for our LDS UC.” The key to a good commissioner is knowledge, training, more training, and over-training. Every occasion should be used as an opportunity to train commissioners in their duties and responsibilities.

The Unit Commissioner (3.5) (UC) section of this survey emphasizes the duties and responsibilities that LDS Scouting emphasizes for commissioners. In order for the reader to gain a full picture with fewer words, results are displayed in the following format: #LDS UC duty or responsibilities as outlined in the 3.5 policy... Philmont % Agree/ % Disagree and MTC % Agree/ % Disagree. The missing percentage is a neutral response from participant.

According to the LDS Scouting Handbook, LDS unit commissioners have the following responsibilities:

1. Register with BSA and receive required training.

P-30% / 50% MTC- 50% / 30%

2. Learn about Scout policies, procedures, and evaluation programs.

P-20% / 53% MTC- 40% / 30%

3. Establish a close relationship with adult Scout leaders in wards, interact with them regularly, and report the condition of Scouting in the stake to the assistant district commissioner.

P-14% / 53% MTC- 30% / 30%

4. Provide initial orientation, ongoing support, and instruction for all Scout units in the stake.

P-14% / 60% MTC- 20% / 20%

5. Inform Scouting units of training opportunities, charter renewal deadlines, health and safety issues, and activities in the stake and in the BSA local district and council.

P-13% / 60% MTC- 30% / 20%

6. Provide meaningful communication between Scouting units and the stake and between Scouting units and the BSA local district. This can be done at roundtable meetings, stake leadership meetings, or any other time.

Overall, the MTC perceptions of LDS UCs are more positive than the national ones.

However, both are relatively low. 13 to 30% (18% average) of Philmont participants agree that LDS unit commissioners perform their duties and responsibilities, and 20% to 50% (34% average) of MTC participants agree.

Even though the percentages are very low, participants made the following “positive perception/strengths” comments about LDS UCs. “There are dedicated individuals... (that) are genuinely dedicated about Scouting.” “The stake presidency and stake YM presidency are known to the committee members and DE.” The LDS “require BSA youth program” for their young men. “They provide facilities free of charge.” “Produce some very good Eagle Scouts.” Support BSA and council.” “They can be organized.” We “need more LDS commissioners.”

Some of the participants shared solutions that worked within their councils and districts. We “assigned... non-LDS to the LDS units. The Church has a great relationship with this UC and he visits regularly.” LDS need “training. We provide “training” and encourage “LDS

Scouting involvement with the district committee to assist planning activities, training, etc.”

“Some DCs went to their local stake leadership and requested commissioners.” We “obtained a list of the stake presidency counselor over Scouting” in order to obtain “names of high councilmen,” and to “have the provide direction to the DCs.” Encouraged LDS UCs to “attend College of Commissioner Science.” “Keep the path of information open.” “Engagement with LDS leaders.” “Inclusiveness.” “Coordinate with key individual.”

There is no single solution that will solve the lack of LDS commissioner service. Ideas such as engagement, encouragement, and coordination are key. Engaging and encouraging stake presidents and/or their councilors in order to call ADCs and UC. As this relates to the proposed ACC-LDS position, these surveys offer the following solutions.

- Coordinate/ encourage LDS ADC and UC Basic Training
- Training for LDS Relationship Committee Members
- Real inter-communication between the LDS-BSA RC and the Council Cabinet
  - Council commissioner is member of LDS-BSA RC
  - Council commissioner has representative on LDS-BSA RC
  - Publish the LDS-BSA RC agenda
- Training for stake presidency members
  - Philmont Training Center
  - Wood Badge
  - Specialized LDS BSA RC Training
- LDS area president as advocate
- Encourage attendance to College of Commissioner Science
- More UCs

## **Chapter Five**

### **Middle Tennessee Stake Presidency Survey: LDS Stakes and Commissioner Service**

The next part of this project entails a survey given to LDS stake presidency members in the Middle Tennessee area. Five stakes participated- Franklin Stake, Madison Stake, McMinnville Stake, Murfreesboro Stake, and Nashville Stake. A representative from each was solicited to complete the survey and represent the stake in its answers.

Much like the previous surveys, the survey seeks information about participants and their council or district in the following areas:

- a. Knowledge of LDS commissioner service (LDS CS) policy and procedure
- b. State of LDS CS in your district or council
- c. Desired state of LDS CS in district or council
- d. Challenges and needs in LDS CS, and...
- e. Possible solutions

The information they provide will be used to propose alternative policies and adaptations of LDS commissioner service policy in order to accommodate low-density LDS populated BSA districts and councils, i.e. Mississippi and Alabama (low density) versus Utah and Idaho (high density).

As with the Philmont and MTC survey, the first set of questions solicits demographics and general LDS commissioner policy knowledge. The stake presidents were asked almost the same questions, but from the LDS view point. There are five respondents--three stake presidents and two stake presidency counselors over Scouting. No one is a member of the LDS-BSA RC. 3/5 are familiar with the LDS-BSA RC website. Two of the stakes overlap into multiple councils, and all of them overlap into multiple districts. 3/5 have read the LDS Scouting

Handbook, and one of the two remaining stake leader is familiar with the LDS commissioner policy found therein. Therefore, 3/5 are familiar with the overall LDS Scouting policies. Overall, this median level percentage indicates that these stake leaders might lack a firm understanding of the LDS Scouting and commissioner service policies.

The second series of statements and first LDS commissioner policy surveyed is the LDS-BSA Relationships Committee (2.4). 3/5 have read the policy. Two have not read it, but are familiar with it. 4/5 know that there is an organized LDS-BSA RC in the MTC. 4/5 are members of the committee or have a designee. 4/5 say it meets regularly. It does meet quarterly on a conference call. 4/5 indicate that it “maintains and strengthens working relationships between the Church and the BSA local council.” When asked how they might improve this policy, the question of whether the committee really needs to have a stake presidency member present arises. Generally, the survey indicates that the stake leaders are aware of the policy and their responsibility on or to the committee. Furthermore, they believe the committee is meeting its primary goal. This data indicates that the committee functions as laid out in the policy. Comparatively, (LDS-80% Philmont- 48%, and MTC- 55%) there is a 30% gap between what the stake leaders indicate and what the Philmont and MTC commissioner indicate.

The second policy surveyed is the Stake High Councilor policy (3.2) (SHC). 4/5 have read the policy previously (LDS 80%, Philmont 80%, and MTC 35%). Comparatively, MTC commissioners appears to lack knowledge on this policy. Education will close this gap.

In response to further SHC questions, we learn the following. Among stake leaders, 3/5 respond that their stake presidencies assign high councilors as ADCs. 3/5 indicate that SHCs/ADCs receive appropriate BSA training, 4/5 that the ADCs attend monthly district commissioner meetings, 3/5 that ADCs work with the DC, and 3/5 that ADCs work with the

LDS UCs within their stakes. The results of this survey show that most stake leaders believe this policy is functioning properly in their stakes, but where there is an ADC lacking, working with stake presidents will increase this number. When asked for solutions and/or how this policy might be changed or improved, no comments are given.

The third and fourth policies surveyed are the Stake Young Men Presidency (3.3) (SYMP), the Stake Primary Presidency (3.4) (SPP), and Unit Commissioner (3.5) (UC) policies. 4/5 of the stake respondents have read the policy previously, and the fifth has not, but says he is familiar with it. Therefore, 100% of the stake leaders are familiar with the SYMP and SPP policies (LDS 100%, Philmont 80% and MTC 40%). The outcome is similar to the SHC/ADC policy. Comparatively, MTC commissioners appear to lack knowledge about this policy. If the MTC commissioners are to work with the stakes, assistant counsel commissioners and district commissioners must read and understand this policy.

In response to further SYMP and SPP questions, we learn the following. Among stake leader participants, 3/5 respond that their stake presidencies assigns stake Young Men presidency and stake Primary presidency members or other LDS designees as unit commissioners. Generally, the results (LDS 60%, Philmont 60%, and MTC 30%) show that both national commissioner, MTC commissioners, and stake leaders do not see this policy in action. When asked for solutions and/or how this policy might be changed or improved, there were no comments, except to say that they would not change the policy.

Like the previous surveys, the Unit Commissioner (3.5) (UC) section of this survey emphasizes the duties and responsibilities that LDS Scouting emphasizes for commissioners. In order for the reader to gain a full picture with fewer words, results are displayed in this comparative format:

#LDS UC duty or responsibilities as outlined in the 3.5 policy... LDS % Agree/ Disagree,

Philmont % Agree/ % Disagree and MTC % Agree/ % Disagree. The missing percentage is a neutral response from participants.

According to the LDS Scouting Handbook, LDS unit commissioners have the following responsibilities:

1. Register with BSA and receive required training.

LDS- 80% / 20% P-30% / 50% MTC- 50% / 30%

2. Learn about Scout policies, procedures, and evaluation programs.

LDS- 80% / 20% P-20% / 53% MTC- 40% / 30%

3. Establish a close relationship with adult Scout leaders in wards, interact with them regularly, and report the condition of Scouting in the stake to the assistant district commissioner.

LDS- 40% / 40% P-14% / 53% MTC- 30% / 30%

4. Provide initial orientation, ongoing support, and instruction for all Scout units in the stake.

LDS- 80% / 20% P-14% / 60% MTC- 20% / 20%

5. Inform Scouting units of training opportunities, charter renewal deadlines, health and safety issues, and activities in the stake and in the BSA local district and council.

LDS- 100% / 0% P-13% / 60% MTC- 30% / 20%

6. Provide meaningful communication between Scouting units and the stake and between Scouting units and the BSA local district. This can be done at roundtable meetings, stake leadership meetings, or any other time.

Overall, the stake leaders' perceptions of LDS UCs are very positive. There are several stakes in the MTC that do have UCs. However, overall, there are not enough UCs to engage the LDS units. One or two per stake is not enough to provide commissioner service to 80 LDS units in the council. A 3:1 ratio is probably best, but a 5:1 ratio would work well. Thus, it is recommended that an expansion of UCs in tune with the policy is in order. Proper BSA training is required and necessary for commissioner to function properly.

When asked, "what are the best ways for non-LDS BSA Scouters to approach LDS stake presidencies about starting or improving LDS Commissioner Service?" we get the following responses. One stake president says, "working through my counselor over young men and with

the stake Young Men presidency.” Another says, “Email us and schedule a time to meet and discuss.” A third says, “I am not sure. This is difficult. I think the best way is probably to contact whatever LDS person they know best and start the conversation that way.” These are all good suggestions.

A Philmont commissioner wrote, “Nothing is effective if the stake presidency is not committed to Scouting.” The key is a committed stake presidency. The question again needs to be asked “how does one commit stake presidents to LDS Scouting?” In the MTC, this author believes that if a commissioner could serve as a liaison on the committee along with the Scout Executive’s representative, one could work with the LDS-BSA Relationships members, five stake presidency members, and several potential ADCs, just by communicating council commissioner needs and working with the members to fulfill commissioner service goals. It would be a process that over time could lead to substantial changes within the council, the LDS-BSA RC, and the stake presidencies.

There is no single solution. Ideas such as training, engagement, encouragement, and coordination are important and suggested. Engaging and encouraging stake presidents and/or their councilors in order to call more UCs. As this relates to the proposed ACC-LDS position, this survey offers the following solutions.

- Education of the council commissioner cabinet about the LDS-BSA RC
- Increase number of stakes that have called ADCs
- Increase the number of UCs in stakes
  - 3-5:1 ratio
- Increase training of ADCs and UCs
  - Encourage commissioners and provide opportunities



- Encourage supplemental training
  - College of Commissioner Science
  - Philmont Commissioner Week
- Work appropriately with stake presidents or the counselor over Scouting
  - Email for a sit-down discussion
  - Approach should be, “How can the council help improve commissioner service within your stake?”

## **Chapter Six**

### **Assistant Council Commissioner – LDS Job Description**

“The wheel is come full circle: I am here.” In December 2014, I first started contemplating the possibilities of how one might improve LDS commissioner service in Middle Tennessee Council. In my mind, it seemed easy. I was oh-so-wrong!!! As I discussed this thesis idea with my CCS doctorate mentor, Tim Acree, I told him that I had already crafted a great job description for this possible ACC-LDS position, and I was ready to go! Go where, I did not know, but I was ready. Ha! Remember the district commissioner who worked directly with the LDS ADCs and UCs—the ACC-LDS who made LDS commissioner service shine ever so brightly?!? As excited as I was Tim brought me back to earth. He told me “Watson, do the research and let it tell you where you should go. Let it tell you what the job description should be.” I took this advice and direction to heart, and I let the research tell me. Well... one year later... here we are... the big conclusion.

In the end, I found that the LDS policy set forth by the LDS Church will work... if, and this is a BIG “if,” the LDS-BSA Relationship Committee and the stake presidencies adhere to and fully implement the policies, and the council commissioner, the council commissioner cabinet are educated in LDS structure, policy, and culture. Metaphorically, we all have to get in the same canoe and work together to cross the lake of commissioner service duties and responsibilities, without tipping over too many times. How shall we do this? First, I believe success lies in these three words - Engagement, Encouragement, and Education (E-Cubed). If all the above are engaged, encouraged, and educated, commissioner service can and will be more successful among LDS units. Second, I would like to suggest a change in LDS commissioner service policy, specifically, 2.4 LDS BSA Relationships Committee (LDS Scouting Handbook).

If LDS are place greater emphasis on commissioner service, there should be a voice on the LDS BSA RC, explaining commissioner service and working with the stake presidency members over Scouting. Having the council's Scout Executive's representative is great for programming, fundraising, training, etc...., but commissioner service needs a voice to influence the agenda. The following addition to 2.4 might read, "The BSA council Scout executive or his designee **and the council commissioner or his designee serve as advisers** to this committee." Lastly, the following ACC-LDS job description gives direction and focus to the new position.

After surveying Philmont and Middle Tennessee Council Commissioners and LDS stake presidencies, the following ACC-LDS job description is drawn from conclusions and solutions based on the survey results. The following is a skeletal, minimal list of duties and responsibilities that the ACC-LDS should perform as it pertains to LDS commissioner service policies and common ACC practices.

ACC-LDS responsibilities will be:

1. Council commissioner cabinet responsibilities
  - 1.1. Report to the council commissioner
  - 1.2. Provide feedback to the council commissioner on ACC outreach and results
  - 1.3. Work directly with the council commissioner to complete any assigned tasks
  - 1.4. Attend CC/ACC meetings regularly
  - 1.5. Support the activities of the council commissioner and commissioner staff
  - 1.6. Educate the council cabinet members on LDS Scouting and commissioner policies
  - 1.7. Be a resource for questions concerning LDS Scouting

## 2. LDS-BSA Relationships Committee responsibilities

- 2.1. Find opportunities to educate the committee about commissioner service
- 2.2. Be the council commissioner's representative and liaison on the LDS-BSA Relationships Committee
- 2.3. Attend quarterly meetings
- 2.4. Bring information and requests from the CC to the LDS RC and vice versa
- 2.5. Encourage stake representatives to call a sufficient number of ADCs and UCs so as to minimize district crossover and to designate their assignments
- 2.6. Encourage stake representatives to mandate basic commissioner training to all designated ADCs and UCs
- 2.7. Encourage stake presidencies to attend the LDS Philmont Training Center, especially the presidency counselor over Scouting

## 3. Responsibilities to ADC/UCs

- 3.1. Working with stake representative and ADC/UCs, coordinate BSA registration of all LDS commissioners
- 3.2. Encourage ADC/UCs to receive basic commissioner training. Make training dates available
- 3.3. Encourage ADC/UCs to take supplemental commissioner training, i.e. UoS, CCS, and PTC.

## 4. Organizational/ Commissioner Tools responsibilities

- 4.1. Maintain ADC/UCs assignments within Commissioner Tools
- 4.2. Encourage ADC/UCs use of Commissioner Tools, so the appropriate DC receives information concerning unit needs
- 4.3. Maintain a BSA Council – LDS Organization Chart, containing districts, stake name, stake officer, ward or branch officer, unit #, unit leader, and assigned UCs