

**SUCCESS FACTORS FOR LDS SCOUTING**

by

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## ABSTRACT

This thesis, Success Factors For LDS Scouting, is for use by the LDS leaders and Commissioners serving LDS Scouting units. It is to assist them in understanding the critical factors that ensure a successful Scouting program for LDS units. It should also help LDS leaders understand why Scouting has been embraced by the Church. Commissioners serving LDS units will understand those areas unique to LDS Scouting, as well as the key leadership positions responsible for administering the Scouting programs in the Church.

Hopefully this thesis will help strengthen LDS Scouting across the Crossroads of America Council, resulting in more consistent performance, more quality units and a better program for our boys and young men. When correct procedures are implemented, Scouting becomes a positive influence in their lives.

The information contained in this thesis is based on my personal experience with LDS Scouting and on the documents included in the bibliography. The bibliography also lists my background in LDS Scouting, having served in almost every position over a 30 year period; 20 years as an adult and 10 years as a youth. The purpose of the background information is not for personal recognition, but to establish the credibility of my knowledge of LDS Scouting.

## PREFACE

This thesis assumes an understanding of the Scouting program. It does not attempt to explain the Scouting program, nor cover all areas of Scouting. It does not attempt to replace Church and BSA literature and training programs. Its scope is limited as a support document to help understand basic differences and critical success factors for LDS Scouting.

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## INTRODUCTION

The Church of Jesus Christ of Latter-day Saints has adopted Scouting as the activity program for its boys and young men. When properly implemented, it becomes a blessing to our youth by promoting the mission of the Church. The problem is that we often fall short of the goal of providing a quality Scouting program. The purpose of this thesis is to identify the critical success factors in accomplishing this goal.

### Thesis Objectives

1. Increase Church Leadership Awareness of LDS Scouting.
2. Increase Commissioner Staff Awareness of LDS Scouting.
3. Strengthen LDS Scouting Units Across the Council.

### Thesis Definitions

1. **BSA** refers to the Boy Scouts of America.
2. **LDS** or "Mormon" refers to The Church of Jesus Christ of Latter-day Saints.
3. **Scouting** refers to the Cub Scouting, Boy Scouting, Varsity Scouting and Exploring programs.
4. A **ward** is the local LDS congregation, usually comprising about 300-500 members. The term ward also refers to branch, which is a smaller congregation.
5. The terms **Bishop** and **Bishopric** comprise the leadership of the ward and also refer to branch president and branch presidency.
6. A **stake** usually comprises about 8-12 wards.

## REVIEW OF THE LITERATURE

My personal experience and knowledge of the BSA programs and LDS Scouting was the primary resource in preparing this thesis. Two reference materials were also used--Scouting Handbook and reference material from the Philmont "Mormon" Leaders Conference.

The Scouting Handbook is the single LDS reference handbook for Scouting, which explains the relationships with the BSA, approved Church policies, responsibilities of those serving in Scouting and a brief overview of the LDS Scouting program. Sections include: Scouting in Primary, Aaronic Priesthood Scouting, Awards and Recognitions, Stake Organization and Responsibilities, Ward Organization and Responsibilities, Training, Roundtables and Unit Service, Working Relationships between the BSA and the Church, Financing Scouting, Church Policies Regarding Scouting, and BSA Organization and Policies.

Each year two weeks are dedicated by the Philmont Training Center to the Church for the training of stake leaders. I attended the "Mormon" Leaders Conference June 28 - July 4, 1984, which was conducted by Elder Robert L. Backman, a member of the First Quorum of Seventy, the General Young Men President and a member of the BSA National Executive Board.

Presentations included: Spiritual Aspects of Scouting, BSA Organization, Aaronic Priesthood and Scouting, Scouting in the Primary, Relationships with the BSA, Scout Training, Ward Scouting Leadership, Cub Scout Program, Deacon-Scout Program, Teacher-Varsity Scout Program, Priesthood Organization in Scouting, Scout Safety, Financial Support of Scouting, Scouting in Action, Blazer Scouting, Priest-Explorer Program, and Little Philmont Conferences. I conducted a local "Little Philmont" conference April 19-20, 1985, for about 75 adult LDS leaders as follow-up to the original conference.

The Scouting Handbook and "Mormon" Leaders Conference handouts provided an excellent source of reference material.

## WHY SCOUTING IN THE LDS CHURCH

The Church of Jesus Christ of Latter-day Saints became the first partner to sponsor Scouting in the United States in 1913. The Church sponsors Scouting for the following reasons:

1. Scouting is based on **religious principles**, which parallel the principles of the Gospel.
2. The Prophet affirms the **Church's continued support** of Scouting.
3. Scouting is the **activity program** of the Primary and the Aaronic Priesthood.
4. The Church, as the chartered organization of Scouting units, retains program **ownership and control** of religious principles.

### **Scouting's Religious Principles**

First, Scouting is based on religious principles. Lord Robert Baden-Powell, the founder of Scouting, was a builder of boys through his vision of this great program.

#### Statements by Lord Baden-Powell

"There is no religious side of the movement. The whole of it is based on religion, that is, on the realization and service of God."



"Let us, therefore, in training our Scouts, keep the higher aims in the forefront, not let ourselves get too absorbed in the steps. Don't let the technical outweigh the moral. Field efficiency, back-woodmanship, camping, hiking, good turns, jamboree comradeship are all means, not the end. The end is CHARACTER--character with a purpose."

"And that purpose, that the next generation may be sane in an insane world, and develop the higher realization of service, active service of love, and duty to God and neighbor."

"Our objective in the Scout movement is to give such help as we can in bringing about God's Kingdom on earth by inculcating among youth the spirit and the daily practice in their lives of unselfish goodwill and cooperation."

The principles of Scouting (the Scout Oath or Promise, the Law, the Motto, and the Slogan) reinforce the principles of the Gospel.

#### **Scout Oath or Promise**

On my honor I will do my best  
To do my duty to God and my country  
and to obey the Scout Law;  
To help other people at all times;  
To keep myself physically strong,  
mentally awake, and morally straight.

The Scout Law supports the teachings of the Savior.

### Scout Law

A Scout is:

1. Trustworthy - "I have glorified thee on the earth: I have finished the work which thou gavest me to do." (John 17:3-4)
2. Loyal - "No man can serve two masters: for either he will hate the one, and love the other, or else he will hold to the one, and despise the other. Ye cannot serve God and mammon."  
(Matt 6:24)
3. Helpful - "And Jesus, moved with compassion, put forth his hand, and touched him, and saith unto him, I will; be thou clean. And as soon as he had spoken, immediately the leprosy departed from him, and he was cleansed." (Mark 1:41-42)
4. Friendly - "Greater love hath no man than this, that a man lay down his life for his friends. Ye are my friends, if ye do whatsoever I command you." (John 15:13-14)
5. Courteous - "Therefore all things whatsoever ye would that men should do to you, do ye even so to them." (Matt 7:12)
6. Kind - "Suffer the little children to come unto me, and forbid them not, for of such is the Kingdom of God."  
(Mark 10:14)
7. Obedient - "Though he were a son, yet learned he obedience by the things which he suffered." (Heb 5:8)
8. Cheerful - "These things I have spoken unto you, that in me ye might have peace. In the world ye shall have tribulation: but be of good cheer; I have overcome the world." (John 16:33)

9. Thrifty - "Lay not up for yourselves treasures upon the earth, where moth and rust doth corrupt, and where thieves break through and steal: But lay up for yourselves treasures in heaven, where neither moth nor rust doth corrupt, and where thieves do not break through nor steal: For where your treasure is, there will your heart be also." (Matt 6:19-21)

10. Brave - "O my father, if it be possible, let this cup pass from me: nevertheless not as I will, but as thou wilt."  
(Matt 26:39)

11. Clean - "Not that which goeth into the mouth defileth a man; but that which cometh out of the mouth, this defileth a man. But those things which proceed out of the mouth come forth from the heart; and they defile the man."  
(Matt 15:11,18-19)

12. Reverent - "And Jesus went into the temple of God, and cast out all them that sold and bought in the temple...And said unto them, It is written, My house shall be called the house of prayer;" (Matt 21:12-13)

#### **Scout Motto**

BE PREPARED

#### **Scout Slogan**

DO A GOOD TURN DAILY

"The ideals of Scouting--to foster good citizenship, physical fitness, and moral integrity, all based upon a firm belief in God--are in harmony with the objectives of the Church."

-Scouting Handbook

## Church's Continued Support of Scouting

Second, the Prophet has affirmed the Church's continued support of Scouting. President Benson has indicated that Scouting is not a trial, is not optional.

### Statement by President Ezra Taft Benson

"Scouting is an inspired program. I believe Lord Baden-Powell was inspired...I would to God that every boy of Boy Scout age in America could have the benefits and blessings of the great Boy Scout program. It is truly a noble program. It is a builder of character, not only in the boys but also in the men who provide the leadership."

"It was one of the choicest experiences in my life to serve and participate in Scouting, which I have done for almost seventy years. Scouting is a great program for leadership training, teaching patriotism, love of country, and the building of strong character. It is a builder of men--men of character and spirituality."

### Statements by President Spencer W. Kimball

"The Church of Jesus Christ of Latter-day Saints stands firm in its commitment to youth, to the families to which they belong, to the families they themselves will one day form, and to every program and effort that seek to build and strengthen and enrich and ennoble youth. The Boy Scouts of America have found sponsorship in the Church of Jesus Christ

of Latter-day Saints since 1913, when we became the first partner to sponsor Scouting in the United States. We've remained strong and firm in our support of this great movement for boys and of the Oath and the Law which are at its center."

"To commit a boy to do his best--to do his duty to God, to his country, to his fellow-men, to true principles, and to himself--is to open avenues of vision and direction for him which can be critically important in his life. A young man who understands and is fully committed to the great principles of the Scout Law has his feet firmly planted on a path that can lead to a happy and constructive life. He will qualify for his own self-respect, and he will very likely form wholesome relationships with others and will establish an honorable family. Being true to Scout principles will help him in forming a companionship with his Heavenly Father that will strengthen all the other relationships and aspects of life."

"It is our understanding and belief that Scouting is still strongly centered in these duties and principles, and that there is a determination in its present leadership to strengthen them further. This being true, The Church of Jesus Christ of Latter-day Saints affirms the continued support of Scouting and will seek to provide leadership which will help boys keep close to their families and close to the Church as they develop the qualities of citizenship and character and fitness which Scouting represents."

### **Church's Activity Program**

Third, Scouting is the activity program of the Primary and the Aaronic Priesthood and is no more an optional program than Sunday School or Relief Society.

"Every ward and branch with boys or young men should sponsor a Cub Scout pack, a Scout troop, a Varsity Scout team, and an Explorer post."

-Scouting Handbook

### **Scouting Partnership**

Fourth, the Church, as the chartered organization of Scouting units, retains program ownership and control of the religious principles. The general Scouting committee, appointed by the Church, recommends, correlates, and directs policies and procedures between the Church and the Boy Scouts of America. We retain the right to determine who our unit leaders should be, how they should be trained, and the standards they should maintain.

The Girl Scouts of America do not have a "partnership" concept, which is probably the most important reason why the Church has not adopted and used the Girl Scout program.

## DIFFERENCES IN LDS SCOUTING

### **General Differences Across All Programs**

Positions in LDS Scouting units are filled through callings extended by the Bishopric. Unit leaders usually serve as the boys' Priesthood advisors, as Scouting is an extension of their Priesthood quorums. Youth Scouting leaders are nominated by the Bishopric and sustained by the quorum, constituting an election. All boys and adult leaders participating in LDS Scouting are expected to maintain the policies and standards of the Church. The Church does not support Sunday Scouting activities, including campouts.

### **Cub Scouting**

A boy may enter Cub Scouting when he is eight or when he has completed the second grade. The Church does not support Tiger Cubs. A boy advances in Cub Scouting according to his birthday and enters the Scouting program at eleven years of age. Webelos is a one year program. Overnight camping experiences should not be planned for Cub Scouts.

### **Boy Scouting**

A boy becomes a Boy Scout when he is eleven and joins the Blazer Patrol for eleven year old boys, which is part of the Scout troop. Blazer Scouts are limited to 3 overnight campouts during their first year. The Blazer Patrol is similar to the BSA "New Scout Patrol". The boy enters the regular troop program at age twelve and remains there for two years. Women leaders do not participate in overnight camping.

## **Varsity Scouting**

Varsity Scouting is the program for fourteen and fifteen year old young men.

## **Exploring**

Exploring is the program for young men sixteen through eighteen. LDS Exploring units are general interest posts. The Church does not support coed Exploring, although they have many combined activities with the young women.

In reality, the differences in LDS Scouting are not significant and do not limit the opportunity for a successful Scouting program. Too often we make this an excuse and attempt to be different by developing our own program, when all we need to do is follow the outlined BSA program.



## SUCCESS FACTORS FOR LDS SCOUTING

I haven't met a boy yet that didn't fit into Scouting. A complete Scouting program in the Church works in harmony like a well-oiled machine. With positive experiences, a boy moves from Cubs to Blazers to Scouts to Varsity Scouts to Explorers and grows and develops as President Benson describes:

"Give me a young man who has kept himself morally clean and has faithfully attended his Church meetings. Give me a young man who has magnified his priesthood and has earned the Duty to God Award and is an Eagle Scout. Give me a young man who is a seminary graduate and has a burning testimony of the Book of Mormon. Give me such a young man, and I will give you a young man who can perform miracles for the Lord in the mission field and throughout his life."

When the well-oiled machine breaks down at some point, the boys lose interest in Scouting. I have found that when we have a successful Scouting program, most of our boys serve missions, are married in the temple and become responsible adults and leaders.

Too often the Church members think they have to do things differently, when in reality all they need to do is follow the outlined BSA program.

### **Adult Leadership**

Priesthood leadership is the single most important ingredient to a successful Scouting program. Elder Robert L. Simpson says, "Where I have seen weak Scouting it was the result of

weak leadership, not a weak program."

1) The **Bishop** of the Ward as the Executive Officer and the President of the Aaronic Priesthood has direct responsibility for all youth programs, including Scouting. He has the final word in all staffing decisions and programs. He serves as an active member of the post committee. I used to believe it was essential for the Bishop to have a complete understanding of Scouting. Although that would be nice and appropriate, it is not absolutely necessary. The Bishop needs to have a vision of Scouting as the activity arm of the Aaronic Priesthood and call on those that do have a good understanding of Scouting to direct the programs.

2) The **Bishopric Counselors** serve with the Bishop as the Presidency of the Aaronic Priesthood. They are responsible for organizing and staffing Scouting units and committees. The Counselors serve on the pack, troop and team committees. One Counselor should serve as the Scouting Coordinator or Chartered Organization Representative. He is essential to a successful program and smooth transition as boys move from program to program.

3) The **Primary**, as the church organization for children, has responsibility for Cub Scouting and Blazer Scouting. The Primary President serves on the troop committee to represent the Blazer patrol. The 2nd Counselor serves on the pack committee.

4) Experienced Scouters and parents should be called to serve on Scout **committees**, which meet monthly. Unit leaders can get burned out without the help of a committee.

5) LDS Scouters should be encouraged to get involved in **service at the district and council levels.**

## **Training**

Although the Church has a great Scouting reputation, it does not have a good training record. Excellent BSA training is available and essential to a successful Scouting program.

- 1) At a minimum, all adult unit leaders should go through the **BSA fast-start and basic training**. This is a requirement for the National Quality Unit Award, the BSA measure of unit success. Assistants and committee members should also be trained. Unit leaders and other Scouters should attend the monthly Roundtable training and should be encouraged to take **Wood Badge**, advanced BSA training. Training should be part of the commitment when the calling is extended by the Bishopric.
- 2) The **Bishopric** has direct responsibility for the Church training of all Aaronic Priesthood advisors.
- 3) The Church provides two weeks of Aaronic Priesthood/Scout training at **Philmont** each year for stake leaders. Stake leaders occasionally provide a local Little Philmont training program.
- 4) **Youth leadership** should attend Junior Leader Orientation and White Stag training.

## **General Factors Relating to All Programs**

Leadership tenure, adult training, program planning parental involvement, and BSA resources are key success factors.

- 1) **Tenure** is absolutely essential to a successful Scouting program. Unit leaders should **serve a minimum of three years**. It usually takes one year to get trained, another year to gain experience and the third year to become effective. It helps if the first two years can be completed as an assistant unit leader. When you find a good Scout leader, keep him.

- 2) **Planning** and calendaring are key elements to a successful program. Yearly calendars should be developed, distributed to the boys and the parents, and followed.
- 3) **Parental support and involvement** is essential to all Scouting programs. Unit leaders should have frequent communication with the parents.
- 4) Church leaders should call on the many **BSA resources**, including commissioners staff, professional staff, other district and council volunteers, training programs and literature.
- 5) All boys and adults in Scouting should be encouraged to wear the **BSA uniforms**, which fosters pride and respect. Boys will follow the example of the adult leaders.
- 6) The Scouting programs should not be **funded** by the ward, except for the annual unit charter fee. Boys should be given an opportunity to raise their own money. Wards should support the S.M.E. fundraising program.
- 7) The **LDS religious awards** should be presented in a timely and dignified manner, including Faith in God, On My Honor and Adult On My Honor awards. They may be stocked in advance by the ward. Duty to God is a religious award.
- 8) As part of the annual anniversary of Scouting, wards are encouraged to hold **family Scout banquets** during February.
- 9) Every ward and branch with boys should sponsor a Cub Scout pack, a Scout troop, a Varsity Scout team, and an Explorer post. LDS units should be **rechartered** each year on time using standard identification--the initials LDS followed by the name of the ward, the stake, and the address of the unit.
- 10) LDS Scouting units should be encouraged to **include non-member boys** in their program, thus increasing their numbers. This can be very successful, especially for Cub Scouting.

A well-planned, balanced program with advancement and outdoor activities is critical for successful Scouting.

#### **Cub Scouting (age 8-10)**

1) Since the Church does not follow the **age guidelines** of the BSA for Cubs (i.e. boys enroll at age eight), families should be oriented a couple of years early. Otherwise they may join non-LDS units, making the transition to the programs of the Aaronic Priesthood difficult.

2) **Parental involvement** is essential to any Cub program. I always look first to the parents for staffing. I consider it a parental responsibility rather than a calling.

3) **Summer day camp** is a great program for the boys and a real boost to the pack program.

4) **Fun weekly den meetings and monthly pack meetings**, with consistent **advancement** are a good barometer of a successful program.

#### **Blazer Scouting (age 11)**

1) Although the Blazer patrol usually meets separate from the troop, it is **part of the troop** and should include frequent contact. They are required to meet at least twice a month, but should **meet weekly** to meet advancement goals.

2) Blazer Scouts should **obtain the rank of First Class or Star** during their first year, which is a good test of a successful program.

3) Although the boys are limited to three overnight **campouts** during their first year, they are not limited to the number of daytime activities (i.e. joining the troop on Saturday). Father participation could also increase their camping opportunity. The ward or stake should organize an annual Blazer day camp.

### **Boy Scouting (age 12-13)**

1) A monthly **outdoor program** is the heart of a successful troop, including the long-term summer camp. Our region has conducted a "Mormon" encampment every four years to promote long-term summer camping.

2) The troop **meets weekly**. Participation in other youth activities should be limited in order to accomplish troop objectives. The Patrol Leaders Council should meet monthly.

3) Our advancement goal is to have the boys **complete the Eagle requirements by age fourteen**. Regular courts of honor should be scheduled.

### **Varsity Scouting (age 14-15)**

1) **Program balance** is important (five fields of emphasis). Varsity Scouting is more than advancement. Sports, roadshows, dances, socials, career awareness, service and missionary preparation all fit within the program guidelines.

2) Yearly **high adventure** activities are important to a successful program. It adds a focus and spirit to the program. Many activities are available at various costs, including BSA programs like Philmont and the Florida Sea Basin or locally organized activities like canoeing, white water rafting and backpacking.

3) **Youth leadership** is an important part of the program.

4) **Advancement** is especially important for those boys who want to complete the Eagle rank.

## Exploring (age 16-18)

1) Many wards do not have enough boys to support both Varsity and Exploring programs and combine the boys into a **single program**. In every case the identity of the Aaronic Priesthood quorum must be kept intact. After all efforts to recruit more boys and with the approval of the Scout executive, a unit may be registered with less than five boys.

2) LDS posts are **general interest** units. Career awareness and missionary preparation seem to work very well. Activities like roadshows, sports, dances, socials and service all fit within the program guidelines. The practical aspects of missionary preparation make good weekday activities (e.g. cooking, car and bicycle maintenance, financial management, physical conditioning, social skills, memorizing skills, presentation skills, clothing care, etc.).

3) The involvement of the **Bishop** and a strong **advisor** is very important. The boys need role models if they are going to remain active and serve missions.

4) Exploring competes with cars, girls, jobs, sports and school activities for boys of that age. I have found that boys will gladly participate in Church activities if there is a **quality program**. If not, they will always have an excuse.

5) **Eagle Scouts** have a responsibility to Scouting. They should continue to serve the Scout troop. Advancement is important to boys who want to complete the Eagle rank.

## **National Quality Unit Award**

LDS Scouting units should be encouraged to earn the National Quality Unit Award, which is an indication of a healthy and successful program. The unit must achieve six of nine requirements (three (\*) required plus an additional three) to qualify as a Quality Unit. Following is a general description of the Cub/Scout requirements (see BSA forms for the specific requirements):

1. **Training (\*)** - Unit leaders will complete fast-start and basic training.
2. **Two-Deep Leadership (\*)** - One or more assistant unit leaders registered, trained, and active.
3. **Outdoor Activities (\*)** - Participation in troop campouts and BSA long-term camp or Cub day camp.
4. **Planned Program** - Annual program planning including troop calendar or monthly pack meetings and activities.
5. **Service Project** - Annual service project for the community or the Church.
6. **Advancement** - Fifty/Sixty percent rank advancement or ten percent increase over previous year.
7. **Boys' Life** - Fifty percent subscription or ten percent increase over previous year.
8. **Membership** - Recharter with an increase in youth over previous year.
9. **Patrol Method/Tiger Cubs** - Monthly patrol leaders' council meetings and youth training. LDS packs do not sponsor Tiger Cubs.



## SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

The Church of Jesus Christ of Latter-day Saints has adopted Scouting as the activity program for its boys and young men. When implemented properly, Scouting promotes the objectives of Church programs in the lives of boys and young men in the following ways:

### Church Objectives

- Strengthening family relationships
- Keeping boys involved in the Church
- Helping boys develop leadership skills
- Helping boys serve the community
- Emphasizing duty to God and service to fellow men
- Teaching boys self-reliance and responsibility
- Complementing the purpose of the Primary and the Aaronic Priesthood
- Promoting missionary activity to the community

The following critical success factors will promote effective Scouting in the LDS Church.

#### **Success Factors for LDS Scouting**

- Priesthood Leadership Commitment
- Balanced Programs (Cub, Blazer, Scout, Varsity, Explorer)
- Leadership Tenure
- Adult Training
- Program Planning
- Scout Advancement
- Outdoor Activities
- BSA Resources
- Parental Involvement

When leaders, boys, and families are committed to the Scouting program, Scouting can be a great blessing to all who associate with it. The ultimate measure of success of the program will be not only an increase in the number of Eagle Scouts, but an increase in the number of missionaries, temple marriages, successful families, faithful church members, strong leaders, successful careers, responsible citizens and happy lives.

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### Personal Experience of Gordon I. Wilson

#### LDS Cub Scouting

Cubmaster (4 years)  
Pack Committee Member (10 years)  
Pack Committee Chairman (3 years)  
Webelos Leader (1 year)

#### LDS Boy Scouting

Scoutmaster (2 years)  
Troop Committee Member (20 years)  
Troop Committee Chairman (7 years)

#### LDS Varsity Scouting

Team Committee Member (4 years)

#### LDS Exploring

Post Advisor (3 years)

#### District/Council Scouting

District Commissioner (2 years)  
Unit Commissioner to LDS Units (7 years)  
Council Varsity Scout Training Team (3 years)

#### LDS Scouting Related Callings

Young Men's President (3 years)  
Deacons Advisor (1 year)  
Bishopric (3 years)  
Scouting Coordinator (6 years)  
Bishop (4 years)  
High Council/Aaronic Priesthood Committee (6 years)  
Stake Presidency/Aaronic Priest Comm Chairman (2 years)  
CAC "Mormon" Relationships Committee Chairman (2 years)  
Chairman of LDS Encampments (2 years)

#### LDS Scouting Experience as Youth (10 years)

Cub Scout - Arrow of Light  
Boy Scout - Eagle Scout/Duty to God Award  
Explorer - National LDS Exploring Committee  
1960 National Jamboree

#### Scout Training

Cub Scout Basic Training  
Boy Scout Basic Training  
Varsity Scout Basic Training  
Commissioner Basic Training  
Wood Badge  
Philmont "Mormon" Leaders Conference  
College of Commissioner Science (3 years)