Friday, May 15 from 7:00pm - 8:30pm MDT
Saturday, May 16 from 8:30am - 4:00pm MDT

Registered Participant Workbook

Materials included:

• Class descriptions with instructors and times
• Resource materials for each topic
• Faculty Biographies
Dear Vision 2020 Virtual Little Philmont Participant,

As you know, on January 1, 2020, The Church of Jesus Christ of Latter-day Saints concluded its 107-year partnership with the Boy Scouts of America. However, throughout the country there are thousands of Latter-day Saint Scouts, adult leaders and Scouting families who have expressed a desire to continue their Scouting Adventure. This course, originally scheduled at Philmont Training Center, will now be held as a Virtual Conference because of the current pandemic. It is designed to help interested Scouting leaders:

1. Effectively identify Latter-day Saint youth, leaders and Scouting families who desire to continue their Scouting Adventure;
2. Find new charter organizations within their council boundaries;
3. Start a Scouting unit to meet the needs of Latter-day Saint youth and families desiring to have a Scouting experience;
4. Strengthen new units, including organizing unit committees, recruiting more youth, training adult and youth leaders, holding effective fund raisers, developing an annual plan, and learning other skills necessary to continue in Scouting;
5. Understand how Scouting supports and positively impacts a Latter-day Saint youth’s participation in the Church’s new program for children and youth;
6. Understand the impact an effective Commissioner Service Team can have in strengthening new units serving Latter-day Saint youth, including having a strong cadre of New Unit Commissioners;
7. Understand the new and exciting Vanguard International Scouting Association, an independent organization approved by the Boy Scouts of America to serve the needs of Latter-day Saints in Scouting worldwide – including learning how to become a part of Vanguard International;
8. Understand how to help youth and adults earn the new and exciting religious awards for Latter-day Saint Scouters;
9. Learn how Latter-day Saint youth are now involved in packs and troops much larger and much more active in teaching Scouting skills and leadership than ever before;
10. Understand how to identify and effectively utilize social media and other community and internet resources to effectively market Scouting in your area and identify those Latter-day Saint families interested in giving their youth a Scouting experience; and
11. Much, much, more!

While this Virtual Philmont experience does not allow us to spend a week together at the beautiful Philmont Training Center in the shadow of the Sangre de Cristo Mountains in New Mexico, we hope it will still give you the opportunity to hear wonderful Scouts and Scouters share experiences in Scouting and how they have grown Scouting among Latter-day Saints in their communities – and whet your appetite for joining us at Philmont the week of July 3, 2021. See you then!

Charles W. Dahlquist, II
Virtual Vision 2020 Course Director
Little Philmont Class Descriptions—May 15-16, 2020

While you enjoy the Webinar, fun activity pages for your children can be found at: https://docs.google.com/document/d/1Q0rvhGty_KPDwhyg_4N6tNLCsbzu3LN4jA3C-AA3MSk/edit?usp=sharing

**Friday Evening Session, May 15—7:00pm—8:30pm MDT**

*Opening Remarks/Course/Faculty Introductions—Charles and Zella Dahlquist*

This presentation will welcome participants, state the objectives and expectations for this Philmont course and introduce the faculty who will be presenting classes.

*History of the Church Partnership with BSA—Nettie Francis—20 minutes*

This session will discuss the long and valuable association of The Church of Jesus Christ of Latter-day Saints and the Boy Scouts of America for over 100 years and how the two organizations worked together to instill character, citizenship, and fitness in young men.

*Introduction to Vanguard International Scouting Association and New Religious Awards—Charles Dahlquist, Mark Francis, Roma Bishop—25 minutes*

This session will introduce the new Vanguard International Scouting Association, the international Scout association for members and friends of the Church who desire to continue their Scouting experience. Purposes and functions of the Association will be presented. The new Scouting religious awards will also be introduced.

*Concluding Remarks—Charles Dahlquist—15 minutes*

This session will focus on the spiritual aspects of Scouting and how Scouting can bring youth closer to their Heavenly Father and Jesus Christ, motivate them to do their Duty to God, and instill a desire to love and care for their fellow man.
Saturday Morning Session, May 16—8:30am—12:00noon MDT

Debunking the “Myths” of Latter-day Saint Scouting—Nettie Francis—15 minutes

This session will address the partial truths, misconceptions, and media myths about the Church separation from the Boy Scouts of America. How do leaders of The Church of Jesus Christ of Latter-day Saints feel about the values and objectives of the BSA? Should we want to be involved anymore?

Attracting and Recruiting Latter-day Saint Leaders, Families and Youth—Trevor Bender, Amy Tadlock, Mark and Nettie Francis—45 minutes

This session will focus on practical ways to select and recruit strong leaders, how to help them become fully trained, and how to support and help them want to stay involved in the unit. It will also discuss best practices in the recruitment of youth and families to Scouting units.

Starting and Building New Units—Amy Hutcherson, Mark and Nettie Francis, Wayne and Roma Bishop, Gary and Laura Dollar, Mike and Robin Ball, Trevor Bender, Amy Tadlock, Matt and Rachel McIff, James and Mamie Hammer—50 minutes

This session will teach the basic elements of starting and building new units. Experiences will be shared of finding a charter organization, chartering the unit, understanding the responsibilities, and getting going with a new pack or troop. Best practices will be shared of working with a new charter organization, finding meeting locations, working with a troop committee, and using the help available through the council and district.

Unit Committees—Matt and Rachel McIff—20 minutes

This session will teach methods for unit committee organization and support. It will discuss the importance of having a unit committee to ensure a well-functioning Scout unit, identifying the right people for the key functions and purposes of a committee, how to organize and maintain effective committees, and the importance of strong leadership in a unit’s success.

Scouting Finances—Wayne and Roma Bishop—10 minutes

This session will cover the basic practicalities of finance relating to a Scout unit. Topics will include getting a treasurer, setting up unit bank accounts and management, and the relationship between planning the annual program, developing a budget, and carrying out fundraising.

Latter-day Saint Religious Awards, A Workshop—Amy Tadlock, Mark and Nettie Francis, Mike and Robin Ball—50 min.

This session will discuss the new BSA religious awards for Latter-day Saint youth and adults. Requirements and electives will be reviewed as well as ways to encourage youth and leaders to achieve them. Youth will be featured who are in the process of completing the awards.
Saturday Afternoon Session, May 16—12:30pm—4:00pm MDT

**Annual Program Plans and Outdoor Activities—Mike Ball and Gary Dollar—45 minutes**

This session will discuss using an annual plan to provide a fun and adventurous program for youth, working within a budget to support those activities, and helping families be informed so they can include Scouting activities in their family calendar. The importance of an outdoor program as a laboratory where Scouting comes to life for the youth will be emphasized.

**Selecting, Inviting and Training Leaders—Charles Dahlquist and Mark Francis—45 minutes**

This session will focus on practical ways to select and recruit strong leaders, how to help them become fully trained, and how to support and help them want to stay involved in the unit.

**Community Outreach and Resources—Trevor Bender, Amy Tadlock, Matt and Rachel McIff—40 minutes**

This session will help identify potential community resources available to the unit, how to involve the unit in the community, and how Scouting can help the community and the community can help Scouting. Use of websites and social media will also be a major focus.

**Commissioner Service—Charles Dahlquist, Amy Tadlock, Trevor Bender—30 minutes**

This session will give an introduction to commissioner service (Charles) and discuss the main goals and tools as well as the reasonable expectations of a commissioner. Emphasis will be given to the role of a new unit commissioner (Amy) and the significant positive influence on the units of excellent unit and district commissioners (Trevor).

**Panel Questions and Answers—Amy Hutcherson—25 minutes**

This session will give the opportunity for participants to discuss what they have learned during the conference and to ask specific questions they may have.

**Closing Comments—Charles Dahlquist—Setting Goals and Writing Tickets**

Goal Setting is a critical part of this course. This session will encourage participants to understand and clarify what goals they want to set and accomplish and make a commitment to act on impressions gained during the conference.
History of the Latter-day Saint Scouting Boy Scouts of America Partnership

Nettie Francis

“I feel grateful to the Lord that Sir Robert Baden-Powell was impressed—may I say inspired—to give Scouting to the world.”
President George Albert Smith, September 1948

Objectives:

❖ Describe the history of the partnership between The Church of Jesus Christ of Latter-day Saints and the Boy Scouts of America
❖ Explain how Church membership and BSA participation will continue to provide important opportunities after the chartering relationship is over

Takeaways: The Church of Jesus Christ of Latter-day Saints and the Boy Scouts of America enjoyed a 106-year partnership. How did this relationship begin, how did the two organizations evolve because of each other, what lessons can we learn from this historic relationship, and what can individuals do to strengthen the partnership in the coming century?

Engagement: What did you learn that you didn’t already know about the historic LDS-BSA partnership?

What specific benefits did Scouting provide the Church of Jesus Christ from 1913-2019?

What specific benefits did the Church of Jesus Christ provide the BSA?

Exploration: What influence has the LDS-BSA relationship had on us personally?

Explain the difference between an “institutional partnership” and an “individual partnership.”

Assessment: What is your personal goal for strengthening the new Latter-day Saint Scouting partnership? How can you personally affect the next century of LDS-BSA history?
Introduction to the Vanguard International Scouting Association  
And Religious Awards for Latter-day Saint Youth and Adults  
Charles Dahlquist, Mark Francis and Roma Bishop  

Our aim in the (Scouting) 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.  
- Lord Robert Baden-Powell Century of Honor p 9  

Objectives:  
❖ To introduce Vanguard International Scouting Association, its mission and objectives  
❖ To introduce the new religious awards for Latter-day Saint Scouts and Scouting leaders  

Takeaways:  
❖ This session speaks about the purposes of the Vanguard International Scouting Association (“VISA”), how participants can be involved in VISA, and how the new religious awards for Latter-day Saint Scouts and Scouters can assist them to learn and do their Duty to God  
❖ This session also serves as a prelude for the special religious awards workshop on Saturday, where Amy Tadlock and others who have piloted the awards will show how these two Scouting awards can help Latter-day Saint youth more effectively participate in the goal selection portion of the Church’s Program for Children and Youth  

Vanguard International Scouting Association  
❖ Purposes and Objectives  
❖ Activities to Support its Purposes and Objectives  

The Religious Awards Program  
❖ Why Religious Awards are needed in the Boy Scouts of America  
  o Baden Powell: "The Scout, in his promise, undertakes to do his duty to his king and country only in the second place; his first duty is to God...There is no religious side of the movement. The whole of it is based on religious, 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, backwoodsmanship, camping, hiking, Good Turns, jamboree comradeship are all means, not the end. The end is CHARACTER with a purpose.”  
  o Duty to God is part of each Rank Advancement  
  o Religious Awards provide some focused time and effort to help our Latter-day Saint Scouts and adults learn their Duty to God, to be better Latter-day Saints, develop greater faith and grow closer to God  

The former LDS-BSA.org website will now be the VanguardScouting.org website.
Debunking the “Myths” of Latter-day Saint Scouting

Nettie Francis

Our aim in the [Scouting] Movement is to give such help as we can in bring about God's Kingdom on earth, by inculcating among youth the spirit and the daily practice in their lives of unselfish goodwill and co-operation.

Lord Robert Baden-Powell Century of Honor p 9

Objectives:

❖ Identify some of the myths surrounding the Church ending its Scouting partnership
❖ Examine some media headlines about the Church and Scouting to determine if they are accurate
❖ Enumerate the positive reasons for continuing Scouting in your family

Takeaways:

❖ People are prone to read a headline and immediately think they comprehend a story. During the past century, both the Church and the BSA have been victims to unfortunate media myths and misconceptions.
❖ Paradoxically, we are currently in a situation—the Church ending its Scouting partnership—with multiple misconceptions about the BSA among Church members.
❖ After 109 years, the BSA is
  o still delivering quality programs to youth throughout our nation
  o still providing outdoor adventure opportunities and character-building activities under incredibly safe guidelines
  o still training leaders in specific safety and youth leadership
  o still founded on their original Oath of honor to God, country, and family
❖ Scouting is still a robust personal development program that teaches First Aid, patriotism, environmental respect, swimming and lifesaving skills, navigational and camping skills, understanding animals and wildlife, financial and personal management, leadership, cooking skills and safe handling of foods, community involvement at the local, national and world levels; internet safety, emergency preparedness, safe water practices...
❖ The list goes on and on! The BSA has benefited generations of youth, and will continue to bless generations in the decades to come.

Resources:

Article on the Media Myths:
https://meadowlarkmediapublishing.com/2019/10/10/media-myths-an-invitation-for-latter-day-saints-to-understand-changes-within-the-boy-scouts-of-america/

How Scouting Supports the Church Program for Children and Youth:
https://drive.google.com/open?id=1-ISYJr9Wyi13KctNzrAZnfmB3wKPrnFB
Attracting and Recruiting Latter-day Saint Leaders, Families and Youth

Trevor Bender, Amy Tadlock, Mark and Nettie Francis

“There is no religious side to the Movement. The whole of it is based on religion, that is, on the realization and service of God.”

Lord Baden Powell, November 1920

Objectives:
❖ Explain the process for recruiting at Council, Distinct and Unit levels
❖ Describe the most effective ways to make an invitation to serve
❖ Ideas for helping Leaders and Families remain committed over the long-term

Takeaways: This learning session will focus on practical ways to select and recruit strong leaders, how to help them become fully trained, and how to support and help them want to stay involved in the unit. It will also discuss best practices in the recruitment of youth and families to Scouting units. Lastly, we will explore why Latter-day Saint families in particular would want to choose to continue in Scouting.

Engagement:
❖ Top-down Approach: Networking, Leadership and Branding at the District and Council level
  o Leading from the Front—Council Transition Task Force
  o Newsletters and Social Media—Value Content and Point of Contact
  o Working Roundtables, District Commissioner and Committee meetings
❖ Our Goals:
  o Ensure that every family in the Church receives an invitation to continue in Scouting
  o Make it easy to say yes to rejoin Scouts or create a new unit by providing resources, contacts and support along the way
  o Reinforce Success! Hold leadership conference calls
❖ Unit-level Approach: Personal Outreach, Ministering and Service in recruiting Families and Youth
  o Outreach team, personal conversations, debunking the “myths” of Scouting, correlation with Church program as a recruiting tool
  o Information nights, meeting location, finances
❖ Making the Invite: Recruiting New Leaders and Getting them Trained
❖ Growth and Sustainment: Helping Leaders and Families remain committed over the long-term

Resources:
❖ Saints & Scouts Transition Information: https://www.sdicbsa.org/LDSTransition/
❖ Mapping: https://drive.google.com/file/d/1-ISYj9Wyi13KctNzrAZnfmB3wKPrnFB/view?usp=sharing
Starting and Building New Units--Amy Hutcherson
Mark & Nettie Francis, Wayne & Roma Bishop, Gary & Laura Dollar, Trevor Bender,
Amy Tadlock, Mike & Robin Ball, Matt and Rachel McIff, James & Mamie Hammer

There is no other program in all the world that has been so effective in developing the character of boys as Scouting...

We should dedicate ourselves to...the boys who are growing up under our care, so that we may have their companionship not only in life but through all eternity.

– Pres. George Albert Smith April 1930 Century of Honor p 70

Objectives:
❖ Understand what New Unit Development resources & materials are available
❖ Learn to follow the steps to New Unit Development
❖ Know what to look for when prospecting new Chartered Partners
❖ Explain the responsibilities of a BSA Chartered Partner/working with new chartered partners
❖ Continued New Unit Support
❖ Experiences and Testimonies from New Unit Organizers:
  o Mark and Nettie Francis—new Troop and Pack in Kaysville, UT
  o James and Mamie Hammer—new Troop and Pack in Wellsville, UT
  o Wayne and Roma Bishop—new Troop and Pack in Pleasanton, CA
  o Gary and Laura Dollar—new Troop in Highland, UT
  o Matt and Rachel McIff—new Troop in St. George, UT
  o Mike and Robin Ball—new Troop in Highland, UT
  o Trevor Bender and Amy Tadlock serve as Chair and Vice Chair of the Service and Transition Team for the San Diego Imperial Council. Both are Assistant Council Commissioners. Trevor started a new Troop and Pack in Oceanside, CA.

Resources:
Membership & Marketing Hub –
https://scoutingwire.org/marketing-and-membership-hub/
Unit Performance Guide –
Membership Committee Guide –
https://filestore.scouting.org/filestore/regions/central/PDF/Membership%20Committee%20Guide.pdf
William D. Boyce New Unit Organizer Award -
https://41zfa1pstr03my3b22ztkze-wpengine.netdna-ssl.com/wp-content/uploads/2020/03/WD_Boyce_New_Unit_Award.pdf
Chartered Organization resources
Annual Charter Agreement
New Unit Organization Process
<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>Location</th>
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<tbody>
<tr>
<td>October 11-12</td>
<td>Stake Deacon Campout</td>
<td>Mutual Dell</td>
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<tr>
<td>Saturday October 12</td>
<td>BYU Merit Badge PowWow</td>
<td>starts at 9am</td>
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<tr>
<td>Saturday October 26</td>
<td>BYU Merit Badge PowWow 8am Final Closing Ceremony</td>
<td>starts at 8am</td>
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<tr>
<td>November 15-16</td>
<td>Campout at Little Wild Horse Canyon (Slot Canyon)</td>
<td>Next to Goblin Valley</td>
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<tr>
<td>Saturday December 7</td>
<td>Humanitarian Kits LDS Church in AF</td>
<td>Serving with Smiles 9am - 10:30 am</td>
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<tr>
<td>January 17-18</td>
<td>Yurt Camping</td>
<td>TBD</td>
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<tr>
<td>February 28-19</td>
<td>Winter Camp / Klondike Derby</td>
<td>TBD</td>
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<tr>
<td>Friday March 13</td>
<td>Grizzlies Hockey Scout Night</td>
<td>Maverick Center</td>
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<td>Saturday March 21</td>
<td>Scouting for Food Collection</td>
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<tr>
<td>March 27-28</td>
<td>Hot Springs Campout</td>
<td>Crystal or Lava</td>
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<tr>
<td>April 17-18</td>
<td>Campout - Lava Tubes</td>
<td>Fillmore</td>
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<tr>
<td>May 15-16</td>
<td>Bike &amp; Camp (supported)</td>
<td>Squaw Peak</td>
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<tr>
<td>June 5-6</td>
<td>2 Night Backpacking</td>
<td>Silver Lake or Hardy</td>
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<tr>
<td>July 13-18</td>
<td>Summer Scout Camp</td>
<td>Loll (Yellowstone)</td>
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<tr>
<td>August 7-8</td>
<td>Campout &amp; Hike Timpanogos</td>
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Other Summer Camps & Leadership Training Opportunities
Timberline NYLT (National Youth Leadership Training)
HIGHLAND WEST SCOUTS – Troop 20 - FAQ
HIGHLAND WEST SCOUTS – Troop 20 - FAQ

Who can join?
- **Pack**: Boys in grades 1-5.
- **Scouts BSA Troop**: Young Men grades 6 to age 17

Why join?
- It will be fun!
- Our Pack and Troop are destined to become icons in our community by providing leadership, character, fitness, and citizenship opportunities to boys and their families. The BSA is the largest youth-serving organization in our nation and has a strong reputation in teaching patriotism, providing outdoor adventure, and developing life skills through purpose and fun!
- Activities may help young men to accomplish related goals they will set in the new LDS Young Men’s program.

When will meetings and activities be held?
- Cub Scout dens meet each week at leader's home. Cub Scout pack meetings will be held each month. On a Monday or a Thursday.
- Scout troop meetings are held weekly on Thursday from 6:30-8:00 pm. A court of honor will be held at least three times a year. The troop will go camping once a month.

Organization?
- Mt. Timpanogos District
- Pack/Troop number: 20
- Charter Organization: **Organization Name**
- Scout Master: **Name, Phone Number, Email Address**
- Scout Committee Chair: **Name, Phone Number, Email Address**
- Scout Committee Member: **Name, Phone Number, Email Address**
- Pack Committee Chair: **Name, Phone Number, Email Address**

What does it cost to join Scouting?
- Membership fees are: (Fees are for the calendar year. January through December)
  - $65 BSA registration fee (this goes to the national BSA)
  - $75 to join the Pack ($140 total after the BSA fee)
  - $100 to join the Troop ($165 total after the BSA fee)
- The Troop/Pack fees cover most awards, and activities. Certain activities will have extra expenses. Families will be expected to participate in fundraisers.
- Boys will pay for their summer camp fee and provide their own Scout uniform and Scout Handbook.
- The Pack and Troop will attempt to own a used uniform collection.
- Time. One parent from each family is asked to serve on the Scout committee or coordinate a major event (i.e. Fundraiser, Pinewood Derby, a banquet).

Pack/Troop Facebook Page:  
[https://www.facebook.com/highland.west.scouts](https://www.facebook.com/highland.west.scouts)
Highland West Stake Area

INFORMATION NIGHT

New Cub Scout Pack and Boy Scout Troop in our area!

Character Development
Adventure & Fun!

Monday, September 16
6:00-7:30 pm Open House
Location Name
Location Address
Highland, UT 84003

Contact Mike for more info. 801-111-1234 mike@gmail.com

Kind, obedient, cheerful, brave, clean, and reverent.
Unit Committees
Matt and Rachel McIff

I am convinced that the program, the goals, the purposes, and the Boy Scouts of America are worthy of the active support and involvement of women everywhere. – Belle Spafford, Relief Society General President, Relief Society Magazine, Apr. 1970 256 Century of Honor p 76

Objectives:
❖ Describe the key functions and purposes of Scouting’s unit committees and why committees are vital to unit success
❖ Explain the steps to organizing and maintaining effective committees
❖ Learn the key leadership roles and committee positions as supporting roles for the unit

Takeaway: This session will teach methods for effective unit committee organization and support. It will review the importance of strong leadership needed for a unit’s success.

Resources:
❖ Cub Scout Leader Book #646725
❖ Troop Committee Guidebook #34506
❖ Chartered Organization Representative Guidebook #511-421

The Key Three:
❖ Chartered Organization Representative (COR) - There is no unit without a sponsor!
❖ Committee Chair - The Organizer, Leader, Coordinator
❖ Unit Leader (Scoutmaster, Cubmaster, etc.) - The teacher. Direct-to-youth leader.

Important note: The unit leader is not technically part of the unit committee. The unit leader is the direct-to-youth leader and should be supported BY the unit committee. They have direct contact with the youth and need to focus on the teaching, activities and CONTENT of the program and NOT the details of the organization.

Initial Unit organization consists of the Key Three and at least 2 committee members (total of 5) to get started.

The Committee
The principal positions on the committee are the Committee Chair, Secretary and Treasurer. These roles are essential and should be treated as such when selecting people for these roles.

<table>
<thead>
<tr>
<th>Committee Chair</th>
<th>Organize the committee to see that all functions are delegated, coordinated and completed.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary</td>
<td>Keep minutes of meetings and send out committee meeting notices. Handle publicity and communication.</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Handle all troop funds. Pay bills on recommendation of the Scoutmaster and authorization of the troop committee.</td>
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</tbody>
</table>
Once the essential roles are operating, then additional roles can be added to increase **effectiveness**.

<table>
<thead>
<tr>
<th>Role</th>
<th>Responsibilities</th>
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</thead>
<tbody>
<tr>
<td>Advancement Chair</td>
<td>Encourage Scouts to advance in rank. Work with the troop scribe to maintain all Scout advancement records. Arrange troop boards of review and courts of honor.</td>
</tr>
<tr>
<td>Chaplain</td>
<td>Provide a spiritual tone for troop meetings and activities.</td>
</tr>
<tr>
<td>Training Coordinator</td>
<td>Ensure troop leaders and committee members have opportunities for training. Maintain an inventory of up-to-date training materials and other training resources.</td>
</tr>
<tr>
<td>Equipment Coordinator</td>
<td>Supervise and help the troop procure camping equipment. Work with the quartermaster on inventory and proper storage and maintenance of all troop equipment.</td>
</tr>
<tr>
<td>Membership Chair</td>
<td>Develop a plan for year-round membership flow into the troop. Work closely with the Cubmaster and Webelo den leaders of neighboring Cub Scout packs to provide a smooth transition from pack to troop. Assist in developing and recruiting in the troop</td>
</tr>
<tr>
<td>New Scout Coordinator</td>
<td>Welcome all new Scout parents and provide them with information about the troop. Provide an orientation for new Scout parents about how the troop works.</td>
</tr>
<tr>
<td>Unit Religious Emblem Coordinator</td>
<td>Serve as a member of the unit committee. Acquaint all youth members with the BSA religious emblems program and the emblems available from their faith group, and encourage them to earn the religious emblem(s) of their faith.</td>
</tr>
<tr>
<td>Order of the Arrow troop advisor</td>
<td>Helps the OA troop representative to succeed as the communication and programmatic link between the troop and the lodge or chapter. Ensures the Order of the Arrow ideals and activities are part of the troop’s program.</td>
</tr>
<tr>
<td>Outdoor Activity Coordinator</td>
<td>Helps the unit leaders plan and execute outdoor activities by helping plan locations, reserve campsites and other venues, registering for formal camp programs, arranging transportation, etc.</td>
</tr>
</tbody>
</table>
What the Committee DOES:

❖ Support Program Leaders
  o Select good unit leaders and assistants
  o Get unit leaders the training they need, including Youth Protection
  o Advise leaders on policies and procedures of Scouting and the Chartered Organization
  o Encourage leaders and youth to have and properly use the uniforms, badges and insignia
  o Encourage and provide assistance as needed
  o Recognize unit leaders periodically to show them their efforts are appreciated
  o Help run the unit when the leader is unable to serve and until a successor is appointed and trained

❖ Finances
  o Help plan and create a budget
  o Provide methods of accounting for funds, collection and dispersal
  o Provide guidance on approved methods of earning money for expenses
  o Equipment and Uniforms
    ▪ Be responsible for obtaining and storing equipment
    ▪ Ensure equipment is safe and well maintained
    ▪ Help youth and leaders procure uniforms, badges and insignia

❖ Membership
  o Survey eligible youth and recruit them from within your organization
  o Survey the adults and recruit them from within your organization
  o Advance Cub Scouts into Boy Scouting and encourage tenure
  o Ensure effective communication to families and parents and involve them in program goals and objectives

❖ Chartered Organization and Scouts BSA
  o Carry out the aims and policies of the organization in order that its objectives are achieved
  o Make sure the Scouting program serves the chartered organization well
  o Carry out the aims and purpose of the Boy Scouts of America as noted in the Charter
  o Maintain, through your relationship with the unit commissioner, close association with the district committee and its resources to help the organization and its scouting units

❖ Activities
  o Ensure every youth member a year-round outdoor program -- including day camp, camporee, summer camp, and other programs
  o Ensure that the program is FUN and appealing to youth members and families
  o Evaluate and ensure the quality of Scouting in the organization
  o Ensure that all Youth Protection policies and guidelines are followed
  o Operate the unit in such a way that it lasts
Scouting Finances
Wayne and Roma Bishop

‘In training our Scouts...don't let the technical outweigh the moral. Field efficiency, back woodsmanship, camping, hiking. Good Turns, and jamboree comradeship are all means, not the end. The end is CHARACTER with a purpose.’
- Robert Baden-Powell

Objectives:
❖ Explain the relationship between program planning and developing an annual budget
❖ Describe the rules and practices governing fundraising in the BSA
❖ Cite examples of successful fundraising for Scout units

Takeaways: This learning session explains the relationship between annual program planning, developing a budget, and carrying out fundraising in a Scouting setting.

Resources:

1. Unit finances
https://www.bsacac.org/resources/unit-finance/

2. Help in planning a budget

3. Creating a budget for your unit
https://blog.scoutingmagazine.org/2017/04/05/create-budget-pack-troop-crew/

4. Sample budget spreadsheet

5. How to apply for an EIN

6. How to open a checking account

7. Fiscal Policies and Procedures for BSA Units
https://filestore.scouting.org/filestore/financeimpact/pdf/Fiscal_Policies_and_Procedures_for_BSA_Units.pdf
Latter-day Saint Religious Awards—A Workshop
Amy Tadlock, Mark and Nettie Francis, Mike and Robin Ball

“We aim for the practice of Christianity in their everyday life and dealings.”
Lord Baden Powell, Scouting for Boys - 1908

Objectives:

❖ Become familiar with the new Latter-day Saint Religious Award requirements for Cub Scouts, Youth and Adults.

❖ Investigate opportunities to work on the religious awards dovetailing Scouting and Church goals.

❖ Learn how children and youth can grow and develop deeper, more meaningful, relationships with Christ through the religious awards.

Takeaways:
This session will discuss the new BSA religious awards for Latter-day Saint youth and adults, the Vanguard Award and the Light and Truth Award. Requirements and electives will be reviewed as well as ways to encourage youth and leaders to achieve them. Youth will be featured who are in the process of completing the awards.

Engagement:

❖ Introduction of the new religious awards for Latter-day Saints
  o Why new awards were needed
  o History and development
  o Why requirements are valuable

❖ Workshop and discussion of awards
  o Cub Scout-age
  o Older Scouts
  o Adult Scouters

❖ Feedback from children and youth
❖ Conclusions and goals

Resources:

New Religious awards for Latter-day Saint youth and adults (goes live after Webinar)
VanguardScouting.org/religiousawards

How Scouting Supports the Church Program for Children and Youth (Mapping):
https://drive.google.com/open?id=1-ISYJr9WYi13KctNzrAZnfmB3wKPrnFB
Annual Program Plans and Outdoor Activities
Gary Dollar and Mike Ball

“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.”
President Spencer W. Kimball

Objectives:
❖ Discuss how using an annual plan will provide a fun and adventurous program.
❖ Planning helps families to be informed and included in Scouting activities.
❖ Establish the importance of an outdoor program as a laboratory where Scouting comes to life for the youth.
❖ Explain how to use the BSA’s age-appropriate programming materials unit program.
❖ Highlight the fact that outdoor experiences are why many youth and adults join Scouting.
❖ Instill confidence that resources are available online to enjoy successful outdoor experiences.
❖ Discuss the safety considerations that must be kept in mind during program planning.

Takeaways:
❖ A well-developed annual plan will create excitement, anticipation, tradition and future expectation.
❖ Course participants will be encouraged to get beyond “tailgate camping” and explore a wider range of outdoor program opportunities.
❖ The outdoor program is where Scouting comes to life for youth involved in the Scout movement. For leaders whose volunteer experiences have been exclusively with Church-chartered units, community units have more opportunities to take part in outdoor program experiences.

Resources:
1. www.troopresources.scouting.org
   • PROGRAM FEATURES VOLUME 1 (ScoutShop item 647790)
   • PROGRAM FEATURES VOLUME 2 (ScoutShop item 647791)
   • PROGRAM FEATURES VOLUME 3 (ScoutShop item 647792)
2. www.troopresources.scouting.org
   • Annual Planning
   • Monthly Planning
   • Meeting Planning
3. www.vanguardscouting.org
   • Leader Resources – HOW TO PLAN AN ACTIVITY
Selecting, Inviting and Training Leaders
Charles Dahlquist and Mark Francis

“Every boy or girl in Scouting deserves a trained leader”

“True Leaders don’t create followers; they create more leaders!”
--Lord Robert Stevenson Smyth Baden-Powell

Objectives:

❖ To identify the characteristics of quality Scouting leaders
❖ To identify places where you might find good leaders – both those who have been involved in Scouting in the past and those who have the skills and heart of a Scouter, but have never been invited to be involved in Scouting.
❖ To focus on the importance of training new leaders

Takeaways:

❖ Identify Quality Scouting Leaders
  o Characteristics of Good Scouting Leaders
  o Where do I find Quality Scouting Leaders?
❖ Invitation to Serve as a Scouting Leader
  o Prayerfully consider your options for new Scout leaders
  o Invite your candidate to join you to feel the Spirit of Scouting
  o Select the appropriate time to discuss with your candidate involvement in Scouting.
❖ Issue the Invitation to serve as a Scouting leader including the following:
  o A clear and understandable definition of the Scouting assignment
  o The time commitment and exact times of the meetings
  o Performance expectations including a description of Journey to Excellence
  o Available resources
  o Training expectations
  o The person to whom your candidate will be responsible and his or her first line resource and support
❖ The Importance of Leader Training
  o Why leader training is so important
  o What training is available
  o A vision of “continual leader training”

Resources:
BSA Troop Committee Challenge Training
Online Training Resources: https://www.scouting.org/training/adult/
Community Outreach and Resources
Trevor Bender, Amy Tadlock, Matt and Rachel McIff

‘No one can pass through life, any more than he can pass through a bit of country, without leaving tracks behind, and those tracks may often be helpful to those coming after him in finding their way.’
Lord Baden-Powell

Objectives:
♦ Finding a Charter Partner
♦ Exploring community resources available to a Unit
♦ Using social media and service

Takeaways: This learning session will help identify potential community resources available to the unit, how to involve the unit in the community, and how Scouting can help the community and the community can help Scouting. Use of websites and social media will also be a major focus.

Engagement:
❖ Potential community resources and how to involve the unit in the community
  o Finding a Charter Partner
    ▪ Latter-day Saint business owners
    ▪ Service clubs
    ▪ Other volunteer organizations
  o Local government as a source of events and service opportunities
    ▪ Community parades or other patriotic events
    ▪ Recruiting at local elementary schools
  o Creating your own community events
    ▪ Ten Commandments hike
    ▪ Cemetery flags
❖ Use of websites, newsletters and social media in information sharing
❖ How Scouting can help the community
❖ How the community can help Scouting

Resources:
❖ Serving Service Organizations: https://www.facebook.com/Knights-of-Buena-Creek-101800618102333/
Service Project Ideas Community
Claire Smith - kk6bab@gmail.com - San Diego Imperial Council

- Collect canned goods for your local food pantry
- Make Valentine’s day cards for a nursing home or for shut-ins
- Make no-sew fleece blankets for children at a local homeless shelter
- Collect DVDs and video games for a treatment center for children with mental health issues
- Collect board games for your local homeless shelter
- Make cards for members of the armed services who are overseas
- An animal shelter and play with the pets.
- Create care bags for the homeless with toothbrushes, toothpaste, lip balm, lotion, sunscreen, band aids, deodorant, and other items
- Visit a nursing home and play board games with the residents
- Rake leaves for an elderly citizen in your neighborhood
- Make cookies and deliver them to first responders
- Collect baby clothes and donate them to a women’s shelter
- Give a flag ceremony for a school
- Collect food for for food banks
- Make cards for a care center
- Clean up a church parking lot
- Shovel snow or rake leaves for seniors
- Hand out emergency procedure brochures
- Go caroling at a local nursing home
- Perform skits or songs at a homeless shelter, nursing home or children’s advocacy center
- Collect gifts and make gift baskets for elderly people with no families
- Prepare and distribute holiday cards (Valentine’s Day, Christmas, etc.) for people without families of their own
- Assist in yard work for members of the community or businesses that need a hand
- Adopt a needy family
- Help agencies cook and serve meals for the homeless
- Make gift boxes to be distributed by a local charity
- Stock shelves at a local food pantry
- Place flags on gravesites for Memorial Day or other special days of remembrance
- Create and deliver thank-you cards to veterans on Veterans Day (or any day)
- Help religious organizations set up religious exhibits or activities
- Repair and paint holiday decorations
- Collect toys for Toys for Tots (or a local equivalent)
- Prepare and serve hot chocolate or apple cider at the annual town tree-lighting ceremony
- Purchase and distribute toys for the children’s hospital near you
- Make stuffed animals, such as a Build-a-Bear, to brighten up a child’s holidays
- Assist with parking cars at a local event (but please follow strict safety protocols!)
- Assemble Easter baskets and distribute to local shelters
- Provide free coffee at rest stops on heavy travel weekends, such as Thanksgiving or Memorial Day
- Help run a fall carnival or pumpkin patch
- Create or help create and run a haunted house
- Assist at alternative trick-or-treat events
- Adopt a town after a disaster
- Assist organizations that provide home maintenance service
- Help paint a school, church or chartered organization
• Clean a Habitat for Humanity house before the family moves in
• Clean a local animal shelter
• Help walk the dogs at the animal shelter
• Clean up and/or help inventory a cemetery
• Clean up and beautify the local community center, campground, park, river or school parking lot
• Help package medical supplies to be sent to developing countries
• Assist with a blood drive
• Distribute organ donor cards
• Pass out anti-drug literature
• Help children make bicycle safety kits
• Make welcome-home kits for victims of a disaster
• Make bandanas, pillows or other items for cancer patients
• Serve as “victims” for a local first-responders training event
• Adopt a military troop and send them birthday cards and other holiday cards
• Become pen pal with someone serving overseas
• Create video histories of veterans and share the edited results with their families
• Organize a movie night at a VA medical center
• Send calling cards to servicemen and servicewomen overseas
• Clean and refill bird feeders at the local Audubon Society
• Collect aluminum cans and donate the proceeds to a local charity
• Construct duck houses, owl boxes or birdhouses
• Build an education sandbox for a local nature center
• Build a fence around air conditioners at a local establishment
• Volunteer at the Special Olympics — water station, handing out medals, etc.
• Hand out voting reminders in the community
• Conduct a winter coat drive and clean and distribute the coats
• Perform at a local charity talent show
• Collect unused makeup, perfume and cosmetics for a center for abused women
• Create a poison awareness campaign
• Paint over graffiti (but first check with your city/town government)
• Sponsor a TV blackout event to encourage families to spend time outside
• Host a free camping clinic where you share basic camping skills with residents
• Plant, tend and harvest a vegetable garden and donate what you grow
• Organize a pet show, with a portion of the proceeds going to the winners and the rest to a local charity
• Design placemats for Meals on Wheels recipients
• Rake leaves for elderly neighbors or your chartered organization
• Lead a game of bingo at a nursing home
• Hold a bike safety rally, where you teach bike skills and inspect the bikes
• Check with your local Ronald McDonald House to see if they accept donations of pull tabs from soft drink cans. If they do, have the boys organize a pull tab drive
• Make treats and take them to your fire or police department
• Pass out water (and cheer on the runners) during a 5K charity run. Make some encouraging posters to take
• Make some pretty bookmarks; leave them in a basket on the library counter for other students to take one when they check out books
• After the Tiger Cub Scouts learn and practice their magic tricks for the Curiosity, Intrigue, and Magical Mysteries adventure, take them to a nursing home so they can put on their magic show for the residents
• Make birthday cards to give to the seniors. Contact a local nursing home about starting a birthday
card program or participate in a program like this one

- Collect gently used stuffed animals to donate to the fire or police department. They often give them to kids in emergency situations
- Identify a local organization that can benefit from donations of gently used books and organize a book drive
- Team up with your local Lions Club to collect old pairs of eyeglasses for needy folks
- Volunteer to help at your school's events. My pack volunteers to cut the tops off of freeze pops for our school's back to school event
- Offer to help stuff the plastic eggs for a church or community Easter Egg Hunt

**Put Together Packages for a Children's Hospital**

- Books – activity books, board books, human body books, pop-up books, I Spy/Look-A-Likes/Where’s Waldo books, talking books, Spanish books, vinyl books (new or gently used only)
- Small Plush animals (brand new only)
- Bubbles and flavored bubbles
- Lullaby music, sing-a-long music (Raffi, Wee Sing, Pooh Corner, Spanish language, “Transitions” by Placenta Music, Inc.
- Chapstick (variety of flavors)
- Clear plastic shoebox size containers for craft storage and organization
- Colored pencils
- Decks of playing cards – regular
- Gel pen sets
- Gift cards for special event planning (Michael’s, Target, Toys R Us, Blockbuster, and grocery stores for food activities)
- Hair care items (brushes, big tooth combs, No More Tangles, pony tail holders, hair clips)
- Koosh balls
- Nail polish (individually wrapped & new) and nail stickers
- Party packs of Play-Doh
- Rattles (plastic only)
- Uno cards
- Word search books
- Mad Lib books
- There are three pages of suggestions for care packages for military at the adopt a platoon website [http://www.adoptaplatoon.org/](http://www.adoptaplatoon.org/)

**Environmental**

- Plant a tree at a local park
- Make posters for school to encourage students to walk, bike, or carpool to help the environment
- Adopt a Highway or road and take care of it
- Take part in a litter cleanup project, but make it a fun scavenger hunt
- Clear brush from a fire-prone area
- Improve a town walking trail
- Clean up the shoreline
- Help clean up after a community event such as a Fourth of July festival
Chartered Organization

- Clean up litter at your chartered organization or a local park
- Pick up litter around your neighborhood
- Do a cleanup project
- Plant and care for trees
- Conduct a flag ceremony
- Help set up for a special event
- Hand out programs or bulletins at a meeting of the organization.
- Organize a book and magazine drive, with the collected items going to a daycare, overseas soldiers, a VA medical center or an inner-city school
- Perform janitorial duties for your chartered organization
- Pick up trash at the chartered organization before or after a meeting (not just the trash you left; check out the entire facility)
- Clean out and replant the flower beds at their chartered organization’s location
- Offer to help at a special event being held at your charter organization or meeting place

Age-appropriate service projects for Webelos Scouts

- Collect aluminum cans from family, friends, and other pack members. Then collect more cans while cleaning a park and redeem the cans at a recycling center for cash. Next look for a charity in the community to give the money to. (It’s best if the boys can help look, including a field trip if possible.) Finally, invite a representative of the charity to a pack meeting to receive the donation. With this program, the Webelos Scouts meet some of the requirements for Citizen, Naturalist, and Outdoorsman activity badges and requirement 4 for the World Conservation Award.
- Collect cans to benefit a local animal shelter. Field trips can include visits to a park and the animal shelter. The scouts collect cans for 11 months, purchase supplies needed by the shelter, and donate the supplies in the 12th month.
- Check parks, game preserves, or the local game commission to see if any areas could use bluebird houses, bat houses, or duck boxes. Webelos Scouts love to build things, and such a project would cover many service, advancement, and recognition opportunities. They might even get some press coverage when they set out their projects. The den might plan field trips to monitor the effectiveness of their efforts
- Pocket Flag Project. Scout groups and other volunteers obtain miniature U.S. flags, fold them into palm-size triangles, and send them to frontline and deploying troops as a reminder that they are in our hearts and prayers. Details are at www.pocketflagproject.com
- Stencil “No Dumping” at storm drains to remind people not to pollute waters

On being compensated for work

A Scouting friend wrote me to ask whether a pack, troop, team, post, ship or crew can count hours served if the unit is paid for the work. “It’s my understanding since we are being compensated, the Scouts can’t receive service hours and neither can the troop,” he wrote. Mike Lo Vecchio of the BSA writes: “Being compensated for work is not service hours. Service hours are considered to be uncompensated work being done as a service/courtesy.”
Commissioner Service
Charles Dahlquist, Trevor Bender, Amy Tadlock

A cheerful disposition is more valuable than gold. It affects all of our activities, enhances our daily contacts, and colors all of our experiences.
– Bryant S. Hinckley That Ye might Have Joy 1958

Objectives:
❖ If you are a commissioner, to help you function more effectively to serve and bless those to whom you are assigned.
❖ If you are a unit leader, to understand what you can expect from your district commissioner and unit or new-unit commissioner

Takeaways: This session discusses the main goals and tools of a commissioner. It also covers the reasonable expectations a unit can have of a commissioner.

Commissioner Service Objectives:
1. Supporting unit growth and retention through the Journey to Excellence.
2. Contacting units and capturing in commissioner tools their strengths, needs, and a unit service plan that enables continuing improvement.
3. Linking unit needs to District Operating Committee and other resources.
4. Supporting timely unit, district and council charter renewals.
5. Supporting unit leaders by delivering effective roundtables that provide program ideas, relationship development, and timely communication.

Resources:
❖ BSA Commissioner Website: https://www.scouting.org/commissioners/
❖ News for Commissioners: https://www.scouting.org/commissioners/news-for-commissioners/
❖ College of Commissioner Science – In your council
❖ Commissioner Manuals: https://www.scouting.org/commissioners/manuals/
❖ Unit Performance Guide
❖ New Unit Commissioner Job Description: New Unit Commissioner
❖ New Unit Commissioner Handbook
Panel Questions and Answers
Amy Hutcherson

Notes:
Vision 2020 Faculty Biographies

Charles and Zella Dahlquist

Charles is our Vision 2020 Course Director and is the Chair of the BSA National Transition Task Force for Retention of Latter-day Saint units. He is an attorney and leader in church, civic, and community organizations. He and his wife, Zella, have five daughters (affectionately known as “Charlie’s Angels”) and 16 grandchildren. He has served as a stake president, mission president in the Germany Hamburg Mission, and as Young Men General President and Chair of the General Church Scouting Committee from 2004-2009. Charles is the immediate past National Commissioner of the BSA and is a member of the National Executive Board. He served as BSA Contingent Chair for the 2015 World Scout Jamboree in Yamaguchi, Japan, Chairman of the National Venturing Task Force, and Chairman of the BSA National Court of Honor. His extensive Scouting service also includes Scoutmaster, Venturing Advisor, Troop Committee Chair, President of the Great Salt Lake Council, Wood Badge Course Director, Head Chaplain for the 2010 Centennial National Jamboree, Chair of the Faith and Beliefs Area at the 2011 World Scout Jamboree in Sweden and for the 2013 BSA National Jamboree. He has been awarded the Silver Beaver, Silver Antelope, National Venturing Award, and the Silver Buffalo. In 2018, he and his wife, Zella, were presented the Thomas S. Monson Lifetime Service Award. Charles enjoys family activities, fly-fishing, music of all types, and playing his banjo.

Amy Hutcherson

Amy currently serves as a Membership Growth Coach for the Boy Scouts of America. Amy began her career as a professional serving Girl Scouts of Central Illinois for ten years. She served GSUSA in the positions of Membership Specialist, Program Specialist & Teen Program Lead. Amy served as District Executive and Senior District Executive for the Illowa Council in Davenport, Iowa, Cub Scouting Specialist for the National Service Center and International Program Specialist for the National Service Center. Her expertise is BSA program management, building relationships and customer service. Amy also enjoys volunteering with her boys in Scouting. Her volunteer experience includes 11 years as Cub Scout Den Leader and 4 years as Venturing Crew Associate Advisor. She is currently serving as Assistant Scoutmaster for Troop 700 Girl Troop in Grapevine, TX. Amy enjoys spending time, preferably outdoors, with her husband, Ron, two boys, Ean (19, Eagle Scout) and Easton (13, 2nd Class Scout), and her dogs Chloe and Finn.
Mark and Nettie Francis

Mark has worked professionally for the Boy Scouts of America for 20 years. He served in a variety of positions in the Utah National Parks Council, Las Vegas Area Council, as Scout Executive of the Greater Wyoming Council, National Growth Coach and Director of Latter-day Saint Scouting Relationships for the National Staff, and currently is the Scout Executive of the Far East Council. Mark has served on Philmont faculty for 13 courses. He managed the Priesthood Leadership Conference on Scouting at Philmont from 2013 - 2017 as well as the LDS-BSA Relationships Seminar in conjunction with general conference, and the Latter-day Saint reception at the National Annual Meeting. Mark’s love for Scouting started as a youth. He worked on camp staff for 6 summers. He earned the Eagle Scout Award and Vigil Honor in the Order of the Arrow and served as Lodge Chief in the Oalaishadalakalish Lodge. Mark received the Outstanding Eagle Scout Award in 2017.

Nettie has been involved in Scouting since her childhood, when she spent summers at Scout Camp with her family. As an adult she has been trained at Wood Badge, Akela’s Council, and National Camp School and was awarded the Silver Beaver Award in 2020. Nettie has written Scouting news articles for Scouting magazine, the Deseret News, the Church News, the LDS-BSA blog and website, and other national news outlets. Nettie was the writer and project manager for the 2013 comprehensive history book Century of Honor: 100 Years of Scouting in The Church of Jesus Christ of Latter-day Saints. Nettie has served on faculty for 13 Philmont courses and currently serves as a Bear Den Leader in her neighborhood Cub Scout pack. She has assisted Mark at the LDS-BSA Relationships Seminar in conjunction with General Conference for 6 years, and at the Latter-day Saint Reception at the National Annual Meeting for 7 years. One highlight of her Scouting service was serving on the Faith and Beliefs Staff at the 2015 World Scout Jamboree in Yamaguchi, Japan, where she served 20 years earlier as a full-time Church missionary. Mark and Nettie are the parents of ten children, ages 5 through 22—their two oldest sons are Eagle Scouts. They have enjoyed living on the Francis Farm in Kaysville, Utah, and are currently relocating with Mark’s job to Okinawa, Japan.

Wayne and Roma Bishop

Roma’s Scouting activity began when she married Wayne nearly 53 years ago and he was already serving as an assistant Scoutmaster. They are the parents of five children (4 Eagle Scout sons and 1 Eagle Scout son-in-law) and have 20 grandchildren (3 Eagles and more coming). Roma has been a den leader, den leader coach, and on staff for six national and world jamborees. She and Wayne have served on Philmont faculty for LDS Weeks 26 times. A former ward and stake Primary president, ward and stake Relief Society president, Roma has also served with Wayne as managers of the Concord Bishops’ Storehouse and as Church Service Missionaries to the Young Men General Presidency. She is a recipient of the Silver Beaver, Silver Antelope, and Philmont Master Track award.
Wayne, retired from a career in Semiconductor Electronics management, has been an avid Scout and Scouter for over 60 years. He has been a Scoutmaster, Varsity Coach, and Wood Badge course director. He served on the executive boards of two different councils and as council commissioner and council president. He has also been an Area 3 vice president and Area 3 commissioner and is currently Western Region assistant commissioner. He has served in significant roles for ten national and world Jamborees. His Church service includes full-time missionary, bishop, stake Young Men president in two stakes, service missionary and stake clerk. He is a recipient of the Silver Beaver, Silver Antelope, and Outstanding Eagle Scout awards. Wayne is a James E. West fellow and a member of the Second Century Society. In 2019 Wayne and Roma started Troop 947 and Pack 947 in Pleasanton, CA.

**Gary and Laura Dollar**

Gary and his wife, Laura, reside in Highland, Utah, and are the parents of eight children and 20 grandchildren. All six of their sons are Eagle Scouts, following in their father’s footsteps. A mainstay in the Utah National Parks Council for 40 years, Gary has served on the executive board, as a council vice president and as the assistant council commissioner, 13 Wood Badge Courses and twice as Course Director. He has been recognized with the Silver Beaver, Silver Antelope, and the Outstanding Eagle Scout awards. He was on the task force that authored the Varsity Scout Guidebook and The Varsity Vision training manual. He and Laura have served on the Philmont faculty LDS Weeks for 13 years. He serves the Western Region currently as a board member and past Western Region Varsity Scout Chairman. One of his unique talents is hand carving Boy Scout bolo ties. He and his mentor, Bill Burch, have collectively carved more than 65,000 of these bolo ties—more than 17,000 of those are Gary’s. With these bolos and their unique purpose Gary has attended every National and World Jamboree since he joined with Bill Burch in 1989. His wife Laura has been at his side painting, preparing and presenting bolo ties since the 2007 World Jamboree in England.

Laura has been deeply involved in Scouting for the last 39 years. She has an infectious smile and is unfailingly upbeat and optimistic. She has touched the lives of people in Scouting all over the world with service reaching from her local unit to an emissary at national and world jamborees. She is a recipient of the Silver Beaver award and has been recognized with the Influential Women in Scouting award by the Utah National Parks Council. Along with her husband, Gary, Laura has helped to produce over 17,000 hand-carved and hand-painted bolo neckerchief slides as a project to lift and strengthen participants in Scouting.

**Trevor Bender**

Trevor and his wife Sally have four children (both boys are Eagle Scouts like their father) and 1 granddaughter. Trevor serves as an Assistant Council Commissioner (ACC) in the San Diego Imperial Council (SDIC), where he champions continued Latter-day Saint participation in Scouting. He has over 25 years of experience in Scouting and has been active in several programs including service as a Webelo Den Leader, Scoutmaster, Varsity Coach and Venturing Crew Advisor at the unit level. For the district he has served as Merit Badge Counselor, Unit Commissioner and District Commissioner. As ACC he is Chairman of the Latter-day Saint Service and Transition Team and is coauthor of the nationally recognized Saints & Scouts Newsletter and Facebook page. He completed Wood Badge in the Chief Seattle
Trevor is a Senior Manager at Cypher Analytics and a certified Project Management Professional (PMP). He is on the Board of Directors and is the immediate past President of the San Diego chapter of the Armed Forces Communications and Electronics Association, (AFCEA). He also leads the annual 50-mile AFCEA Cycle for STEM scholarship fund raising ride. In his free time, Trevor designs political-military strategy games focused on current events, and writes for several periodicals on historical board gaming design. Trevor is an avid fan of 80’s music and can frequently be caught in the living room dancing with his family! He also enjoys family game time, family vacations and time at the temple. He is currently a High Councilor in the Vista Stake. Other Church service roles include: stake YM president, ward YM president, Gospel Doctrine teacher, Elders Quorum president, Sunday School teacher, Ward Executive Secretary, Stake Mission President, Ward Mission Leader and Stake Missionary. Trevor served a full-time mission in Little Rock, Arkansas, where he learned to focus on the Big Rocks!

Amy Tadlock

Amy currently volunteers as an Assistant Council Commissioner in the San Diego Imperial Council working with the Latter-day Saint Scouting transition. She has served as a District Commissioner, Wood Badge and NYLT staff, Cub Scout day camp program director, and as a Pack and Troop Committee Member. Amy is on the National Merit Badge Subcommittee and will be serving on the 2021 National Jamboree Merit Badge Staff. She received the Silver Beaver Award in 2019. Amy has served as the stake Primary president and is currently her ward Primary president.

Amy and her husband Bryan, recently retired from the US Navy, have homeschooled their four children, three boys and one daughter (Eagle Scout, Life Scout, 1st Class Scout and Venturer). Born in Washington state, Amy grew to love the outdoors hiking on the Olympic Peninsula. She learned to sail in the Strait of Juan de Fuca and earned her Private Pilot’s License. Amy graduated from Washington State University with a Bachelor Degree in Management Information Systems. Her favorite breakfast cereal is Lucky Charms and her favorite activity is helping others.

Mike and Robin Ball

Mike and his wife Robin live in Highland Utah, where Mike volunteers as the Scoutmaster for a newly created community troop. They have 4 boys ranging from 5 to 12. All of them love the outdoors and Scouting. Robin has served as Primary President in her ward where she saw the need for willing Cub Scout leaders. Since then she has volunteered as a Den Leader for 3 years, attended Akela’s Council in 2017 and the Vision 2020 Conference at Philmont in 2019. Mike has been very involved in Scouting since his youth. He was active in his ward troop, but was also very active in the Order of the Arrow along with the only co-ed Explorer Post in the Utah National Parks Council in the early 90’s. He went on to work at the Beaver High Adventure Base for two summers where he was the backpacking trail guide for youth his own age, but everyone assumed he was 4 years older due to his height (he is 6’6”). Mike’s Scouting spirit and skills served him well on an LDS Mission to the islands of Vanuatu, where he sometimes lived in bamboo huts, dirt floors, and no electricity. After his mission he was immediately asked to serve as an Assistant Scoutmaster, and has been volunteering in Scouting ever since.
Mike has served as Cubmaster, attended many Cub Scout training events including Akela’s Council. He served as the Cubmaster trainer at District Roundtable, and has taught Cubmaster classes at University of Scouting. He has been an active merit badge counselor for decades, served as Scout Committee Chair, and then Stake Young Men’s counselor over Scouting. He later served as the District Troop Committee Chair and the Roundtable Commissioner. Mike has received the District award of Merit for his service to youth.

After attending the Vision 2020 Conference at Philmont in 2019, Mike and Robin organized a new community troop in their stake area where Mike currently serves as Scoutmaster. He loves being the adult leader for his sons and the many other Scouts who are learning and growing through the aims and methods of Scouting.

Matt and Rachel McIff

Matt and Rachel McIff reside in Saint George, Utah and have 4 children. All are involved in Scouting and enjoy outdoor activities in Southern Utah. Currently he is serving as the Scoutmaster for a newly-formed Scout unit, Troop 42 sponsored by the St. George Rotary Club. He has served in other Scouting capacities for over 10 years including Varsity Scout coach, Committee Chair, Assistant Scoutmaster - new Scout patrol and Chartered Organization Representative. In his youth, Matt earned his Eagle Scout Award and attended National Youth Leadership Training as well as Philmont Scout Ranch and developed his lifelong love of Scouting. Matt is a native of central Utah and works as a Family Physician in St. George.

Rachel has been involved in Cub Scouting for over eight years. She maintained her role as Cubmaster throughout that time. In addition, she worked as a Cub Scout trainer on the district level, has been an assistant Roundtable Commissioner and Cubmaster breakout leader for many years. Rachel has been a member of staff for University of Scouting for the Southern Utah area since 2013. She has received the 2nd Miler Award and District Award of Merit. She is currently involved with Scouting as the Chaplain and Committee Member. Rachel was raised in Salt Lake City and is a trained clinical social worker.

Both Matt and Rachel have been involved in organizing three previous LDS Scout units, as well as their current community Scout troop. Both have experience in teaching and training leaders in their roles in both the pack and troop and offering support and training on the basics of how to hold committee meetings, plan a yearly calendar of activities and a yearly budget.