

Introduction



This guide is intended to serve a number of useful functions in a single document. It serves as a guide describing our all-volunteer Camp Commissioner program. It is a manual that includes the council's policies pertaining to this program. It is a handbook to be used in actual camp operations. The information in the guide is targeted to Boy Scout camp, with a supplement for Cub Camp at the end.

The Camp Commissioner program described in this guide provides for significantly improved troop support through broad scope and responsibility and through the high quality of the Commissioner personnel. At times, the position of volunteer Camp Commissioner has not always been particularly meaningful. *This is no longer a possibility.* We expect that the added responsibility and stature of the position will draw the very best available volunteers to our program.

History

Experienced adult volunteers have provided valuable and varying support to the Ben Delatour Scout Ranch since the camp was established in 1959. Through the years, young summer-hire Commissioners, living near the troop sites, provided quartermaster and limited program support to the troops.

In 1994 an effort was launched to complement the summer-hire personnel with adult volunteer Camp Commissioners. A handful of steadfast Scouters, under the direction of Dan Hess, came forward to provide splendid Commissioner support and interest in the future of the program. In 1999 this program was expanded to Camp Laramie Peak. It has since been expanded again to include Camp Patiya and the Jack Nicol Cub Scout Family Camp.

We have come to recognize that there is a continuing trend of units coming to camp without their year-round leaders, sometimes without any experienced or trained leaders. This guide documents the foundation put in place to allow us to continually improve the Commissioner program to meet the needs of our units in camp.

We are constantly looking for ways to improve this guide and our Camp Commissioner program. We welcome your comments and suggestions, and I would encourage you to contact me with any feedback you wish to provide.

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The Commissioner Program

Purpose: The Longs Peak Council Camp Commissioner program utilizes our most qualified and experienced volunteer Scouters to serve the units in camp.

- Unit service is the keystone and enhancing unit leadership is the priority for our Camp Commissioner program.
- The Camp Commissioner program is jointly authorized by the Camp Director and the Council Commissioner and is managed by the Council Camps Commissioner. The Council Camp Commissioner must be currently certified for his/her position by the National Camping School of the BSA.
- Camp Commissioners pay no camp fees. They must remain *in camp* throughout the session. Camp Commissioners may consider this experience as a vacation from their regular routine but NOT as an opportunity for strict rest and relaxation.

Commissioners are Self-Starters

Camp Commissioners are recruited and retained based on their performance as self-starters. They require little supervision. They leave their footprints all over the camp each day.

Camp Commissioners are highly motivated and always take the initiative to seek out opportunities to serve the Scouts and leaders in camp. They are dedicated to service.

While there is a need at all times for the Commissioner to contribute his/her counsel and encouragement, this should be balanced with some private time in camp for relaxation and reflection. Having FUN is contagious.

Commissioner Training

It only stands to reason that a reasonable level of training must be expected in order to be able to adequately serve the units in camp.

For this reason, the following levels of training are REQUIRED to serve as a Camp Commissioner:

- Youth Protection
- Current National Camp School Commissioner Certification *or* Unit Commissioner Basic Training *and* Outdoor Leader Skills (Boy Scout camps only)
- Camp Commissioner Orientation

Commissioner Prerequisites

Commissioners are

- Counselors to individual Scouts and Scouters, especially unit leaders
- Dedicated to the ideals of Scouting (Oath and Law)
- Team Players
- Possessed of good judgment
- Flexible and understanding
- Trained in: Troop operations (Basic Leader Training)
 - Camp operations
 - Camp program
 - Camp resources and facilities
 - Youth protection
- Objective mediators
- Creative and imaginative in overcoming unit leadership deficiencies
- Oriented to promoting FUN!

Your Role as Commissioner

Your more detailed, specific duties and responsibilities will depend upon the specific objectives of each troop and the capabilities and deficiencies of each troop. You have maximum latitude in creating solutions to meet objectives.

- As Commissioner, you are the liaison between the Camp Director and the troops in camp.
- You are an integral part of the camp staff. You are the *glue* between the staff and the troop.
- You are guided at all times by the ideals of Scouting (Oath and Law) and encourage their practice in troop activities.
- Your role as Commissioner requires that you must play many parts. You must be:
 - A communicator
 - A diplomat
 - A helper of troops
 - A friend to troop leaders
 - A member of the Camp Director's team
 - A promoter of fun



You're Mission as Commissioner

Your Camp Commissioner's mission is to help troops obtain the maximum benefit from their summer camp experience, maintain regular contact with the troop leaders, counsel leaders on where to find assistance, and suggest remedies to program needs. Your objective is to send home from camp stronger, better-qualified troops than came to camp through coaching the troop leaders, especially in patrol method and patrol leaders' council effectiveness. No other camp staff members are specifically charged with this particular responsibility. It has *a year-round* impact! The result of your efforts will be better quality troops during the other 51 weeks of the year.

Yours is a very demanding challenge. Fulfillment of your challenge is the unequalled reward of knowing that you have made a significant contribution to the lives of the boys who benefit from your diligence. Experience through the years of Scout camp history has repeatedly demonstrated that positive camp experiences have a lifetime impact on our young men. You do make a difference!

You're Commissioner Responsibilities

- You are *the* conduit for concerns, feedback and advice.
- You actively seek out and work with leaders.
- You learn each troop's objectives for camp and advise the leaders on meeting them.
- You support troop logistical requirements.
- You encourage troop patrol leaders' council effectiveness and the patrol method.
- You advise and counsel troop leaders on troop leadership.
- You assist leaders in resolving problems with Scouts.
- You encourage and inspect campsite appearance and cleanliness.
- You set the example of Scout spirit and having FUN!



Commissioner Individual and Team Effort

Specific needs often deserve specific expertise. Each Commissioner possesses talents in which he or she excels. When you encounter a special need such as counseling an inexperienced leader who seems to be overwhelmed by behavior problems with the campers in his troop or a homesick Scout who cannot be reassured by his troop leaders, you will want to call on the Commissioner best qualified to deal with the problem.

This is where the depth in the Commissioner team pays off. You may need to cover a fellow Commissioner while they are dealing with a time-consuming need. It truly takes a team effort to be successful.

Lead Commissioner

One Commissioner is designated as the **Lead Camp Commissioner** for each camp session. They coordinate the activities of all the Camp Commissioners in camp. The **Lead Commissioner** is responsible to the **Camp Director** and the **other Commissioners** are responsible to the **Lead Commissioner**. The Lead Commissioner also serves assigned troop sites.

First-Year Camp Commissioners

Camp Commissioners who are serving in this capacity for the first time are usually teamed with an experienced Camp Commissioner to ease the transition to camp responsibilities.

Uniform

The uniform is one of the key methods in Scouting. Your uniform should be appropriate to your position and identify you as a Commissioner and a member of the camp staff at all times. Your appearance should set an example for both staff and campers. Only the field uniform or staff shirt should be worn in camp, and you should wear your staff name tag at all times.

Family Members in Camp

While we strongly encourage Commissioners to bring their boys to camp, or to serve on the session their boys are attending, we must remember that Scouts pay their own way. Any youth attending camp with a Commissioner need to pay the normal camp fee for the week, and should be attending with their troop or a provisional troop to ensure that the youth can work within the buddy system while the Commissioner is seeing to their duties. If space allows, arrangements can be made for youth to stay with their parents in the Commissioners' area at night.

Commissioners' Area

Commissioners have their own campsites in order to facilitate their serving the troops and leaders, and to allow for them to communicate freely among themselves concerning troop and camp needs. Commissioners are encouraged to stay in the Commissioners' area rather than staying with their home units, as this makes them more available to everyone, if needed.

Site Assignment

Each Commissioner can expect to be assigned to primary troop sites for the purpose of monitoring campsite maintenance and appearance. You are available to any and all troops to provide Commissioner service and support Scouts and Scouters, as needed, in a timely fashion. Although leaders are briefed that this is the policy, it is natural and appropriate that troops will tend to look to the Commissioner assigned to their campsite as "their Commissioner." The paramount consideration is for you to identify and satisfy a need as quickly and completely as possible for *any* of the troops in camp.

Duty Schedule

Commissioners are encouraged to be in camp to attend the camp staff meeting at 10:30 a.m. Sunday. You will meet for lunch with the other Commissioners and be introduced to the other camp staff members.

Except for emergencies, *Commissioners are expected to be in camp* throughout the session, from 11:00 a.m. Sunday until after brunch the following Saturday. This requirement is in recognition of your experience and value as a key mature staff member to the orderly and safe operation of the camp. The council considers your presence as a major factor in risk management and youth protection.

Beginning at 1:00 p.m. Sunday, troops will begin check-in at camp. In fact, some will likely be waiting to check in at the parking lot. You will want to introduce yourself to the leaders right away. You and the staff guides will usually be the first to welcome the arriving campers. The FUN begins?

Individual Troop Needs

You will need to get acquainted with the troops in camp in order to evaluate and meet their individual needs for Commissioner support and service. You will note a wide variance in the needs of the troops. This has a direct bearing on how best to serve the troops.



Many troops will have young Scouts who are in camp for the first time. A few troops will have older, more experienced Scouts who have been in camp before and are self-motivated. Some leaders will be experienced and well trained. Frequently there is no Scoutmaster in the traditional sense. Instead, troop leaders in camp may be an available adult with no training or experience. Your evaluation will tell you where your guidance will be required most to aid adults in fulfilling their leadership positions of responsibility.

Commissioners **DO NOT** assume troop leadership responsibility (nor does other camp staff officials). Commissioners **DO** provide advice and counsel, as needed, to the responsible troop leaders.

Commissioner counseling is discussed further in a subsequent section of this guide.

General Troop Service

Your Commissioner service and support will be the major factors in the troops having a successful and meaningful week in camp. The primary location where your assistance will be the most valuable and effective is the troop campsite. This is where you can have the most direct impact in assisting the leaders with troop camp activities. You will be helping troops find the activities and materials they need and how to best utilize what is available to them. You will help in showing leaders how to develop teamwork and patrol spirit and help adult leaders in developing youth leadership (patrol leaders' council), so adults can be comfortable in the role of guiding, counseling, teaching, reviewing, and recognizing.

You will need to coach the least experienced leaders on the aims and methods of Scouting. They will need the *Scoutmaster Handbook*.

You will need to encourage new leaders to take both Fast Start training and Youth Protection training offered at scheduled times during the week.

You will help them in developing and advancement plan, achieving their goals, minimizing stress and having FUN! Your cheerful service will be contagious and reflected in others.

Commissioner as a Counselor

Undoubtedly, the most important and primary function you perform as a Camp Commissioner is that of counselor. You will have the opportunity to contribute according to several of the definitions found in Webster's for the words "counseling" and "counselor," such as "using various techniques of the personal interview," "advisor," and, of course, "one who has supervisory duties at a summer camp."

Happily, most of your counseling will not involve problems, but will instead be related to the enjoyable and FUN summer camp activities. Remember, though, that the Camp Director must be informed immediately about troop problems along with your recommendations. *No one likes surprises*. As part of the camp staff team, you must be able to provide feedback to the camp leadership.

Regardless of whether or not there is a problem involved, there are several counseling techniques that will apply to most situations you may encounter.

The primary requirement to be a successful counselor is to be an attentive listener. Listen. Listen, and then listen some more. Interject questions that will draw out the other person. Interject your own opinions only after they have been specifically requested. After being allowed to express his own idea, a counselee will often answer his own questions with correct answers and with renewed self-confidence and self-esteem.



Each of us is different. An approach that works for one may not work for another because of many factors, including personality. Each leader that you work with and counsel is also different. To be effective, we must study and try to understand ourselves as well as the person we are counseling. Some persons are followers, doing their best when they are taking instructions from another. These people are looking for step-by-step guidance. Others must be a dominant leader, sometimes sensing as interference what they perceive as your attempt to govern their actions. Your own personality will affect how you come across to other people.

Less frequent than routine counseling but always more time-consuming is counseling someone who has a problem. It is important to help the person understand and resolve his or her problem before it grows larger. A person with a problem can impact an entire group and possibly the entire camp. Avoid the office, talking across a desk or table, or other "authority" settings. Aim for privacy and try to avoid distraction. As soon as you hear the person's problem, you will probably have all sorts of suggestions to help him or her out. Bite your tongue. **Give no advice! Listen!** Let the person know you are willing to take time to hear him or her out.



Frequently a leader recognizes a problem situation and comes to you or another staff member or leader for help. Sometimes a leader may not be aware of a problem that you see or have heard about from others. When this occurs, the problem may go away just by making the leader aware of it.

When counseling a leader who has a problem that is likely to require one or more steps of corrective action, it is most effective to utilize the techniques discussed above. **LISTEN!**

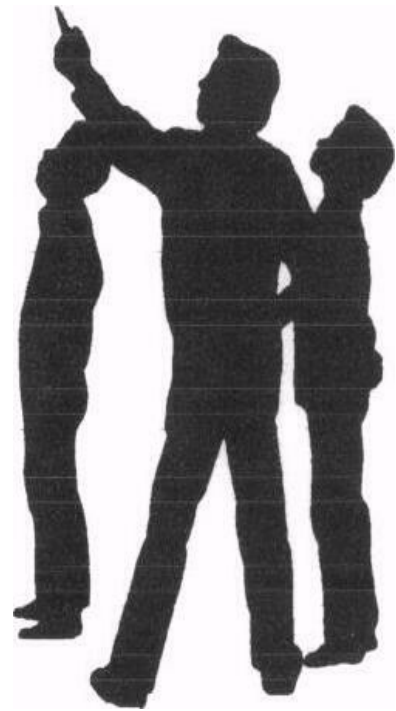
Use leading questions like "**Do you think he really meant to do that?**" or "**What do you think should be done?**" or "**Did you know?**" Lead the person, by your questions, into finding his own solutions.

A key ingredient is being positive. Most people like to have encouragement and compliments. Try not to be negative, with expressions such as "You're wrong," "That's not how to do it," "I should have done it myself," or "You should have known better." Instead, try expressions such as "That is one way of doing it, but have you thought of other ways that might be more effective?" or "I can see your point; however, let's put our feet in the other guy's shoes and try to see how he feels about it," or "You have a great troop and most of what I see is superb, but I've spotted a couple of areas where your troop could do even better." Look for the good, and give praise when it is due. Try not to criticize unless it is constructive. Build a person up instead of tearing him down.

Smile. Your Scout smile is contagious. Even the worst of situations has a bright side. Sometimes you have to hunt for it. And remember how many times in the past you have been able to look back and laugh over an incident that seemed so serious at the moment. But be careful: When the other person is serious, that is not the time to laugh. Be serious with him; show your equal concern with his concerns. Together, you and he can work even the most serious situations. Be on his side, as a helpmate. Laugh with a person, not at him. You're smiling, encouraging support and suggestions will go a long way.

Walking the Sites

Your most productive opportunities to provide service to the troops and their leaders will come from your visits to them in their campsites. You should make the loop around the campsites **at least** three times a day. Your **first visit** in the morning will likely include your documenting inspections on the bulletin boards of assigned campsites. Then **after lunch** or some other time in the afternoon you will need to walk the sites making the loop around the campsites to see if any troops need help meeting the program and growth objectives of their camp plan. They may require your assistance in establishing or revising their camp plan. This is a great time to start conversations as you deliver mail that has come into camp. At the **end of the day**, sometime after taps, you will want to carry a flashlight and walk the sites to see that all are settling down for the night. This is the time when competitive "night raids" or other such mischief is likely to occur, while exhausted troop leaders are already asleep.



Also, on applicable evenings, you should indicate your interest by visiting troop campfires. YOUR presence will assure that the activities and fire stay within bounds. The job of Commissioner happens largely where the troops live. Look at all the terrific exercise you are getting at no additional cost! FUN! FUN! FUN!

Leader Roundtables

The Commissioners should attend all leader roundtables and insure that all leaders attend. As the Commissioners are the "troubleshooters and friend" to the troops, they should be at the meetings so as to focus on any complaints, problems, or concerns. The Commissioners may then forward necessary attention items to the Camp Director as needed.

Program Activities

Less critical but often illuminating are your visits to the in-camp program areas. This is "where the rubber meets the road" in our camp program. You will be better able to advise the troop leaders with first-hand experience. The program director will appreciate your feedback and constructive comments. When possible, you should visit each of the program areas in camp once

Campsite Maintenance

You will be involved with helping troops become adjusted to their campsite facilities. You will help in showing leaders how to develop the teamwork and patrol spirit in cleaning and improving their campsite. You will be conducting inspections, not to find things wrong but to assist the troop in making their camp better. You will be concerned about the condition, repair and maintenance of the facilities. Not only for those in camp currently but for those who will follow. Find room to make daily comments of encouragement, offer ideas for improvement, and give congratulations for achievement. Ideally, this should be done on the posted inspection sheets. Be careful not to hurt your credibility by appearing to be only an inspector. Use inspections as a chance to counsel and congratulate.

Youth Protection

You are required to be currently trained and certified in youth protection, which is good for two years. You will help in implementing youth protection guidelines. You will monitor the troops to assure that they are maintaining youth protection standards and you will assist the Camp Director in enforcing council policies. You will help in seeing that boys and adults alike have their privacy. You will be concerned about the quality of their life in camp. You will be especially interested in their health and safety. Any possible youth protection problems must be reported immediately to the **Camp Director**. Share your concern and issues about youth protection with the Camp Director or camp chaplain only. Youth protection training is offered weekly at camp.

Homesickness

Some homesickness happens in every session of summer camp. A Scout seldom says he is homesick, but rather reports one or more of the following symptoms-- a stomach ache, can't eat, a headache, and asthma attack, fatigue, etc. It is important for him to be checked by a Health staff member. Altitude sickness can be a factor. Some time to adjust and rest can work wonders.

First-year campers are the most susceptible. When a boy first shows symptoms of homesickness, take fast action to involve him in activities that will be stimulating and exciting. Give him a chance to talk to you privately about the people at home - don't tell him to forget them. **Comply with youth protection standards by having another adult observe this counseling at some distance.** If available, you may decide to call on the camp chaplain to conduct counseling.

Ask one of the junior staff of his troop to take a personal interest in the boy - to work with him directly to so involve him in activities that he won't want to return home because he is now gaining acceptance and support at camp which he formerly sought at home. If his troop does not have the staff member needed, a camp staff member should be temporarily assigned to provide this support. Telephone calls home usually make homesickness worse.

Discipline Problems

Most discipline problems must be managed within the Scout's troop. You will counsel the leaders to utilize the guidelines outline in the *Scoutmaster Handbook* and the camp leaders guide. It is NOT your role to deal directly with Scouts causing problems.

Scouts who do not respond to corrective action usually come from one of two extreme home environments. One is the situation where the boy is allowed no latitude at home to make decisions for himself and is used to extreme domination. The other extreme home situation is one that is completely permissive and all restrictions on behavior are avoided. When there is inadequate response to corrective action by a Scout, he may need to be removed from camp in consideration for his own safety and the safety of others. This decision would be made by the Camp Director with consultation from the troop leader and Commissioner. The camp environment is not the place to deal with extreme behavior dysfunctions.

You Can't Win Them All

You do not expect losses, but you should not become discouraged when a boy does not respond as you desire. As noted just above, a boy may bring a problem with him to camp, which can be effectively dealt with only in the home. We sometimes encounter homesickness, which is actually brought on by insecurity due to a tragic domestic situation at home. You may never really know why a troop leader is unsuccessful in turning around a Scout's camp problem. Be proud that you cared enough to try to help the boy have a good camping experience. Your reward comes from the many successes you are producing daily.



Your Commissioner's Toolbox

Scout leaders' material is scarce at camp. Be sure to put together and bring to camp a kit of useful items that you have accumulated and have used over your years in Scouting. Standard items in your toolbox will include the *Scoutmaster Handbook*, this guide, the *Boy Scout Handbook*, current camp leaders' guide, *Guide to Safe Scouting*, *Commissioner Field book*, *Commissioner Program Helps*, *Patrol Leader's Handbook*, *Senior Patrol Leader's Handbook*, *Field book*, current *Boy Scout Requirements*, program and course materials, Scout craft items, writing materials, etc.

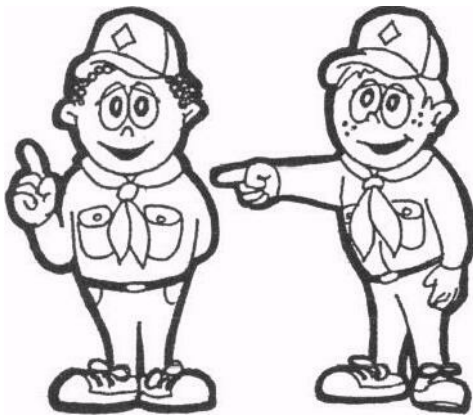
You need not bring an extensive library with you to camp, but the above materials all provide valuable tools for helping the troops and troop leaders succeed. Use the materials that you are the most comfortable with.

You Are a Role Model

Role models are fundamental to Scouting, especially at summer camp. Camp staff is viewed as role models by our campers. Adult staffs are the models for the younger staff members, and Commissioners are recognized by all as examples of experienced, mature leaders of high character selected because of the quality of their efforts and dedication to the ideals of Scouting. Be assured that the example you set will be emulated by others.

A Word about Profanity and Smoking

Although profanity has no place in Scouting, it does occur in summer camp. Usually it is the product of careless speech habits and should be corrected as such. First, set the example by not swearing or using profanity *yourself*. Provide a general reminder at camp staff and leaders' meetings, stressing the reality that younger staff and campers will certainly mimic what they hear from their revered role models. It is a chain. Campers learn from staff members what is learned in the staff area. We can't expect campers to respect us and Scouting if we permit the ideals of Scouting to be ignored. What will the Scouts' attitude be if we stress cleanliness of speech in the Scout Oath and Law but permit foul language in camp?



On-the-spot reminders are effective, but they should not be directed to an individual. The appeal should be to group responsibility to maintain our mutual standards of speech and conduct.

Bawling out an individual in public does little good and, usually, just causes resentment. Individual appeal are also necessary and should be made in private right away. Private counseling to individuals should accept that no offense was intended and that the harm was probably not even recognized as such. Try to appeal to the individual's pride and desire to uphold the ideals of Scouting.

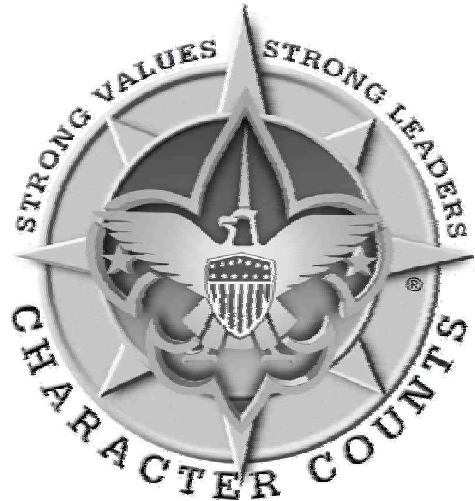
Smoking is *not allowed* in tents, any buildings, or camp sites. Smoking *is allowed* in the main parking lot only.

Aims and Methods of Scouting

Especially in summer camp, you will need to depend heavily on Scouting's basic fundamentals, the aims and methods of Scouting. In the *Scoutmaster's Handbook*, in your Commissioner's toolbox, they are woven into the program presented. You will want to reiterate these basics as you meet the daily challenges as Camp Commissioner. These basics set Scout summer camp aside from other summer camp opportunities

Aims of Scouting

- Build character
 - Moral strength
 - Personal qualities
 - Values
 - Outlook
- Foster citizenship
 - Relationship to others
 - Obligations to society and government
- Develop fitness
 - Mind: think clear and clean, and solve problems
 - Emotions: self-control, courage, and self-respect
 - Physical: body well-tuned, clean, and healthy



Methods of Scouting

- Ideals - Campers experience the FUN and adventure of summer camp the Scout way - guided by the Scout Oath and Law and in showing Scout spirit by trying to live up to these ideals.
- Patrols - Patrols and boy leadership of the troop are fostered by the troop leaders.
- Outdoors - Being close to nature at camp helps Scouts gain an appreciation for God's handiwork and mankind's place in it. The outdoors is the laboratory for Scouts to learn ecology and practice conservation of nature's resources.
- Advancement - The steps in the advancement system help a boy grow in self-reliance and the ability to help others.
- Personal growth - As Scouts plan their activity and progress toward their goals, they experience personal growth.
- Adult Association - Boys learn from the examples set by their adult leaders in the troop and camp staff.
- Leadership development - In camp, Scouts share responsibilities and are encouraged to learn and practice leadership skills.
- The uniform - The uniform is the practical camp attire for Scout activities. The uniform provides a way for the Scout to show his pride in his patrol and troop and his progress and service in Scouting.

Other Activities

There are other activities outside your responsibility as Commissioner, which, if allowed, can distract from your primary mission: your service to the troops in camp. You may wish to advise or encourage some of these activities, but you should avoid the time-consuming responsibility and details. Your daily routine of support and meetings will be taxing enough.

Service Projects

There are many opportunities for troops to complete meaningful service projects at camp. You may have occasion to monitor the activity of one or more of these projects. You are discouraged from becoming involved in the actual performance of projects. Your volunteer service as a Camp Commissioner is far more important than any camp service project and is to be recognized as such.

Early Morning Coffee/Hot Chocolate

You may elect to participate in *early* informal coffee/hot chocolate get-togethers with the troop leaders. This is an optional social meeting that ends in time for you to be at the staff meeting before the morning flag ceremony. This get-together may occur in the dining hall, one of the shelters, the troop campsite, or the Commissioners' area. This optional meeting has produced beneficial results in the past. However, we emphasize that this is a strictly voluntary activity for Commissioners and leaders.

You Are Not a Go-Fer

Commissioners have enough responsibilities obtaining support for the troops in camp and counseling the leaders without becoming go-fers for the troops or for the camp staff members. Being a good guy by running errands that can and should be performed by others can reduce your effectiveness and rob the troops of your valuable support. You will need to explain that you cannot neglect your primary responsibilities when you say "no" to these requests.

You Are a Part of the Staff

Commissioners should take an active role in camp staff activities during the week to encourage unity with the rest of the staff members. This should include participation in flag ceremonies, in songs, skits, and other staff activities. Primarily, this will occur at the opening and closing campfire programs or in the dining halls.

Commissioners have traditionally helped to promote and judge various awards activities. These include the Pride Award, spirit awards, gateway awards, and inspection awards. You should work with the Camp Director in selecting winning troops and recognizing them daily/weekly, as fits the award.

Judgment

This guide is not intended to replace your own good judgment. Trust in the quality of your judgment and experience was fundamental to your selection to serve as a Camp Commissioner. You are expected to exercise your prerogatives within the policies of the Longs Peak Council, Boy Scouts of America.

Camp Jack Nicol Cub Family Camp Addendum

There are several things about Camp Nicol that vary from the Boy Scout camps. This section will note the differences of interest to Commissioners.



Program Activities

In Camp Nicol, everyone rotates through the program areas as a group, according to the theme area in which they camp. As such, most of the leaders will be accompanying the Cubs to each program activity. Commissioners are encouraged to stay in a particular theme area and be available as resources to assist youth and adults. Commissioners should not take over the operation of program activities, but should be available to assist those who may need extra help.

Counseling

Most counseling at Camp Nicol will involve adults, many of whom will be on their first camping experience during their visit. Very few of the leaders in camp will be normal pack or den leaders, and most are parents attending with their sons. Make no assumptions concerning levels of experience or training, but remain open to questions and help leaders to understand how and why the camp works the way it does.

Commissioner's Toolbox

Your Commissioner's toolbox should include appropriate materials such as the *Cub Scout Leader Handbook*, *Tiger Cub Scout Book*, *Wolf Cub Scout Book*, *Bear Cub Scout Book*, *Webelos Scout Book*, *Cub Scout Songbook*, *Group Meeting Sparklers*, *Cub Scout Academics and Sports Program Guide*.

Advancement

While some activities will contribute to the completion of advancement requirements, that is not the primary purpose of Camp Nicol. Camp Nicol programs are designed primarily to allow Cub Scouts to have FUN outdoors. While some advancement will take place, it is not reasonable for leaders to expect completion of Webelos activity badges or Wolf/Bear achievements as part of the program. You may wish to help leaders identify requirements for advancement or Academics and Sports loops and pins that are completed during the session.

Other Duties

We see Commissioners as being the focal point of the theme area in which they are assigned. A Commissioner should be in the theme area to help people move in, setup camp, point out schedules, and pack up at the end of camp. The idea is for the Commissioner to be the "go-to" person in the theme area if anything is needed. Specific duties may include the following:

- Check-in/check-out within the campsites
- Stocking latrines and wash areas with paper and supplies
- Assisting leaders with discipline or advancement problems
- Assisting with program areas
- Having a radio for nighttime emergencies (medical, weather, wildlife, etc.)
- Having a key to unlock shower stalls that are accidentally locked
- Assisting with supplemental activities and games.

Commissioner Training

It only stands to reason that a reasonable level of training must be expected in order to be able to adequately serve the units in camp. For this reason, the following levels of training are **REQUIRED** to serve as a Camp Commissioner:

- Youth Protection
- Current National Camp School Commissioner or Day/Resident Camp Certification or Unit Commissioner Basic Training and Cub Leader-Specific training (any Cub leader position)
- Camp Commissioner Orientation