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We are all spirit children of a loving Heavenly Father.

Heavenly Father sent each person to earth with different abilities, capabilities, and talents. With these unique abilities, each of us can make a meaningful contribution to building the kingdom of God on the earth.

"Therefore, if ye have desires to serve God ye are called to the work" (D&C 4:3).

Everyone who is worthy and has a desire to serve may have the opportunity to be called as a missionary.



The Charge to Move Forward

Under the direction of the First Presidency, the young Church-service missionary program is available to young men and young women throughout the Church.

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Introduction to the Young Church-Service Missionary Resource Book

Worthy young single adults who have been honorably excused from serving proselyting missions for health reasons or other considerations, yet have a strong desire to serve, may be called as young Church-service missionaries (YCSMs). These missionaries render meaningful service that blesses the lives of others and helps build the kingdom of God on earth. This service also strengthens their testimonies and helps them build life skills.

Young Church-service missionaries are called by the Lord to serve in Church operations, approved nonprofit community organizations, or stake service assignments.

This resource book provides information about (1) the desire to serve, (2) the mission experience, and (3) the support network for these missionaries.





"Men and women of mission age who are unable to serve a proselyting mission can counsel with parents and leaders to consider options for a service mission. While service missions vary in terms of assignment and length depending on the missionary's abilities, they involve real work, real service, and real sacrifice that make a difference in building the kingdom of God on earth."

—Elder Adrián Ochoa ("Ye Are the Light of the World," Ensign, Sept. 2012, 30)

Desire to Serve

Who May Serve as a Young Church-Service Missionary (YCSM)?

The young Church-service missionary program is a good option for the following young single adults who have a strong desire to serve:

- Worthy young men ages 18–25 who have been honorably excused from serving a proselyting mission for health reasons or other considerations
- Worthy young women ages 19–25 who desire to serve a mission and have been honorably excused from serving a proselyting mission
- Worthy proselyting missionaries who have returned home early due to accident, illness, or similar conditions. These missionaries may choose to finish their term of service as a YCSM.

Standards of worthiness for YCSMs are the same as for full-time proselyting missionaries.

Benefits of Serving as a YCSM

The young Church-service missionary program is designed to:

■ Provide meaningful mission experiences that will help bring souls closer to Christ and bless the missionaries, their families, the Church, and the organizations where they serve.

Young Church-Service Missionaries

- Follow the example of Jesus Christ.
 - Render meaningful service.
- Study and pray. Build life skills.

- Provide opportunities for missionaries to meet the expectations of their service assignments and feel a sense of accomplishment.
- Deepen testimony, faith, and feelings of self-worth.
- Help missionaries build life skills that prepare them for their future.

Where to Serve

YCSMs live at home and serve locally. For ideas about where these missionaries might serve in their area, priesthood leaders can refer to the stake page of the Church Directory of Organizations and Leaders (CDOL) at cdol.lds.org under "Associated Organizations." These leaders can also contact the



Church-service missionary (CSM) group coordinators assigned to their geographic area (see page 6).

Some opportunities where YCSMs currently serve are listed below (see also page 19).

- Family History: FamilySearch indexing*, world-wide FamilySearch support*, family history center assistance, family history library assistant, family history image processing specialist, and family history data specialist
- **Church Offices:** administrative assistant, referral management, and office support
- Meetinghouse Facilities: building maintenance and supplies
- Seminaries and Institutes: office work, computer support, social media, student recruitment and enrollment, special-needs assistance, and events support
- **Temples:** grounds maintenance
- Welfare Operations: bishops' storehouses, production facilities, farms, orchards, Deseret Industries, and employment resource centers
- **Community Service:** local food banks, pantries, shelters, senior citizen centers, approved nonprofit organizations, and more

The stake president and bishop may also give service assignments to YCSMs as part of their formal assignments. For examples of stake-assigned service, go to "Additional Resources" under "Leader Resources" on lds.org/ycsm.

Note: YCSMs should never serve alone with children.

* These assignments can be fulfilled at home if the missionary has a computer and a high-speed internet connection.

What other service opportunities could be developed for YCSMs in your area?

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"When ye are in the service of your fellow beings ye are only in the service of your God." —Mosiah 2:17

Mission Experience

"The Spirit of the Lord is here in these labors . . . just as much as it is in preaching the gospel."

—President Brigham Young (in Journal of Discourses, 11:294)

As President Brigham Young taught, there are many ways to help build the kingdom of God on earth, and the Spirit of the Lord is in all these labors. Proselyting missions and Church-service missions are both acceptable offerings in serving the Lord.

Overview of a Mission for a YCSM

• When a young Church-service missionary is called, he or she will receive a call letter and be set apart by his or her stake president (see page 7).



- The missionary lives at home and serves locally; he or she may have opportunities to serve in more than one venue.
- The missionary generally serves as close to fulltime as possible (a minimum of 8 hours a week) for 6 to 24 months.
- Each missionary will receive a copy of the *Young Church-Service Missionary Guiding Principles Hand-book*. This handbook gives counsel and guidance about topics such as commitment to serving the Lord, personal conduct, and daily schedule. It allows for modifications to be made for each missionary.
- The YCSM wears a missionary name badge.

■ The YCSM may be invited to speak in sacrament meeting at the beginning of the mission and at the conclusion (see page 10).

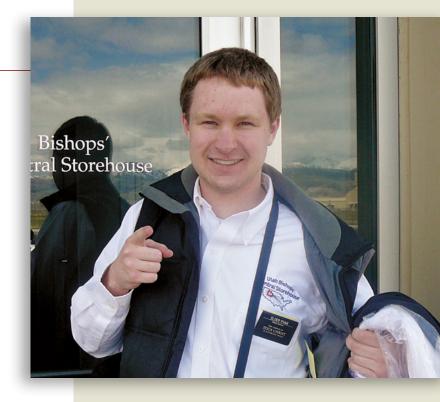
• Information about the mission service will be added to the missionary's membership record.

■ At the end of the missionary's term of service, he or she receives a certificate and letter of release (see page 10), as well as a letter of appreciation from the First Presidency.

Designing a Unique Mission

Each mission is uniquely designed to fit the abilities of the missionary. Individual strengths, talents, and abilities should be considered in coordinating the mission experience and selecting the service locations and schedule.

The prospective missionary should be involved in this process. Parents



"We each have a covenant responsibility to be sensitive to the needs of others and serve as the Savior did—to reach out, bless, and uplift those around us."

—President Dieter F.
Uchtdorf ("Waiting on the Road to Damascus," Ensign or Liahona, May 2011, 76)



or guardians can also provide insight into ways the individual can serve effectively.

In the United States and Canada, local YCSM facilitators help operation managers match opportunities with qualified candidates (see the next heading). In other countries, the human resource manager in the area administrative office oversees the YCSM program and provides similar services to local priesthood leaders.

Together with parents or guardians, the YCSM makes a written schedule for each day. See the example on this page, and see pages 26–27 in the *Young Church-Service Missionary Guiding Principles Handbook.*

Matching the Prospective Missionary to the Right Opportunity

Missionary assignments must be a positive and productive experience for both the YCSMs and the locations where they serve. Local YCSM facilitators work with the prospective missionaries and their parents or guardians, priesthood leaders,

Daily Schedule Example

Modify as appropriate.

- Arise and pray.
- Exercise for 30 minutes. (Consult with your health care professional about your physical health and circumstances.)
- Finish preparations for the day.
- Take part in devotional or gospel study.
- Report to your assignment on time. (Attend a prayer meeting or devotional before your shift if one is scheduled.)
- Serve until your assignment time is completed.
- Follow your off-assignment plan from your daily schedule. This should include an hour of personal gospel study. It may also include temple attendance, institute classes and activities, work with ward missionaries, and more.
- Pray and retire to bed.



and managers or supervisors of the service opportunities to determine the best match for each missionary. The managers may interview prospective missionaries to make sure they meet the service requirements. Prospective missionaries, parents or guardians, and priesthood leaders are encouraged to visit potential service locations to determine if the missionary, the organization, and the service opportunity are well matched.

YCSMs may be assigned to more than one Church operation or service location to fill the amount of time they are available to serve. They can serve on weekends and in evenings as well as during the day.

Service in the Community

If there are not adequate service opportunities in Church operations within reasonable commuting distance, local YCSM facilitators can help parents or guardians, bishops, and stake presidents arrange for appropriate opportunities in the community (see page 2 for examples). Local facilitators ensure that personnel at the community operation understand the purposes of the YCSM program and support adherence to Church standards. They also ensure that the organization agrees to (1) provide opportunities for meaningful service, (2) provide requisite training and supervision, and (3) allow the YCSM to wear the missionary name badge.

Contact Information and Questions

If you do not know the CSM group coordinators for your stake, ask your local priesthood leader for their contact information. These coordinators are also listed in the CDOL under "Associated Organizations."

For questions about the YCSM program, contact a CSM group coordinator or the central YCSM office in Salt Lake City at **1-801-240-4914** or **ycsm@ldschurch.org.**



Interview, Application, Call, and Release Process

- 1. The candidate talks with his or her bishop about serving as a young Church-service missionary. The bishop interviews the candidate to (a) ensure mission worthiness, (b) confirm the desire and ability to serve, and (c) confirm that the candidate will live according to the mission rules as outlined in the *Young Church-Service Missionary Guiding Principles Handbook*.
- 2. If the bishop agrees that the candidate qualifies, he recommends the person using the online YCSM system at ycsm.lds.org.
- 3. The YCSM system sends an email to the candidate with a link to the website. The candidate follows that link and fills out and submits the online profile.
- 4. After the candidate submits the profile, a local YCSM facilitator contacts him or her to help find one or more suitable service opportunities in the area (see pages 5–6).
- 5. When the candidate, the parents or guardians, and the operation manager feel that the opportunity is a good fit, a local YCSM facilitator completes the mission assignment schedule on the online recommendation form.
- 6. The YCSM system sends emails to the bishop and stake president. The bishop approves the assignment schedule. Then the stake president interviews the candidate, reviews and approves the assignment schedule, and completes and submits the online recommendation form.
- 7. The YCSM office processes the mission call and mails a call letter packet to the stake president. He reviews the missionary call letter, signs it, and issues the call by mailing it to the missionary's home.



"To find real happiness, we must seek for it . . . outside ourselves. . . . We cannot escape the influence our lives have upon the lives of others."

—President Thomas S. Monson ("The Joy of Service," New Era, Oct. 2009, 4)

- 8. The stake president meets with the missionary, reviews the *Young Church-Service Missionary Guiding Principles Handbook*, and makes any necessary modifications to the guidelines. He and the missionary fill out and sign pages 28 and 29 of the handbook. The stake president sets apart the missionary and gives him or her the YCSM name badge. The missionary then begins serving.
- 9. The stake president, bishop, or stake YCSM specialist contacts the operation manager to (a) establish regular communication regarding the missionary's performance and progress and (b) discuss any other considerations needed to ensure a positive experience for the missionary.
- 10. The stake president releases the missionary when the service ends (see page 10).

Wearing the Missionary Badge

The missionary badge is sent to the stake president. He presents it to the YCSM when setting him or her apart. YCSMs should always wear their missionary badges when serving in their assignments and in Church meetings. Badges are not worn at other times, such as at young single adult activities. If a stake president allows group and single dating, missionaries should not wear their badges on those occasions. (Dating is not permitted for YCSMs who returned home early from proselyting missions.)

Holding the Melchizedek Priesthood

Typically, young men who are called as Churchservice missionaries hold the Melchizedek Priesthood. If priesthood leaders do not feel that a young man is ready to hold the Melchizedek Priesthood, he should hold the Aaronic Priesthood. For these young men, the use of the term *Elder* denotes their call as a missionary, not their priesthood office.



YCSM Guiding Principles Handbook

he Young Church-Service Missionary
Guiding Principles Handbook provides
information about missionary conduct,
schedules, activities, relationships, and
well-being. The missionary reviews the
handbook with his or her bishop, stake president, and parents or guardians. If any of the
handbook's guidelines need to be modified,
the missionary and stake president list these
on page 28, which both the missionary and
stake president sign. The missionary and
stake president also sign "My Mission Commitment" on page 29. The handbook can be
used to record the missionary's progress, track
regular interviews, and guide discussions.

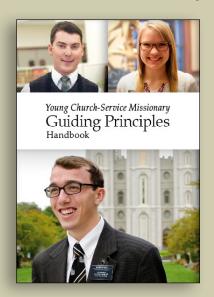
YCSMs should have a schedule for each day that includes their service assignment(s) and off-assignment activities. The "My Schedule" section on pages 26–27 of the handbook is provided for this purpose.

During their off-assignment time,

missionaries should study the scriptures, especially the Book of Mormon. They should also take care of their personal needs, such as washing and ironing clothes, getting a haircut, and cleaning their living space. Other good off-assignment activities include serving family, neighbors, the ward, and the community; doing family history research or indexing; and attending the temple.

YCSMs are encouraged to share their mission experiences with their family, keep a journal, exercise as appropriate for their physical circumstances, and participate in activities that strengthen family relationships. They are also encouraged to participate in institute and young single adult meetings and activities.

Group and single dating may be approved by priesthood leaders, in consultation with parents or guardians and as directed by the Spirit. (However, dating is not permitted for YCSMs who returned home early from proselyting missions.) Dating should never interfere with a YCSM's service assignment. Wholesome activities and relationships help build social skills, feelings of self-worth, and independence, all of which contribute to individual growth.



Cell phone and computer use, recreational activities, and entertainment (such as viewing movies and television and using the internet) should be in harmony with gospel principles and should not detract in any way from the Spirit and the calling of a mission. The Young Church-Service Missionary Guiding Principles Handbook provides more details about these activities.

determine if and when a young adult should receive the endowment.

Where a temple is nearby and when it is appropriate for the YCSM, regular temple attendance is encouraged. Temple attendance is not part of the formal YCSM assignment, but it is an excellent way for a missionary to receive spiritual strength and provide service to others.

Mission Release

At the conclusion of the mission, a letter of appreciation will be sent to the missionary's home from the First Presidency, expressing that the Lord has been pleased with his or her service. In addition, a certificate and letter of release are sent to the stake president. He signs them and presents them to the missionary during the release interview.

Priesthood leaders may give YCSMs opportunities to speak in Church meetings at the beginning and conclusion of their service, as well as during their missions. These opportunities can include the YCSM reporting on his or her mission to the high council, speaking in the home-ward sacrament meeting, and speaking with high councilors in their monthly sacrament meeting assignments if the stake president feels so prompted.

Young Church-service missions are not extended beyond two years. The bishop helps guide these young adults as they pursue other opportunities to serve and prepare for their future. In addition, development counselors from LDS Family Services are assigned to work with each YCSM. They can assist with efforts such as exploring and evaluating options, completing job applications, creating a résumé, and applying to technical school or college.





"It is serving God and others persistently with full heart and soul that turns testimony of truth into unbreakable spiritual strength."

—President Henry B. Eyring ("Mountains to Climb," Ensign or Liahona, May 2012, 24)

Support Network

Parents or Guardians and Families

Our families on earth are patterned after our heavenly family. The family is the central unit of Heavenly Father's plan. Families play a critical role throughout a missionary's service. An important aspect when designing a mission for a YCSM is to build on the relationship already established between the prospective missionary and his or her family. Parents or guardians provide direction, support, and encouragement. Priesthood leaders consult with parents or guardians about appropriate expectations for each YCSM.

Priesthood Leaders

Bishops and stake presidents are authorized to honorably excuse young adults from serving proselyting missions when appropriate. If these leaders have a question about a young adult's capacity to serve a proselyting mission, they should consider requesting a pre-mission evaluation from a development counselor at LDS Family Services to help them make the determination. This determination is subject to review by the Missionary Department.

The stake president is the YCSM's ecclesiastical leader and sets the spiritual and behavioral expectations. He may delegate responsibility to help oversee the missionary's service to one of his counselors, a high councilor, a stake YCSM specialist, or the bishop.

The stake president or the priesthood leader he designates provides guidance and support during the mission. This leader:

• Conducts regular interviews to discuss worthiness, assist with well-being and progress, counsel about life skills development, and review the mission experience.

- Encourages gospel study and spiritual development.
- Reviews with the missionary the commitments he or she recorded in the *Young Church-Service Missionary Guiding Principles Handbook*.
- Ensures that the parents or guardians are involved in the mission experience.

When helping plan mission assignments for a young Church-service missionary candidate, priesthood leaders might consider this question:

How else could this individual serve in my ward or stake?

Stake YCSM Specialist

The stake president may call a stake YCSM specialist to assist him with the YCSM program. This person works with local YCSM facilitators to arrange for and design mission assignments. The stake president may also designate this specialist to help oversee a YCSM's service (see page 11). For other potential responsibilities, see page 7, item 9.

Church-Service Missionary (CSM) Group Coordinators

Church-service missionary group coordinators play a vital role in the service of YCSMs by assisting in the following ways:

- Matching the missionary to the right opportunity
- Designing a unique mission
- Arranging opportunities for YCSMs to serve at Church operations and approved nonprofit community organizations

During this process, these coordinators work with the stake YCSM specialist if one has been called.



"Behold, the Lord requireth the heart and a willing mind; and the willing and obedient shall eat the good of the land of Zion in these last days."

—Doctrine and Covenants 64:34

Support Network before Service

Prospective Missionary	Must have a strong desire to serve. Should be involved in planning and selecting the mission assignment(s).
Parents or Guardians and Family	Help define the prospective missionary's interests, abilities, and talents. Give priesthood leaders and local YCSM facilitators insight into ways the missionary can serve effectively. Provide input in determining which service opportunities would be the best match for the missionary. Commit to provide the support needed during the mission.
Bishop	Determines the candidate's worthiness and readiness to serve. Initiates the online YCSM recommendation form. After the assignments have been determined, he approves the assignment schedule on the online form.
CSM Group Coordinator or Local YCSM Facilitator Couple	Helps prospective missionaries, parents, priesthood leaders, and operation managers identify and select appropriate service opportunities (see page 12). Works with stake YCSM specialists in this effort if they are called. In areas with many YCSMs, this responsibility is primarily handled by the local YCSM facilitator couple (see page 16).
Stake President	Interviews the candidate to validate worthiness, reviews and approves the assignment schedule, and completes and submits the online YCSM recommendation form.
YCSM Office	Sends a call packet to the stake president, which includes a call letter, a missionary badge, and the Young Church-Service Missionary Guiding Principles Handbook.
Development Counselor	If requested by a bishop or stake president, meets with the prospective missionary and performs an assessment to help these leaders determine if the young adult should be honorably excused from serving a proselyting mission (see page 11).

In areas with many YCSMs, local YCSM facilitators primarily handle this responsibility (see page 16).

Operation Manager

The operation manager sets the service expectations for the YCSM; supervises the day-to-day work; and provides guidance, support, and training. The manager also ensures that the work environment is safe and supportive. He or she provides meaningful work opportunities so the YCSM is able to develop skills and confidence. The missionary's perception of the mission experience is largely determined by how he or she is valued and encouraged by the manager, employees, and other missionaries.

On-Site YCSM Leader

If multiple YCSMs are serving at the same location, the operation manager might find it helpful to

request that a Church-service missionary (or couple) be called as an on-site YCSM leader. This person or couple has the following responsibilities:

- Assist the operation manager with day-to-day oversight, coordination, and support.
- Schedule gospel study, using the format best suited to each YCSM.
- Encourage each YCSM to email his or her stake president, bishop, operation supervisors, and parents or guardians an update of his or her mission experience each month. Suggest that the missionary share his or her recent successes and challenges, gospel study progress, personal development, and commitment and feelings about serving the Lord. Depending on individual abilities, email will not always be possible. Alternate methods for reporting should be considered, such as a simple checklist.





"Trust in the Lord with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths." —Proverbs 3:5–6

YCSM Group Leaders

If an area has a large number of YCSMs, an Area Seventy may call YCSM group leaders (usually a Church-service missionary couple). Group leaders help shepherd YCSMs within a specified group of coordinating councils. They can have a lasting influence for good on these missionaries and help them grow in the gospel and strengthen their testimonies. YCSM group leaders might consider:

- Conducting regular progress interviews with YCSMs. (These are not worthiness interviews.)
- Reviewing how missionaries are performing in their mission assignments and providing feedback.
- Organizing and conducting YCSM group conferences, service and temple activities (where possible), and leadership assignments to enhance the missionary experience.

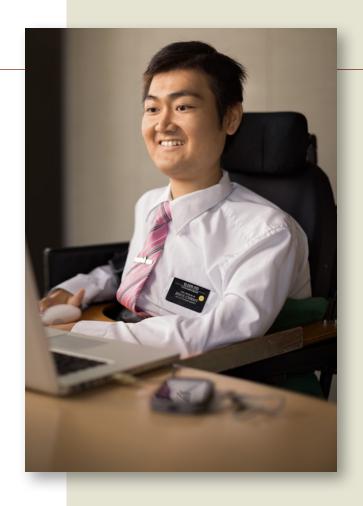
YCSM group leaders also coordinate any issues with the stake president and operation manager.

Local YCSM Facilitators

In areas with many YCSMs, an Area Seventy calls a couple to serve as local YCSM facilitators. Their primary responsibility is to help arrange for and design YCSM mission assignments. This couple's responsibilities mirror those of the CSM group coordinators (see page 12).

Summary

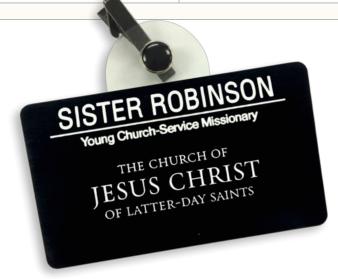
A young Church-service mission will strengthen and develop the missionary and his or her family in many ways. Through these missions, young single adults provide meaningful service to others, to the Church, and to community organizations. Serving as a YCSM requires dedication and commitment by the missionary and by his or her family, priesthood leaders, and operation managers. It will bless the lives of all who faithfully serve.





Support Network during Service

Stake President	Is the ecclesiastical leader of the YCSM and sets the spiritual and behavioral expectations. He or another priesthood leader he designates provides guidance and support during the mission. He or his designee conducts regular interviews with the YCSM to discuss worthiness, assist with well-being and progress, counsel about life skills development, and review the missionary experience (see pages 11–12).
Parents or Guardians and Family	Support the missionary, follow up on each day's activities, provide transportation as needed, and maintain insurance.
Operation Manager	Provides day-to-day oversight of service assignments, training, and performance (see page 14).
On-Site YCSM Leader (called as needed)	Assists operation managers with day-to-day oversight, coordination, and support; also assists YCSMs as outlined on page 14.
YCSM Group Leaders (called as needed)	Help ensure a positive mission experience by conducting regular progress interviews with the missionary, reviewing how he or she is performing, providing feedback, organizing conferences, and coordinating any issues with the stake president and operation manager (see page 15).
Development Counselor	Helps identify how the skills the missionary has learned during service will apply to life skills after the mission ends. This occurs as each missionary nears the end of his or her mission (see page 10).



Appendix

Exceptions to Typical Living Arrangements

Most YCSMs live at home and serve locally. In some cases, YCSMs may be able to serve away from home while living with relatives such as grandparents, stepparents, aunts and uncles, or siblings. These family members must fully understand the commitment they are making. They must be willing and able to support and be responsible for the YCSM for the duration of the mission. The home bishop and stake president coordinate with the priesthood leaders of the relatives with whom the missionary will stay, since the missionary's membership record will be moved to that ward and stake. Priesthood leaders and families should not place expectations for monetary support on local units.

If a senior couple or single sister desires to serve a full-time mission away from home and has an eligible YCSM living at home, a suitable opportunity may be found for the YCSM candidate. This allows them to serve away from home together or in close proximity.

Finances

The missionaries and their families are responsible for the expenses related to their missionary service. This includes but is not limited to transportation, food, clothing, medical and dental care, and medical insurance. Questions about income tax deductions should be referred to a tax professional.

Medical Insurance

The family is responsible to ensure that the missionary is covered by adequate medical insurance. Any medical expenses incurred because of an accident while serving at the assigned location that are not covered by the family's insurance may be eligible for coverage under the Church's activity medical assistance program.

Not All Young Adults May Be Able to Serve

A wide range of physical, mental, and emotional conditions exists among young Church-service missionaries. Serving a mission can be a challenging experience. Every effort is made to accommodate every worthy young adult according to his or her capabilities. Nevertheless, some young adults will not be able to serve because of the nature and severity of their condition, the geographic location, or the lack of family support. Priesthood leaders should express love for these young adults and work closely with them. Leaders can provide them with other opportunities to serve in the Church, adapted to their individual needs and capacities, and help them pursue other worthy goals.

Personal Needs Requiring Extra Assistance

Some young Church-service missionaries may need assistance with personal needs, such as feeding, bathroom, medical, or transportation needs. Expectations to provide this care should not be placed on local Church units, operation managers, or peers. If a missionary needs such assistance, family members may need to provide it so he or she can serve successfully. If necessary, the supervisor may contact family members or priesthood leaders to ask for their assistance and to coordinate help for any need that has not been addressed.

Ward and Stake Callings

The bishop and stake president may give ward or stake callings to YCSMs if those callings do not interfere with their mission assignments. Temple service and assisting the full-time proselyting missionaries are also valuable activities. However, they are not part of the formal calling of a YCSM. Such activities can be encouraged at the discretion of local priesthood leaders.

Opportunities on the Wasatch Front

In the Salt Lake City and Wasatch Front area, YCSMs may serve at a number of additional operations or departments at or near Church headquarters. These include:

- Bishops' Central Storehouse
- Publishing Services Department
- Church Headquarters Building Hosting
- Deservet Manufacturing
- **Family History Department**
- Food Services
- Headquarters Gardens
- Global Service Center
- Welfare Square
- Other Church Headquarters Departments and Welfare Production Operations (for example, Deseret Soap, Deseret Meat, and Deseret Dairy)

YCSM Office Contact Information

Questions or feedback can be directed to the local CSM group coordinators or to the central YCSM office at **1-801-240-4914** or **ycsm@ldschurch.org.**

Notes			

THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS

