

Advancement News

August-September
2014

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Prepared. For Life.®

Previous issues are available at http://www.scouting.org/scoutsource/BoyScouts/AdvancementandAwards/advancement_news.aspx

Opportunities for Advancement Administrators

January 11-17, 2015

Florida Sea Base: Conference on Education for Advancement Administrators (CEAA)

Ever find yourself wishing on Labor Day that you could extend the summer months just a few days? Well, this year you can, but those extra days of summer will be in January in the Florida Keys! Once again the Florida National High Adventure Sea Base will play host to the Conference on Education for Advancement Administrators. Scheduled for January 11-17, 2015, the CEAA will be the premier “mountain top”—or more accurately, “sea-level”—learning experience for council and district advancement volunteers and professionals.

The conference will provide participants an opportunity to assist the National Advancement Committee in the development of educational materials and other resources that will be used across the country. Participants will review existing materials and make recommendations for new tools to help leaders present the advancement program, build youth retention, and increase advancement. They will also begin to design and build some of those recommended tools right there at the conference.

The 2015 CEAA will feature an expanded list of breakout opportunities on topics such as Cub Scout issues, merit badge management, Eagle issues, increasing advancement, disabilities awareness, and advancement

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literature updates. Joining in these discussions will be several members of the National Advancement Committee and its advisory panel, as well as members of the new National Disabilities Awareness Committee.

The CEAA is the only offering during this week at the Sea Base. With the entire facility dedicated to advancement issues, we have the opportunity to fill it with enthusiastic Scouters and their spouses. There are no facilities or provisions for children, but a spouse program will be offered that includes such activities as snorkeling kayaking, glass-bottom boat tours, sunset cruises, and much more. Wednesday will include an optional morning conference activity, with time off in the afternoon to relax and explore the Keys.

For more information on the CEAA and other Sea Base volunteer training conferences, please visit www.scouting.org/filestore/training/pdf/FSB_Conference_Flyer.pdf.

To register, click on this link: [2015 FSB Volunteer Training Conferences](#)

If you are interested in attending, but are unable to open the registration link provided, let us know at advancement.team@scouting.org.

On Increasing Advancement

Eagle Boards of Review: Parental Presence

As parents we are often surprised that our boys seem to become different people when they are away from us. The son who is quiet at home is described as “gregarious” by his teacher. Another son who is often “somewhat rude” in dealing with his sister is called “so well mannered” by his girlfriend’s mother. What we can learn from this phenomenon is that parental presence influences behavior, whether or not we are aware that it does.

The reason for this is quite simple. As parents, we are continually concerned with how our children are growing. We observe, we check, and we judge—ourselves as much as them. We ask ourselves, “Is there something else we should be teaching or showing them?” Children cannot help but be aware of this. So, when someone asks our son a question in our presence, he will try to frame his answer not only to satisfy the questioner, but also to meet his perception of his parents’ expectations. When we are not around, he has the opportunity to be himself.

So there are times when parents shouldn’t be around. There comes a time when our sons should “stand on their own two feet,” so to speak.

An Eagle Scout board of review is one of those times. The object of every board of review is to determine if the Scout has completed the requirements for the rank. The *Guide to Advancement* specifically states that parents, relatives, or guardians should not be in attendance in any capacity at boards of review (topic 8.0.1.0). Their very presence cannot help but change the dynamics of the discussion and that is not fair to the Scout. Parents who ask to attend their son’s Eagle Scout board should be told, politely but firmly, why BSA recommends that parents not participate in any way, even as “silent observers.”

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Boards of review are intended to be part of a Scout's growth. The experience of his Eagle Scout board should be his and his alone. The achievements and growth the board sees should be truly in accordance with the Scout Oath: his best. Hard as it is to wait outside the room, how much more satisfying it will be for a parent to recall these lines as his or her son emerges from the room as an Eagle Scout:

*Where has my baby boy gone?
The Boy Scout's Mother asked,
He went to be a Boy Scout,
And he grew to be a man.*

Poem by F. Darnall Daley, Jr.

Advancement Committee Mechanics

Advancement Committee Goals, Part 2

In the June-July edition of *Advancement News* we discussed ways for councils or districts to reexamine and evaluate last year's advancement goals and results. We concluded with three options for setting goals for the coming year: continue the same goals; raise the bar by adopting new or more ambitious goals; or change course and work in a different direction.

While the ultimate advancement goal is to have more Scouts at all levels advance and get more out of the program, it is important to set goals for what *your* advancement committee is going to do to facilitate that result. For example, rather than set a goal that simply states, "Scouts in our council will earn five percent more merit badges next year," set a specific, measurable goal that may help you achieve the five percent. For example, "We will stage an event that provides 200 boys with opportunities to earn partials on 10 different merit badges." While the first appears to set a numerical measurement, it is really more of a passive hope than it is an actionable goal.

Every goal must be measurable, not just the final result. For example, it is important to be able to quantify what is happening before, during, and after some new program is implemented. Setting goals for numbers of events, participants, or resources provided allows you to assess if you are doing what you planned to do, and to make corrections necessary to achieve the intended outcome.

The *Guide to Advancement*, in topics 3.0.0.1 and 3.0.0.2, can provide ideas for goal-setting: recruiting, record keeping, advancement promotion, processing award applications, advancement training, activities, the Eagle Scout process, and so forth. Each of these subjects represents an opportunity to set a goal to start or improve some action to stimulate and support advancement. Goals should be set, or at least considered, for each of these areas for both the council and the districts.

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When setting advancement committee goals, look for ways to work with other council and district committees and volunteers. Efforts in support of advancement can range from Universities of Scouting to monthly roundtables. Both of these could include advancement-related training opportunities, such as sessions on Internet Advancement, pack advancement coordinator training, Eagle project coach training, merit badge counselor training, etc.

Likewise, the camping committee is responsible for Boy Scout, Cub Scout, and Venturing camp programs, but the advancement committee could help train staff members, and otherwise improve advancement opportunities. Elsewhere, the activities committee may be putting on special events, such as a camporee, where the advancement committee could help with program resources and merit badge counselors.

Remember the ultimate goal is always to improve personal growth through the experiences for our youth. Advancement is not that goal; it is simply one of the methods.

Hear it First on Twitter

If you want the news first, follow the National Advancement Team on Twitter. Topics cover the FAQs received at the national office, clarifications on policies and procedures, news on changes and new releases, and best practices in advancement.

If you already have a Twitter account, follow us at '@AdvBSA' or 'BSA Advancement Team.' If you do not have an account, it is time to take the plunge. It is a quick and easy process to set up an account at www.Twitter.com. To limit incoming emails ('tweets'), you can select BSA National Advancement Team as the only account you want to follow.

Did You Receive these Tweets?

August 26: Learn more about Florida Sea Base Training Conferences at: <http://tinyurl.com/lwxvju5>.

August 26: Participant registration link for Jan 11-17 Florida Sea Base Conference on Education for Advancement Administrators: <http://tinyurl.com/o478x9m>.

August 20: View NE Region Area 5 webinar on 2015 Cub Scout changes: <http://goo.gl/a8wxAY>
Handout: <http://goo.gl/bdl0tS> PPT: <http://goo.gl/bgW3gs>

August 17: Help design the next advancement presentations. Join us: Conference on Education for Advancement Administrators Jan 11-17, Florida Sea Base.

July 24: BSA Advancement Team @AdvBSA Spanish version of "Effective Troop Advancement" posted: "Adelanto Efectivo En La Tropa." Includes presenter script. <http://goo.gl/wDm8rt>

July 24: BSA Advancement Team @AdvBSA Why Advancement? Check out 3 videos from the "Increasing Advancement by Delivering Excellence" conference at PTC. <http://goo.gl/EQKAed>

July 17: BSA Advancement Team @AdvBSA Have questions about our tweets or advancement? Send them to advancement.team@scouting.org. We aren't set up to answer questions via Twitter.

Courts of Honor: Opportunities for Committee Involvement

Joseph Csatari's masterful "Eagle Scout Court of Honor" painting has inspired Scouts and gratified Scoutmasters and parents alike for many years. But how many have actually focused on the objects in the foreground below the Scout, the eagle, and the flag? Look again. There they are: the Scout emblem with red, white, and blue candles signifying the three parts of the Scout Oath; and the two logs with white candles, representing the twelve points of the Scout Law.

These powerful symbols should not only represent Scouting's ideals at a court of honor, but should inspire Scouts and Scouters alike to go the extra mile needed to ensure there will be many more such ceremonies in the future.



One of the important responsibilities of the district advancement committee (*Guide to Advancement*, topic 3.0.0.2) is to strengthen units by encouraging "prompt and proper recognition, ceremonies, and courts of honor." One way a district advancement committee can do this is to construct and make available meaningful ceremonial items that will help make every troop's courts of honor, or every pack's recognition ceremonies special and memorable events. Large or small, such items may be beyond an individual unit's capability to construct or purchase, or to store between uses. However, maintained by your district, items such as banners, carvings, or even a framed Csatari print could be loaned out. The committee could designate a "quartermaster" to manage the objects. And taken a step further, a district committee member and the unit commissioner could take these items to unit gatherings, adding more significance to the events.

Besides strengthening the programs of the units in the district, advancement committee chairs should consider how such a collaborative effort could foster a spirit of teamwork among committee members. It is a sort of "Eagle Scout project" for your district advancement committee. Your committee members may enjoy playing a part in creating and delivering the items, and they will learn something about your units' advancement programs while they're at it.

Managing Subscriptions to *Advancement News*

Advancement News is designed for council and district advancement committees, advancement staff advisors, and Eagle processors. However, any Scouting volunteer or professional may subscribe.

Subscribing. Send a message to advancement.team@scouting.org, with "SUBSCRIBE" in the subject line. Indicate your name, email address, and council in the message text.

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Duplicate Copies. If you receive more than one copy of *Advancement News* at the same email address, please reply to all but one of them with "DUPLICATE" in the subject line.

Address Change. If you want *Advancement News* sent to a different address, reply and enter "ADDRESS CHANGE" in the subject line. In your message, enter your council name and the email address you prefer.

The Cub Scout Angle

New Adventure Program Implementation: Webelos Leaders, Start Planning Now



The biggest changes to Cub Scouting in a generation are scheduled to take place in June 2015. Although there will be changes in the way advancement is organized to simplify the program for leaders, the focus for boys will still be on fun, adventure, and learning by doing. For details, see www.scouting.org/programupdates.

For most dens, the change will be simple—boys begin using a new handbook as they move to the next rank. For dens currently in their first year of the Webelos Scout program, however, there will be options as the boys move into the second year of the program.

- **Option 1.** Boys who earn their Webelos rank by June 1, 2015 may continue using the current handbook and complete the Arrow of Light requirements as stated there. However, they must finish all requirements for the Arrow of Light by June 1, 2016. For elective activities beyond the Arrow of Light requirements, boys may choose to work on additional activity badges—or, after June 1, 2015, some of the new adventure pins. The new requirements are posted at www.scouting.org/programupdates.
- **Option 2.** Beginning June 1, 2015, boys may begin using the new *Webelos Handbook* with new Arrow of Light requirements. The new requirements call for boys to complete four specific “adventures” (Building a Better World, Camper, Faith in Action, and Scouting Adventure) plus three additional adventures of their choice. For the transition year *only*, current Webelos activity badges earned beyond the three counted for the Webelos rank (Fitness, Citizen, and one more) may substitute for the “three additional” adventure pins.

The new *Webelos Handbook* and *Webelos Den Leader Guidebook* will be available in early 2015 to facilitate more detailed planning and implementation of the new program.

Planning Ahead in 2014

Webelos leaders should begin now to “*be prepared*” for the 2015-16 program year by taking the following steps:

- Assess your den’s current readiness for making the transition to Boy Scouts under the current requirements.
- Review the new Webelos Scout and Arrow of Light requirements (see www.scouting.org/programupdates), and estimate your den’s readiness when the new program will take effect.
- Choose the right path for your den.

One adventure pin required for the Arrow of Light, “Scouting Adventure,” is designed to help Webelos Scouts make a smooth transition to Boy Scouting. When planning troop visits, Webelos den leaders should share the requirements for the new Scouting Adventure pin with the Scoutmasters to ensure the troops are aware of the changes and ready to help with an effective orientation to Boy Scouting.



Whichever way your den decides to go in the coming year, the emphasis right now should be on continuing to provide a great experience for the boys using the current program.

Program Updates –2014 and Beyond

Stay on top of the latest changes to Cub Scouting, Boy Scouting, and Venturing by visiting www.scouting.org/scoutsource/programupdates.aspx

- Venturing award requirements and program overview
- Updated Venturing Frequently Asked Questions
- Updates from the National Annual Meeting
- Cub Scout youth handbook sampler
- Den leader meeting plans for youth handbook sampler adventures

Plus meet Ethan, the new Cub Scout guide.



Specifics for Cub Scout Programs in the LDS Church

Transition information for all ranks, including a table providing guidance for Webelos badge transition, is available at www.scouting.org/programupdates, by clicking on “Transition Guidelines.”

Eagle Issues

Clarifying Use of the *Eagle Scout Service Project Workbook*

Eagle Scout Requirement 5 reads in part, “You must use the *Eagle Scout Service Project Workbook* in meeting this requirement.” Sometimes this is interpreted to mean that the whole workbook must be used and completely filled out, line by line. This is incorrect.

The workbook is simply a tool. Properly used, it helps a Scout plan, develop, and give leadership to his project; avoid pitfalls; and very nearly ensure a positive experience.

There may be times when upon project completion, a Scout submits a workbook without all the sections *completely* filled out. The workbook only needs to be filled out to the extent that it is useful for *the Scout*. Generally, but not always, this means a Scout will provide sufficient information on the proposal and the project report forms. As to the Final Plan form, it is strongly encouraged, but not required.



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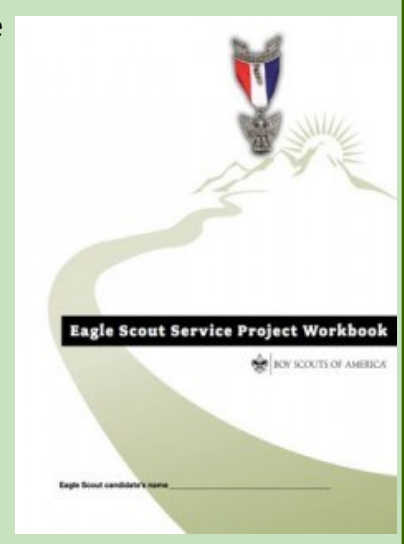
While we expect Scouts to find the final plan useful, it is a tool for him to use as he sees fit. Will his chances of success be better with a final plan? Will he be more able to document his efforts with a final plan? Will the final plan help him avoid project pitfalls? The likely answer to these questions is “yes,” and we hope a “prepared” Scout will prepare a final plan. However, he may have notes he has already prepared or personal knowledge sufficient to be successful without needing to fully or even partially complete the final plan.

Lack of a final plan, or one that is not completed to the satisfaction of anyone other than the project beneficiary, must not be used as a reason for unit leaders to refuse to sign a project report. To do otherwise is a misinterpretation of the *Guide to Advancement*, and essentially adds an advancement requirement. If the approved project was completed to the satisfaction of the project beneficiary, then a certain amount of planning, development, and leadership must have occurred—even if it is not documented by a final plan. It is then the job of the board of review to determine if it was actually the Scout who did the planning.

Remember, it is the project that is required, not the supporting paperwork. It serves no purpose to require a Scout to complete a final plan *after* he has executed his project merely to fulfill an improperly added requirement for documentation.

Ultimately the decision of a Scout’s board of review relies not on how complete his workbook is, but rather on his project’s impact and whether he showed sufficient planning, development, leadership, and helpfulness to the beneficiary, as stated in requirement 5. Final plan or not, the Scout should be prepared to explain to his board of review how he met the requirement as it is written, and to discuss the project’s impact.

Additional note about submitting the workbook with the *Eagle Scout Rank Application*: While it makes a certain amount of sense to keep the entire workbook together, the Scout only needs to submit those parts of the workbook that he actually used. It is not necessary to attach all the instruction pages or any blank pages that, for whatever reason, were not used.



See *Guide to Advancement*, topics 9.0.2.8, 9.0.2.13, and the *Eagle Scout Service Project Workbook* for additional information.

About Advancement News

Follow the National Advancement Team on Twitter! BSA Advancement Team, @AdvBSA

Advancement News is the official e-letter of the Boy Scouts of America National Advancement Team and the National Advancement Committee. Its intent is to provide and clarify procedures found in the *Guide to Advancement*, announce various changes and updates in advancement, and to assist advancement committees in making decisions that can help increase the rate of advancement. Therefore, districts and councils may reprint articles from this publication. Our plan is to distribute eight or nine issues of *Advancement News* annually, but special editions may go out whenever there is important information to share. Feedback, suggestions, and letters to the editor are welcome at advancement.team@scouting.org.

Project Fundraising Leadership: To Count or Not to Count, That Is the Question

Fundraising—which includes obtaining donations of money, materials, or supplies—to support Eagle Scout service projects continues to be an area of concern, both in terms of donations and the leadership required to obtain them.

BSA generally prohibits Scouts from soliciting any funds, and for a variety of financial control and tax liability reasons, prefers that this policy be followed for Eagle projects. It is understood however, that this is not always realistic. Thus, fundraising within the Scout's troop, family, chartered organization, and beneficiary is allowed, but efforts beyond that must have the approval of the local council. While fundraising for Eagle projects must be limited to facilitating a project, the key tests for a *council* to consider in its approval, are scope and the possible conflict with other money raising efforts. For example, Eagle project fundraising that involves grand sums of money and large individual gifts, for which the IRS requires receipts, probably should not be approved. The best fundraisers are small scale, such as car washes or bake sales.

The relationship between fundraising and leadership is more complex. A Scout is required to give leadership to others in his Eagle service project. It is best if this part of the requirement is met with leadership only on the project, without any leadership that might be involved in fundraising. Experience has shown that including fundraising leadership when considering project acceptability tends to encourage more complex fundraising efforts.

If a council does authorize a Scout to solicit support from the community, adult leaders should guard against "project creep" that might transfer focus from the project to fundraising.

Councils, districts, and units, do not have the authority to require that Scouts include fundraising in their projects, nor do they have the authority to require the same sort of leadership in the fundraising process that is required for the project itself. Nevertheless, if a Scout *does* give leadership to fundraising, a board of review may consider the extent and effectiveness of that leadership in its decision.

Previous articles in *Advancement News* (March 2014, May 2012: www.scouting.org/scoutsource/boyscouts/advancementandawards/advancement_news.aspx) have touched on several other aspects of this issue. More recently, Bryan Wendell, senior editor of *Scouting* magazine, shed valuable light on this topic in his blog "Bryan on Scouting" when he discussed a popular method of fundraising known as "crowdfunding" (blog.scoutingmagazine.org/2014/07/21/crowd-funding-sites-eagle-project-fundraising).

Guide To Advancement, topic 0.0.2.10 states:

The Eagle Scout Service Project Fundraising application, found in the *Eagle Scout service Project Workbook*, is used to obtain approval when required. Note that local councils may add further definition to the standards established [in the *Guide to Advancement*] or on the application form."

The Intent Behind Signatures, and What They Signify

The term “signature” is generally understood to mean the signing of a document with one’s own hand. The purpose of a signature is to signify knowledge, approval, acceptance, or obligation. For example, a signature could be an acknowledgement that the signer has read a document, completed a task, or granted approval to move on to a next step.

In matters of advancement, personal signatures are always *preferred*, and this is often an issue with the *Eagle Scout Service Project Workbook*. Part of the intent behind asking for signatures is to promote discussions between Eagle candidates and various adults. For example, it is intended that a Scout meet personally with those responsible for approving his project so he can offer explanations, answer questions, and get advice. Emailing documents back and forth does not provide a very high level of adult association. The opportunity to have an impact on a Scout’s life is greater with personal meetings.

But what if a Scout submits a workbook without all the signatures? Must the workbook then be rejected? The answer is, not necessarily. The service project requirement calls for “approval;” and of course, the best way to show approval is with a signature. But the *Guide to Advancement* states under topic 9.0.2.8 (“Use the *Eagle Scout Service Project Workbook*.”): “If it will be a hardship, or a poor use of time to fill in missing information or obtain a signature of a party who is unavailable or by some other means known to have approved [the project], then it is appropriate to accept it.” In other words, if it can be ascertained that a project was somehow approved—through email, fax, a letter, a phone call, or discussion with another responsible adult, for example—then the Scout should be allowed to move forward. It is important to restate, however, that signatures are *preferred*. If it is unclear that approval was granted, and it will be a simple matter for a Scout to obtain missing signatures, and doing so will not cause a troublesome delay, then he should get the signatures.

Another important issue is the timing of signatures. Since signatures are merely supportive of the process, and not actually part of our requirements; the date of a signature is less important than the date work on a requirement is completed. For example, an Eagle Scout service project is considered completed at the time work is finished to the satisfaction of the beneficiary—not at the time when the beneficiary’s representative signs the document. Similarly, signatures on the Eagle Scout rank application need not be provided before the 18th birthday.



The Venturing Perspective

The Pathfinder Award—Third Step on Trail to the Summit



In the previous two issues of *Advancement News* we discussed the new Venturing and Discovery awards, which Venturers could begin working on in June. The path from program orientation to basic skills in Venturing pretty well captures the first two steps in the new Venturing recognition system, which will be fully implemented after December 31. Appropriately, the next award stage along a Venturer's path to the Summit Award will be that of Pathfinder.

In earning the Pathfinder Award, a Venturer should begin to establish a reputation as a skilled leader. The award seeks to engage Venturers more deeply into the program by enhancing their skills in adventure, leadership, service, and personal growth. One of the key elements of earning the Pathfinder Award will involve leading the crew on an adventure. The type of adventure—whether it is an extended bicycle ride or canoe trip, or even 10 days visiting the museums of Washington, D.C.—is up to the award candidate and the crew. The value in the adventure comes from learning how to lead and demonstrate skills through action.

Detailed requirements for this and all of the other new Venturing awards, including the Summit Award—which will be discussed in the next issue of the *Advancement News*—will be available in the new *Handbook for Venturers*, No. 33494. Until then, check out the latest information on Venturing from the National Venturing Youth Council at www.scouting.org/filestore/venturing/pdf/venturingfaq.pdf. See page 14 of this newsletter for a peek at what all of the new awards look like.

Venturing Service Hour Requirements

Questions have arisen about service requirements in the new Venturing recognition program. Both the Discovery and Pathfinder awards state: "Up to half of the service may be delivered personally; the rest must be delivered through crew service activities."

What is meant by the phrase "Up to half of the service may be delivered personally"? A Venturer, acting as an individual, or otherwise apart from the crew, may perform up to 50 percent of the required hours—12 for the Discovery Award and 18 for the Pathfinder Award. Therefore, for example, service hours performed as part of a school or religious youth group effort could be counted. Service at a Scouting event, like a district service project, may be counted as well, even if the entire crew decides to participate in the event. Similarly, a Venturer may assist with a Boy Scout's Eagle service project, or even help on a service project planned by another crew. In each of these cases, the hours would "count"

The *Handbook for Venturers* defines service as the following:

"A service is a valuable action, deed, or effort carried out to meet a need of an individual, a group of people, or an organization. An act must be both valuable and address a need of the recipient to qualify as an act of service. The variety of service project ideas is boundless. And, with your capabilities as a young adult it becomes your responsibility to choose those opportunities which best fit with your personal and crew values and to bring about significant positive change for the individual or organization that you serve. Service is a great place to stretch your leadership muscles."

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as service rendered on an individual basis, since the event was not planned and scheduled as an activity for the Venturer's own crew.

What is meant by the phrase "The rest must be delivered through crew service activities"? For service to count as a "crew service activity," the service event must be planned by the Venturer's own crew with an expectation for crew participation. In addition, if a Venturer plans that service activity, he or she also can count those planning hours as service hours within the crew.

Special Necessities

First Edition of *Abilities Digest* Published: Subscribe Now!

The National Disabilities Awareness Committee has published the first edition of *Abilities Digest* to spread the word about Scouting for youth who have disabilities. On a quarterly basis this newsletter will provide advice, program updates, resources for parents and leaders, success stories, training pointers, and from time to time, surveys to find best practices and to determine gaps in information its readers are seeking. Anyone wishing to subscribe to *Abilities Digest* should send a message to disabilities.awareness@scouting.org. Place "Subscribe" in the subject line, and include your name and council in the body of the message.

The Survey Says...

Positions of Responsibility Survey, March 2014

OBSERVATIONS & COMMENTARY

In March, the National Advancement Committee surveyed *Advancement News* subscribers on the subject of Boy Scout positions of responsibility. Thank you, readers! Almost 1,300 of you responded, and here is what you said.



The responses to whether qualifying positions of responsibility should be identical for the Star, Life, and Eagle ranks showed a split of opinion, but the comments revealed the amount of thought that went into the answers.

Respondents who tended to agree with identical qualifying positions of responsibility expressed concern that a troop's size or structure might limit Scout opportunities if the same positions of responsibility are not available across all three ranks.

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Those who disagreed with identical qualifying positions of responsibility suggested there should be a progression of increased responsibility as a Scout matures and advances in rank, including positions of responsibility involving direct leadership of others for Eagle and possibly Life ranks.

The data and comments indicate that many leaders view positions of responsibility as escalating from general “support” roles to more advanced “leadership” roles. While this is certainly a noble idea and applicable to growing young men, the stated aims of Scouting—character development, citizenship training, and personal fitness—do not necessarily require direct leadership of others.

Most adults, regardless of profession, have observed that some in the workplace are excellent organizers and record keepers, and some are excellent people managers and team builders, but few possess both of these qualities. In his book *The Peter Principle*, Lawrence Peter observed that top salespeople promoted to manager roles often fail because the talents required for sales do not match those needed to manage that sales force.

While qualifying positions of responsibility are currently identical for Star and Life ranks, there are two differences for the Eagle rank: Bugler is not a qualifying position of responsibility for Eagle and Eagle does not have the option of a unit-leader assigned leadership project to help the unit.

Scouts vary widely in maturity, age, capability, and personality. Diverse options for positions of responsibility allow leaders to best leverage each Scout’s abilities while presenting challenges to develop new skills, which may include instruction, organization, leadership, or other important traits. This diversity is embodied in Scouting’s use of the term “position of responsibility” rather than “position of leadership.”

In that context, the Scoutmaster’s role is three-fold: train elected Scouts in their roles; ensure the senior patrol leader, with the Scoutmaster’s guidance, selects the very best talent for the appointed positions; and provide mentoring to every junior leader so he can do his very best, whether leading or facilitating, within the troop.

A Peek Ahead

Here is a glimpse of what we are working on for the next issue of *Advancement News*. As always, actual content may vary somewhat based on a number of considerations, especially to accommodate “late-breaking news” of immediate importance to our subscribers.

Topics Planned for October

Opportunities for Advancement Administrators: CEAA at the Florida Sea Base

On Increasing Advancement: Helping Scouts Advance Through Foundational Ranks

Eagle Issues: What To Do With a Negative Reference Response

The Venturing Perspective: Summit Award—Capstone Award for Venturing

Helpful Links

Here are some links to the most current materials of interest for Scouters who are involved in the administration of advancement. These and many more resources are available via the Advancement Resources page at www.scouting.org/Advancement.

[Eagle Scout Rank Application](#)

[Eagle Scout Service Project Workbook](#)

[Educational Presentations](#)

[Guide to Advancement](#)

[Merit Badge Counselor Information](#)

[Navigating the Eagle Scout Service Project; Information for Project Beneficiaries](#)

[On Increasing Advancement](#)

[On Increasing Advancement video link](#)

If any of these links are not working, please let us know at advancement.team@scouting.org.

New Venturing Awards Released

<https://www.facebook.com/BSAVenturing>



Venturing Award



Pathfinder Award



Discovery Award



Summit Award

