Opportunities for Advancement Administrators

Philmont Training Center: A Summer Experience for All

The Philmont Training Center once again offers adult leader training conferences this summer. It’s not too early to start planning to join members of the National Advancement Committee as they share the most current information and strategies to assist council and district advancement administrators from across the country. But remember, the Philmont experience is not limited to just participants—this is truly a great place for family members to enjoy the activities in the Cimarron, New Mexico area.

Dates:

June 15-21, 2014: Increasing Advancement by Delivering Excellence
August 10-16, 2014: Advancement Issues and Solutions

Visit the Philmont Training Center information pages at www.philmontscoutranch.org/PTC.aspx.
The Parable of the Prodigal Scout

There once were two brothers, Billy and Tommy. Tommy was the younger. They were good little boys; played nicely together with their toys, ate their spinach, and did everything their mother told them. When they joined Cub Scouts, they had a jolly time. They went to den meetings and summer camp. They raced the pinewood cars. They did all the fun Cub Scout things. Eventually each in his turn was awarded the Arrow of Light and became a Boy Scout. Their father moved to the troop with them, and since it would only take “an hour a week,” he soon found himself the Scoutmaster. They went on weekend outings and summer camp. They learned the Scout Oath and the Scout Law, went regularly to meetings, had fun, and advanced steadily. However, when Billy made Life Scout, Tommy suddenly announced, “The smell of gasoline and perfume is in the air, and I want my share.” Abruptly he quit Scouting. His father was deeply saddened, but nothing he could say or do could change Tommy’s mind.

Soon Tommy was running with a disreputable crowd and often in trouble. Meanwhile, Billy was awarded his Eagle and became the senior patrol leader. Tommy went from bad to worse. Then one day he spotted his old Scout uniform hanging in his closet. This gave him pause because it reminded him that he had promised his grandfather before he died that he would become an Eagle Scout. The more Tommy thought about the boy he was becoming, the more he realized what a disappointment he would have been to his grandfather—and must now be to his mother and father. He wondered if he could get back into Scouting. He didn’t think he would be allowed, but he resolved that if he could get back in the troop, he would try really hard to live the Scout Oath and Law.

So, with more than a little trepidation, he approached his father. To his surprise his father was delighted. He announced to the troop, “I have wonderful news. My son Tommy was lost to Scouting, but now he has returned. Tommy is rejoining the troop.” Billy was really upset. “How can you welcome Tommy back into the troop after all the bad things he’s done? You didn’t show all that joy during the months I stayed with the troop, earned my Eagle, and worked as the senior patrol leader. It isn’t fair!” But his father said, “Fair is a goal, Billy, not an absolute. I didn’t agree to become Scoutmaster to dwell on...
what you, your brother, and all the other Scouts have done in the past. What we live for in Scouting is the hope that the influence of the program will make each of you into a man we can all be proud of. With your brother back in the troop his character can once again be shaped by Scouting, So, be happy that your brother has returned. And as he continues down this better path, we hope he will show his board of review that he has grown and put his past behind him. I think he will do this, and that he, too, will become an Eagle Scout. We will not hold the time he spent away against him.” Tommy began to object again, but a loving look from his father—his Scoutmaster—silenced him, and his father continued. “Rejoice with me, for now I know you will both become the men I hoped you would be.”

Now, isn’t that what we’re all about?

From the Guide to Advancement

Fulfilling More than One Requirement with a Single Activity

Unit leaders often ask, “Can one activity count for multiple requirements?” The answer, which is found in Topic 4.2.3.6 of the 2013 Guide to Advancement, is “Yes,” as long as the following three conditions are met:

- The two requirements match up exactly.
- The two requirements have the same intent.
- The requirements do not state otherwise.

In some cases, the underlying activity may be the same, but different actions are necessary to fulfill the requirements as written. For example, camping in a tent on a troop campout will count toward the Second Class or First Class rank camping nights requirements and satisfy certain requirements for the Camping merit badge. In this case, the requirements and intent are the same. For requirements such as first aid skills, that are oriented toward safety and are the same in a number of badges, the person signing off should confirm the Scout still remembers what he learned the first time he fulfilled the requirement.

As an example of a case where the Scout must do additional work, consider Communications and Citizenship in the Community merit badges. The former requires the Scout to attend a public meeting where several points of view are given on a single issue, take careful notes of each point of view, and then present an objective report to his counselor that includes all points of view. The latter, however, asks him to attend a public meeting and report back to his counselor on what he heard and which side he agreed with. Thus, if the Scout plans ahead to ensure the program of the meeting that he chooses will include discussion of issues, then both badge requirements could be met as written. That is, reporting on all sides of the discussion for the Communications merit badge, and taking a position on which side he favored for Citizenship.

Finally, there is one other “single activity” issue that should be considered: time. Scouts should be encouraged to think carefully about counting service hours toward more than one requirement. While there may not be anything hindering them from “banking away” hours from a single event—for example, Scouting for Food collection—each Scout should remember his promise to “Do a Good Turn Daily” and “help other people at all times.” It is left to good judgment about what is best in each situation, but obviously, taking part in multiple service projects will not only increase a Scout’s impact on his community, but will increase Scouting’s impact on the Scout.
Limiting Merit Badges from a Single Counselor

The merit badge program encourages Scouts to meet with and learn from a variety of adults who offer subject matter expertise as part of a quality counseling experience. At times, the Scoutmaster may become concerned that a boy is not getting the benefit of this Scouting method because he is earning a large number of badges from a single counselor. Topic 7.0.1.4 was revised in the 2013 edition of the Guide to Advancement to address this situation.

A unit leader is now permitted to set a limit on how many badges a youth may earn from one counselor. However, this limit must be set as a policy covering all Scouts in the unit. The policy must not be applied individually, retroactively, or punitively to any single Scout, and it must not preclude other approved practices, such as a parent acting as a merit badge counselor for his son for up to the limit the unit leader establishes.

Proactive practices to avoid needing such a limit remain the best options. For example, when issuing the blue card a unit leader conference that encourages a Scout to earn merit badges with a buddy can divert a Scout toward another counselor. Likewise, an annual unit parent meeting may remind parents to support using diverse counselors. Units might also establish a recommended list of easily available counselors for frequently earned badges. Such a list could be based on quality feedback from the Scouts. The Scouts’ own word of mouth about great counselors may encourage their peers to also use these volunteers and thus increase the diversity of counselors used.

In planning whether or not to adopt a limiting policy, troops should consider first why it is necessary, and see that enough counselors will be available once the limit is implemented. If Scouts are going back to the same counselors because few others are available, then establishing a limit could seriously impede advancement. More counselors would need to be found before a limit would make sense. In cases where there are plenty of counselors, then setting a limit could serve to broaden Scouts’ horizons.

Advancement Committee Mechanics

Building the Council’s Advancement Promotions Component

Topic 3.0.0.1 of the Guide to Advancement advises that a full, functioning council advancement committee should be organized to accomplish 19 various responsibilities, the third of which is, “Establish objectives and action plans that stimulate advancement and lead to maximum success in Scouting’s Journey to Excellence.” Topic 3.0.0.2 discusses a similar task for district advancement committees. An advancement promotions specialist on the council advancement committee can do much to support these endeavors. While establishing goals and action plans belongs to the entire committee, a promotions specialist—through promoting advancement council-wide—will develop an understanding of what levels of challenge and success can be achieved.

Promotions specialists should begin with an understanding of item 1 on a unit’s Journey to Excellence performance form, which is essentially the same for packs, troops, and teams: “Have XX% of Scouts advance one rank and (or) have a 2% increase.” It is important that each district has a current monthly report showing the status of each unit. This will be simple to monitor as more information is recorded into the new Advancement Manager tool that will be found in a few months at the my.scouting.org website. For districts, JTE item 7 relates directly to the unit advancement standard: “Increase the percentage of Scouts earning rank advancements,” while items 7 and 8 provide the standard for councils. Obviously, in order for a council or a district to achieve the JTE advancement goals, individual units must be generating improved levels of advancement. This is why promotions specialists are so important to overall success.

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The National Advancement Team recommends that the council advancement promotions specialist becomes one of the council advancement committee’s members at large who does not also hold a district advancement chair position. This allows more focus on the responsibilities of the position.

Along with assuring that advancement reports are generated for council and district use, the council promotions specialist should collaborate with each district’s advancement chair to identify someone who can serve as a district advancement promotions specialist counterpart. With these volunteers in place, your promotions efforts will have the capacity to recommend specific goals and action plans, and to accomplish its primary responsibility of promoting advancement council-wide as a means to achieve individual, unit, district, and council success.

Though a district advancement promotions specialist should have some level of communications with each pack and troop in the district, both the council and district specialists should enlist the help of the council and district commissioner staffs. Together, they can assist in the development of council and district advancement goals, communicate them down the line, and help units understand the importance of building programs that are rich in advancement opportunities. In reaching out to the units, commissioners and advancement committee chairs and members alike—especially the promotions specialists—will be better able to track advancement, and to make decisions on which units may need assistance. It may be wise as well, for commissioners and promotions specialists to meet bimonthly or quarterly to exchange ideas and information and to discuss actions that will help assure that annual goals will be attained.

As advancement promotional efforts are conducted it makes sense for promotions specialists to keep in touch with volunteers who may hold some of the other recommended council or district advancement committee positions:

- **Advancement Training & Events Coordinator**—Manages district and unit volunteer advancement training.
- **Records Keeper, Statistician**—Tracks advancement across units, districts, and the council, and measures results against JTE goals.
- **Internet Advancement Specialist**—Provides information and consultation for unit, district, and council electronic advancement record-keeping and reporting.
- **Merit Badge Chair**—Recruits and qualifies merit badge counselors, and manages their training.
- **Special Needs Scouting Specialist**—Oversees administration of alternate rank requirements and merit badges.
- **Religious Emblems Coordinator**—Encourages, educates, tracks, and promotes religious emblems.
- **Awards & Recognitions Chair**—Focuses on youth non-advancement and adult service recognitions, such as Hornaday, Meritorious Action awards, STEM/Nova, Silver Beaver, etc.
Fifth grade Webelos Scouts experience a marvelous transformation each year as they earn the Arrow of Light, crossover to Boy Scout troops, and are soon presented their Scout badge. The passage from Cub Scout to Boy Scout should be planned by packs and troops to be a smooth process with no time lost in “transit.” By the time an Arrow of Light den is ready to crossover, the Cub Scouts and their families should be familiar and comfortable with their role in troop activities, and also the youth and adult leaders of the troop, and they should feel excited about beginning this new adventure.

The transition should begin with the Webelos Scouts having a final special moment with their pack: a meaningful Arrow of Light Award ceremony befitting Cub Scouting’s highest rank. The award should be presented during an impressive pack ceremony, perhaps as the highlight of the blue and gold banquet. Working with the troop, pack leaders should then schedule and conduct a separate crossover ceremony to formally mark each boy’s transition to a new level of Scouting, regardless if he earned the Arrow of Light Award. If it is desirable to conduct this ceremony at a monthly pack meeting, it should occur, ideally, not more than a month after the blue and gold.

By having separate ceremonies, the Webelos den leader can work in the interim with a leader from the troop, often an assistant Scoutmaster, to review the requirements for the Scout badge. This way, once the boys officially join a troop, everyone should be ready to earn his Scout badge as soon as possible.

Following this two-step plan will not only result in each Arrow of Light Scout being recognized for his achievements at the pack level, but will put the last Cub Scouting days of each Webelos Scout to valuable use by preparing him to earn his first award as a Boy Scout.

**Did You Receive these Tweets?**

**December 21:** The 2014 Eagle Scout Rank Application, which includes Cooking merit badge, is now available at www.scouting.org/advancement.

**December 18:** The new requirements have been released for Cooking merit badge: http://t.co/tUexlpb0WZ

**December 6:** Find live chat transcript on advancement questions, hosted by “Bryan on Scouting” with Scouting mag: tinyurl.com/ogrhxq6

**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 don’t 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.
Merit Badges—Enhancing Our Youth's Competitive Edge

Cooking Merit Badge Goes “Silver” for 2014

The Cooking merit badge, which became Eagle-required effective January 1, has at long last been revised and released. Though requirements have been updated, Scouts will still be required to cook similar numbers of meals as before, with continued emphasis on menu planning, safe cooking practices, the nutrition model, and careers.

Among the key updates are the integration of the USDA’s MyPlate food guide, and the elimination of the need for required meals to be prepared on consecutive days. Other enhancements include: cross-contamination awareness and food allergies; better nutrition and eating habits; the importance of food labels; varieties of cooking methods; ideal caloric intake related to daily activity; focus on the Outdoor Code; and flexible cooking locations.

During 2014, a Scout may continue, or begin work, using the old Cooking merit badge requirements and pamphlet; or he may switch to, or begin work using the new requirements as stated in the 2014 Boy Scout Requirements book and the new pamphlet. If he chooses to use the old merit badge requirements and pamphlet, he may continue using them until he has completed the badge. See the Guide to Advancement Topic 7.0.4.3 for more information.

The new Cooking merit badge requirements can be found at www.scouting.org/scoutsource/BoyScouts/AdvancementandAwards/MeritBadges/mb-COOK.aspx.

FAQs on Cooking Merit Badge and the Jan. 1 Deadline

Question: I completed all my requirements for Eagle before Jan. 1, but I didn’t submit my Eagle Scout Rank Application to the council service center until after January 1. Do I have to go back and earn Cooking merit badge?

Answer: NO! As long as all the requirements were fulfilled before January 1, it doesn’t really matter when the Eagle application is submitted. In fact, the application itself may be completed and signed after that date, and there is no requirement that the signatures on the application must have come before January 1.

Question: I completed all my Eagle requirements and even turned in my Eagle application just after Christmas, but they wouldn’t schedule my board of review until sometime in January. Do I have to go back and earn Cooking merit badge?

Answer: NO! Your board of review may occur on or after January 1 as long as you completed all your requirements before then.

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**Question:** I just turned 18, but I completed all my requirements for Eagle on December 28, that is, except for my Scoutmaster conference. My Scoutmaster wasn’t available until the first week of January. Since I never earned Cooking merit badge am I going to be denied my Eagle?

**Answer:** According to the rules, that is a possibility. With the exception of the board of review, all the Eagle requirements, including the Scoutmaster conference, needed to have been completed before January 1. That said, however, if any requirement was not completed before January 1, a Scout, his parent or guardian, his unit leader, or a member of the unit committee, may submit a request for an extension of time to earn the Eagle Scout rank. These are rarely granted and available only in cases where circumstances occurred due to no fault or choice of the Scout. Before considering submitting a request for an extension, it is important to read topics 9.0.4.0 and 9.0.4.1 in the *Guide to Advancement*. This will help you understand if your case has merit and should be submitted.

**Question:** I became a Life Scout toward the beginning of last year and finished my Eagle Scout service project in November 2013, but I still need a couple of merit badges. According to topic 4.0.0.1 in the *Guide to Advancement*, since I began work on my Eagle before January 1, I can continue with the old requirements until I finish the rank; so it looks like I don’t need Cooking merit badge, right?

**Answer:** No; wrong. Sorry. It’s good that you consulted the *Guide to Advancement*, but we’re thinking you did not read the whole topic. In the second paragraph under 4.0.0.1, it says, “...the Scout Handbook, the *Boy Scout Requirements* book, or other official communications from the National Council may ... establish a date by when the use of the old requirements must cease.” In this case, January 1, 2014, was established as that date, and this was published in the 2013 *Boy Scout Requirements* book and also in *Advancement News*, which is an official publication of the National Council.

Do you have a similar question? If so you may submit it to advancement.team@scouting.org.

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**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.

**Unsubscribing.** To decline future issues please reply and enter “REMOVE” in the subject line. We will remove the subscription within the next two weeks.

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**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.
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.

Eagle Issues

When to Use the New—or the Old—Eagle Scout Rank Application

Many Scouts have asked about the new Eagle Scout Rank Application and when it should or should not be used. Here are some guidelines.

- Scouts who finished their Eagle Scout requirements before January 1, and do not have Cooking merit badge, should use the old form.
- Scouts who finished their Eagle Scout requirements before January 1, but have Cooking anyway, may use either the old or new form. It makes no difference.
- Scouts who finished their requirements on or after January 1 must show that they have Cooking merit badge and should use the new form.

Please write to advancement.team@scouting.org if you have further questions.

Grants for Eagle Scout Service Projects Available from Lowe’s

The Lowe’s Charitable and Educational Foundation continues to offer $100 Discover gift card grants to Eagle Scout candidates to use toward their Eagle Projects.

In 2012-13 more than 3,000 Scouts received these grants for their Eagle Scout service projects, and we hope to exceed that number during the 2013-14 program. So far, 175 councils are participating and more than 1200 Eagle Scout candidates have received grants.

The grants are administered through volunteers in each local council. Scouts interested in the opportunity should contact their local council service center. They may use the grant application form found at www.scouting.org/filestore/Lowes/doc/Lowesgrantapplication2013.doc. Councils not yet participating in the Year-2 Lowe’s service project impact grant program will find more information by visiting www.scouting.org/TrailToEagle or by sending a message to lowes.grant@scouting.org.

The BSA thanks the Lowe’s Charitable and Educational Foundation for its generous support of Scouting across the country. Through this unique program, thousands of Life Scouts hard at work on their Eagle Scout service projects will grow through the experience of putting the grants to work for the benefit of their communities.
Eagle Scout Service Project Coach

The Eagle Scout service project coach is one of the keys to success as Eagle Scout candidates strive to complete Eagle Scout requirement 5. In the 2013 Guide to Advancement, topic, 9.0.2.9, “Eagle Scout Service Project Coach,” was expanded to better define the coach’s role in council and district efforts to guide Scouts through the service project process.

Experience has shown that the most effective approach to providing coaches is for the council or district to organize a pool of BSA-registered volunteers willing to serve in this vital role. A coach should then be designated and assigned to individual Eagle Scout candidates at the time their service project proposals are approved.

The Guide to Advancement points out that the designated coach’s formal relationship to the Scout should be relatively short-lived, lasting only from the time the service project proposal is approved to the time the project report has been submitted. The coach’s role is very specific and oriented to guiding, counseling, and advising candidates to fully plan and successfully complete their projects. For example, the coach might help the Scout think through his planning steps; provide thoughts on fund-raising; offer counseling on a plan’s strengths, weaknesses, and risks; and advise the Scout on health and safety issues. Once the project has been completed the coach may consult on the development of a project report that will help the board of review make its decision.

The coach’s role is not intended to replace the on-going, close association and support provided by unit leaders or parents acting as “mentors” or “advisors.” In fact, the coach’s role is not intended to be exclusive; it should not preclude a single coach from having the time to serve multiple Eagle Scout candidates simultaneously.

Coaches must adhere to the Eagle Scout service project process as presented in the Guide to Advancement. They do not have the authority to approve, deny, direct, or dictate changes to a Scout’s plan. Instead, through positive adult association, logic, and common sense, a coach should encourage a Scout to make sound decisions that will lead to a successful project outcome.

An Eagle Scout candidate is not required to accept the assistance of a service project coach. Ultimately, it is his decision. However, it is best to be proactive and designate a coach for every Scout upon proposal approval. Then, should a Scout indicate he does not desire a coach, he can be counseled on the benefits of working with a coach.

Eagle Scout Service Project Coach

A new advancement educational presentation for Eagle Scout service project coaches is nearing completion. Those attending the Conference on Education for Advancement Administrators at the Florida Sea Base this month will be the first to review it and to offer suggestions for improvement. The presentation will be posted in mid-January on Scouting.org/advancement, under “advancement educational presentations.”

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 February 2014

Opportunities for Advancement Administrators: Advancement Education Tools Available
From the Guide to Advancement: New GTA Topic: 4.2.1.5 – After the Scout is Tested and Recognized
Eagle Issues: Eagle Projects — Anything But “Routine”
The Venturing Perspective

Venturing Expert Level Awards

In the Venturing program, youth have the opportunity to work on advancement. They start by earning one of five Bronze Awards, four of which can lead to expert level awards that zoom in on many skills and actions related to that specific topic. Below is how the five Bronze Awards match up to their expert level award:

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<thead>
<tr>
<th>Sports</th>
<th>Quest Award</th>
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<tbody>
<tr>
<td>Religious &amp; Community Life</td>
<td>TRUST Award</td>
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<tr>
<td>Outdoor</td>
<td>Ranger Award</td>
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<tr>
<td>Sea Scouts</td>
<td>Quartermaster Award</td>
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<tr>
<td>Arts &amp; Hobbies</td>
<td>None</td>
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Because there are so many possible arts and hobbies in which one could take an interest, there is not a related expert level award. Therefore, the Arts and Hobbies Bronze Award requires a Venturer to learn about several different hobbies of their interest, but leaves a more in-depth study of the different hobbies and arts to the Venturer’s choosing.

From the Archives

Mandated Procedures and Recommended Practices

(Reprinted from February 2012)

“The Guide to Advancement clearly identifies mandated procedures with words such as ‘must’ and ‘shall.’ Where such language is used, no council, committee, district, unit, or individual has the authority to deviate from the procedures covered without the written permission of the National Advancement Team. Recommended best practices are offered using words like ‘should,’ while other options and guidelines are indicated with terms such as ‘may’ or ‘can.’

“An example of the use of ‘should’ appears in section 9, The Eagle Scout Rank, under Topic 9.0.1.5, ‘Submit to Council Service Center’: If possible, everything [the Eagle Scout Rank Application and attachments] should be hand delivered. Otherwise it should be sent by registered or certified mail.

“Since ‘should’ is used in both sentences, this method of submitting the application is a recommended practice; it is not mandatory. If a council is willing to accept faxed or scanned documents, it may do so.”

[Ed. Note: The 2013 Guide to Advancement continues the use of the word “should” in its submission directions.]
**Late Breaking News:**

**BSA Program Updates on the Horizon**

If you are ready for a look at the future of advancement, a new web page has been established where you can keep up with all the latest information for Cub Scouts, Boy Scouts, and Venturing program changes: [www.scouting.org/scoutsource/programupdates](http://www.scouting.org/scoutsource/programupdates).

- New Venturing requirements are due to be released in May 2014.
- Released in May 2014 for the 2015-2016 program year, new requirements and new handbooks will be in place for all Cub Scout advancement.
- New Boy Scout requirements will be released in May 2015, to be become effective January 1, 2016, with the release of an updated handbook.

For a first look, check out some of the recent posts on Bryan on Scouting: [blog.scoutingmagazine.org](http://blog.scoutingmagazine.org).

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**Helpful Links**

This new feature is where we will post links to the most current materials of interest for all Scouters involved in advancement. These and many more resources are available via the Advancement Resources web page ([www.scouting.org/advancement](http://www.scouting.org/advancement)). Check back to this feature to learn about availability of new resources and continued listing of existing valuable links.

- [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.