

Advancement News

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Prepared. For Life.®

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

Opportunities for Advancement Administrators

Florida Sea Base Advancement Opportunity Here Now

The next opportunity for a full weeklong advancement education opportunity is **January 7-13 at the Sea Base on the Florida Keys**. The advancement conference offered there is entitled **Conference on Education for Advancement Administrators (CEAA)**. This conference will target council and district volunteers and professionals who have some background in advancement and want an advanced learning experience. Participants will receive lots of updates and a chance to share experiences and knowledge with others, but of significance they will review and participate in the update or completion of advancement education tools that are used by units, districts, or councils across the country.

We all know that the Florida Keys went through a terrible storm recently and is in a recovery mode. It is now clear that the Sea Base **will be** in full swing by the time of this conference. What better way to help the Keys recover than to come on down and see the wonders of this area and spread around a bit of our time and resources to some of the local merchants and vendors.

For more information about CEAA and other conferences offered at Sea Base this January go to www.bsaseabase.org/ConferenceCenter.aspx.

You can register at this address: www.ScoutingU.kintera.org/FSB2018

Watch an upcoming *Advancement News* for a summary of this exciting event.



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Philmont Training Center Is a Great Family Vacation Destination

The beginning of the new year brings plans for future adventures. Perhaps this is the year for you and your family to enjoy the renowned beauty, fun and superior Scouting opportunity for honing your Advancement skills. All this, while you are observing your family having the time of their life!

- Week 2: June 17-23, 2018, provides the Mechanics of Advancement session
- Week 9: August 5-11, 2018, provides the Advancement Issues and Solutions session

Visit [Philmont Scout Ranch](#) to learn more about these sessions.

Visit [Family Programs](#) to learn more about the family program opportunities.

See the final page of this *Advancement News* for additional information.



From the *Guide to Advancement*

Compiling and Using JTE Data to Enhance the Council's Advancement Program

It has been long established that a forward-thinking council advancement committee will have established objectives and action plans both to stimulate advancement and to encourage success as measured by the JTE process in our council's districts and units.

The BSA's *Journey to Excellence*—the annual planning, performance, and recognition process—is designed to encourage and reward the success of our districts and units. This is for council advancement committees and—taking a top-down approach—district advancement committees as well. Actively using JTE data can strengthen the entire program delivery process throughout the council.

When council advancement committees extract and examine JTE data on unit advancement, the opportunity to encourage volunteers to increase efforts in providing superior programs for youth is significantly increased. This data can further be used by council training committees to provide volunteers with up-to-date facts that will enhance the training experience across all programs in the BSA — Cub Scouts, Boy Scouts, Venturing, and Sea Scouts.

This same data on advancement—especially when coupled with JTE data on service hours—can be used in council-wide promotional efforts, including community awareness, membership recruitment and retention, commissioner service, and fundraising. This data can also be used in developing news media releases demonstrating the continuing viability of the BSA and Scouting's programs for youth, including young people earning Eagle Scout or Quartermaster rank, Venturing's Summit Award, lifesaving or meritorious action awards, and other noteworthy accomplishments.

One obvious key to success is encouraging data entry, first at the unit level and then district-by-district, using the appropriate pre-formatted spreadsheets.

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Councils successful in accomplishing this important data entry have employed such methods as:

- Ongoing reminders to make entries to unit volunteers throughout the Scouting year by council- and district-level Scouters, especially commissioners.
- District maintenance of a current list of unit login information that can be employed should unit volunteers encounter an impasse when attempting to enter data.
- Regular publication of unit comparisons in the council newsletter.
- Annually recognizing top units in advancement and in service hours.

As units record their advancement and other vital information at www.scouting.org/Awards/JourneyToExcellence, several valuable opportunities present themselves, including:

- Presenting a report to chartered organization executive officers and representatives highlighting youth advancements (or, for Venturing crews, personal growth) and unit service hours devoted to that organization and to the community at large.
- Giving units their own data in summary form. This encourages them to develop news releases highlighting the unit's accomplishments. (In this regard, consider developing a hands-on training process for how to write successful releases to be provided by the council committee).
- Using the data to help units recruit and retain additional volunteers, including identifiable un-tapped community leaders.
- Seeking local speaking opportunities at community service organizations (e.g., Kiwanis, Lions, Rotary, etc.) designed to both inform and recruit.

Journey to Excellence data is one of the most valuable resources a council advancement committee can utilize. It is likely the only source for the most current and accurate information regarding the tangible results produced by a council's overall, and unit-by-unit youth-centered programs. When used to the fullest, JTE data can be a vital and vibrant tool for program assessment, public awareness enhancement, individual and unit achievement recognition, funding, volunteer support, planning and goal-setting for the coming year.

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.**

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On Increasing Advancement

Scoutbook Lite to Replace Internet Advancement in the Second Quarter of 2018

The Boy Scouts of America (BSA) is excited to roll out a new solution in the second quarter of 2018 that will leverage core components of the Scoutbook platform.

The current Internet Advancement platform will be retired and replaced by a new online tool called Scoutbook Lite.

This new application is being developed now from the ground up so that unit leaders can quickly key in advancement and other key data. It will sport a slick new user interface optimized for desktop, tablet, and mobile devices.

The BSA has found that less than 10% of units use the CSV (comma – separated values) data file import feature in Internet Advancement. In the interest of focusing on tools that serve more Scouters, the CSV data file import will not be supported once the current Internet Advancement platform is discontinued.

Other than the CSV import feature, Scoutbook Lite will offer optimized functions for everything found in the current Internet Advancement platform.

The Scoutbook database will become the official record of advancement for the Boy Scouts of America.

And we will continue to work on and improve Scoutbook as our full feature application.

And one more thing.

Are you a programmer?

For Scouters who are experienced in the development of apps or web platforms, the BSA is excited to announce the upcoming roll out of API's (application programming interface).

A selection of specific, read-only API's will be made available to Scouting volunteers in the first half of 2018. There are no current plans to roll out API's to third parties.

For more information, you may contact Tom Jansen at Thomas.jansen@scouting.org.

About Advancement News

Follow the National Advancement Program Team on Twitter!

(BSA Advancement Team, @AdvBSA)

Advancement News is the official e-letter of the Boy Scouts of America National Advancement Program Team. 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 six 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.

A Wonderful Ending Requires a Great Beginning

A wonderful ending requires a great beginning. When that 11-year-old stands at the threshold of our troop meeting, what is that wonderful ending we desire? We want the boy to hike the long trail to Eagle. We help the boy become a man who lives a life devoted to the Scout Law and Oath.

That great beginning needs to start with a warm, friendly welcome. We must be prepared to be sure that our first-time visitor is included in the pre-meeting activities. We had better be sure that after he joins, he earns the Scout rank very quickly. We must be prepared to recognize that rank achievement with due ceremony.

We must put him in a patrol where he will be supported and mentored. Some units use a new Scout patrol. If we do this, we need to make sure resources are available in terms of older boys and assistant Scoutmasters that will support these new boys. We must have a program in place that will lead him to First Class Scout in 12 to 18 months. Other troops assign new Scouts to existing patrols. Again, the resources to insure a good outcome need to be in place. His patrol must get him ready for his first campout and help him during that campout to make sure he has a positive experience.

We need to have a troop program that is filled with adventure that will keep him in Scouting until he ages out. We must have plans in place to go to summer camp. It is well known that a first-year exciting summer camp experience will keep him in Scouting longer. We must make sure we have a program in place that educates his parents about the Scouting program so that they will be supportive of his Scouting adventure.

If we are prepared in this way, we will achieve the wonderful ending that we desire. Now, isn't that what we're all about?



Hear It First on Twitter

If you want the news first, follow the National Advancement Program 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 a quick and easy process to set up an account at www.twitter.com. To limit incoming emails ('tweets'), you can select to have BSA National Advancement Team as the only account you want to follow.

Note: Advancement questions should be directed to advancement.team@scouting.org.

The Cub Scout Angle

Transition Time is Now



The crossing over ceremony is about to begin, the Scout has recently earned his Arrow of Light Rank and stands before the small wooden bridge ready to move on to the troop and greater Scouting adventures. The bridge stands before him, not only as a physical structure, but symbolic of the importance and necessary connection there must be between the Pack Webelos/Arrow of Light Dens, and the Troop and new Scout patrols.

The Webelos to Scout Transition is a critical time in the life of not only the Scout, but also the troop. Keeping youth in Scouting is an important goal, and this can only happen when important steps are taken to ensure a relationship is created between pack and troop.

The first step is for pack leaders to develop a relationship with troop leaders. Cub Scouts may have the choice between more than one troop to join upon leaving the pack and it's important that they are given opportunities to visit and see the troop in action. Is there a particular focus of a troop that will better align with a Cub Scout's interest? A troop can be great at leadership, offer spectacular outdoor opportunities, or may be focused on STEM activities.

Webelos/Arrow of Light den leaders should use the Scouting Adventure as an opportunity to connect Cub Scouts with the available troops. Requirements include visiting a troop and observing how the troop provides leadership and also participating in a campout or other outdoor activity with the troop. Relationships begin right away with these combined activities. Cub Scouts and their families should be welcomed, feel comfortable, and ready to jump in and experience Scouting.

“True teachers are those who use themselves as bridges over which they invite their students to cross; then, having facilitated their crossing, joyfully collapse, encouraging them to create their own.”
— Nikos Kazantzakis

Den leaders should be focused on helping Cub Scouts transition, having earned the Arrow of Light rank. The Webelos and Arrow of Light Ranks are the perfect platform for being prepared for Boy Scouts. Many of the adventures are primers for the upcoming merit badges. A Cub Scout who leaves with the Arrow of Light Rank on the tan scout shirt is ready and prepared for Boy Scouts.

Packs should recognize that Cub Scouts may transition at times other than the end of a school year, also leaders should prepare for a proper send-off at the Cub Scout's final pack meeting through a Crossing-over ceremony. Ceremonies may include actual wooden bridges or even members of the pack can face each other and create a pathway for the boy to walk through with pack leaders on one end and the new Troop leaders at the other end. Passing by the members of the pack while receiving handshakes or high-fives can leave positive feelings about the past. Pack leaders should invite the new Scoutmaster, Senior Patrol Leader, and Patrol leaders and members to be a part of the welcome committee.

Cub Scouts is a fun and adventurous opportunity for Cub Scouts and their families, however a proper bridge between the Pack and the Troop can make sure that the Scouting Adventure continues for many more years.

The Boy Scout Angle



2018 Boy Scout Requirement Book on the Horizon

Each year, an updated *Boy Scout Requirement Book* is issued. Usually released in January of each year, it will cover some important topics from changes presented in 2017:

Merit Badges

The updating and editing of each merit badge is a dynamic process where every merit badge is periodically reviewed by a National Task Force. Requirements for merit badges may be added, dropped, or changed depending on the review by this task force and the specific subject matter experts called in to assist in this review. Though the printing and release of an updated printed merit badge pamphlet (MBP) may occur any-time during the year, the final word on current MB requirements is always released in the updated *Boy Scout Requirements Book* for the current year. Remember to follow the information as set out in the *Guide to Advancement*, Topic 7.0.4.3 for more on this topic.

Eagle Palms

As outlined in *Advancement News* September/October 2017 edition, the Eagle Palms awards presented to Boys Scouts who earn 5, 10, 15 or more additional merit badges beyond the 21 required to become an Eagle Scout, incurred a significant change in the earning of these awards. Palms earned before completing the Eagle board of review may be earned by the Boy Scout without the three-month waiting period between awards. Additional changes were made in the tenure and leadership requirements as well as elimination of the previously required Eagle Palm board of review.

Swimming Requirements

Limited exceptions for certain swimming requirements were also reviewed in the September/October *Advancement News*. Due to the possibility of a resource barrier in completing the requirements, the need to have access to a swimming pool or a safe outside body of water was addressed. Directions were provided for the council Scout executive and advancement committee to authorize an alternative requirement under strict guidelines.

Revised Campout Requirements

Revised requirements for rank advancement became effective August 1, 2017. The new requirements recognize that not all outdoor activities need to include overnight camping. The change in requirements as provided in detail in *Advancement News* September/October 2017 apply to Second Class and First Class ranks. The Camping merit badge requirements remain unchanged.

Merit Badges

Fulfilling More Than One Requirement with a Single Activity

Leaders often ask, “Can one activity count for multiple requirements?” Topic 4.2.3.6 of the *Guide to Advancement* explains it can, as long as these 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 outing counts towards the Second Class or First Class camping nights requirement and satisfies certain requirements for the Camping merit badge. Here, the requirements and intent are the same. Thus, the requirements do not forbid the multiple use of the activity for the requirements.

For the Scout working on Communication and Citizenship in the Community merit badges, additional work is required. The Communication merit badge requires the Scout to attend a public meeting where several points of view are given on a single issue, carefully taking notes of each view, and then presenting a report to his counselor that includes all points of view. Citizenship in the Community, however, requires the Scout 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 meeting program includes a discussion of issues, then both requirements could be met as written. He should report on all sides of the discussion for Communication and take a position on which side he favored for Citizenship in the Community.

The Hiking merit badge, on the other hand, states in the notes at the bottom of requirement 4, “The required hikes for this badge may be used in fulfilling hiking requirements for rank advancement. However, these hikes cannot be used to fulfill requirements of other merit badges.” This is a good example of where the requirement states otherwise. Counselors will encounter these types of situations. Understanding the aim of requirements is important.

This topic was discussed in more detail in the Winter 2015 [Counselor’s Compass](#).



Miscellaneous Helpful Merit Badge Tidbits

In previous installments of the transition from the *Counselor's Compass* publication to inclusion of the *Counselor's Corner* in *Advancement News*, we covered subjects on: How to get started as a Merit Badge Counselor (MBC), understanding the process of Merit Badge Counseling (MBCing), some myths and facts of counseling, the "blue card", and dealing with "partial" merit badges.

Here are a few additional odds and ends related to merit badges and merit badge counseling.

Discontinued Merit Badges

Scouts are not allowed to "begin" work on discontinued MBs. See Topic 7.0.4.4 in the *Guide to Advancement* for more information.

"Interactive" and Digital Merit Badge Pamphlets (MBPs)

"Digital" MBPs are basically just PDF versions of the standard hardcopy MBP, no frills, no web links, and no animations. "Interactive" MBPs are electronic versions of the MBP with "frills", web links, animation, and much, much more. The former items are still available on Amazon, the latter (of which there are 20 merit badges currently available, including all the Eagle-required ones.) Additional merit badges are currently undergoing some production platform changes. The new and improved "interactive" MBPs will be covered more thoroughly in a later edition of *Advancement News*.

The "Family Scouting Program"

Much has been circulated about the major enhancement to the Scouting program to include girls in both the Cub Scout Program (mid 2018) and into the Boy Scout Program (2019). Rank and merit badge requirements are for registered Boy Scouts and Lone Scouts and qualified Venturers and Sea Scouts (*Guide To Advancement* Topic 4.2.01)

No changes to the merit badge program (current merit badges or their requirements) or merit badge counseling is anticipated, including the ironclad requirement for Youth Protection Training for all merit badge counselors.

Rank and merit badge requirements are for registered Boy Scouts , Lone Scouts and qualified Venturers and Sea Scouts (*Guide To Advancement* Topic 4.2.01)

Eagle Issues

Boards of Review Errors Do Not Prevent Future Advancement

Occasionally, in preparing for a Scout's board of review for his next rank advancement or at some other time, it may be discovered that a previous board of review made a mistake and inadvertently advanced a Scout in rank who had not actually completed all the requirements for that rank. Some examples of these errors include



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- Insufficient number of merit badges – five for Star rank, instead of six.
- Incorrect mix of required and optional merit badges - three required and three optional merit badges instead of four required and two optional for Star rank
- Insufficient time between ranks or service in a position of responsibility - four months instead of six between Star and Life ranks.
- Improper position of responsibility - assistant patrol leader, grubmaster, etc.

While unfortunate, and clearly pointing to the need for additional education for adult volunteers, these errors must **not** be cited as a reason for denying a Scout a future advancement opportunity. "Once a Scout has been advanced in rank, advancement errors subsequently discovered must not be held against him for any future advancement, even if the requirements were not properly completed." (*Guide to Advancement*, 9.0.1.3). The previous advancement stands as is and must not be held against the Scout for any future advancement. The Scout must not be required to "go back" and do something over to correct the error. We do not penalize a Scout for errors made by adults. For future advancement, it is only necessary that the Scout complete all the requirements for the rank currently under review to be advanced to that rank, including Eagle Scout rank.

Venturing

Sample Venturing Summit Award Service Project

One of the requirements to earn the Venturing Summit Award is to complete a service project. Venturers must use the workbook found at https://www.scouting.org/filestore/pdf/512-938_WB.pdf. This workbook will help guide Venturers through the process of planning, completing, and reviewing their service project. To illustrate this process, see how the project would proceed for a sample Venturer.



Jennifer is a Venturer seeking to climb to the Summit. She has brainstormed many ideas for projects but has chosen to build a bridge over a stream at a nature center. This would allow the trail to be extended for guests of the nature center. She meets with an adult advisor from her crew who agrees to be the advisor for the project. They discuss the idea and the steps to take. Now that Jennifer has the idea, she needs to use the workbook and start completing the proposal portion. She meets with a representative from the nature center to discuss the project idea. They discuss the scope and complexity of the project and the impact that it will have on the local community. They come up with a design template for the bridge. The sponsor is thrilled and can't wait to see the project when it is completed! The proposal is submitted to her crew and project sponsor and both sign for approval of the proposal.

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The nature center has agreed to provide the tools needed but only has limited funding for the project. Jennifer is able to work with a local hardware department store for a donation of supplies for the project. She then asks members of her crew and some friends from school to help in completing the project. She plans a weekend and strategizes on how many people she will need and what they will do. She will need five people on the first day to help cut the lumber and assemble portions of the bridge. The next day, she will need 10 people to help move the larger pieces and assemble the bridge in the desired location. She gets the supplies needed for the project and organizes them prior to crew members and friends meeting at the nature center. She provides leadership to the group and helping them to understand the ultimate goal. She has several copies of the template of the bridge. After several full days of work, the crew has completed the building and placing the bridge. Of course, the group tests it out and finds that the bridge works great!

When Jennifer returns home, she writes a review of how her project went and how she met the scope of the project. She then meets with the project sponsor and crew advisor to get final approvals that she has actually completed the agreed-upon project and met the project standards. The workbook can then be submitted to the crew advisor for official documentation and the service project requirement can then be signed off! A job well done, Jennifer!

For additional information see *Guide to Advancement 2017*, Section 4.3.2.0, The Venturing Summit Award Service Project.



A Peek Ahead

Here is a glimpse at 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, and especially to accommodate “late-breaking” news of immediate importance to our subscribers.

January-February Highlights

Opportunities for Advancement Administrators: Florida Sea Base January experiences

From the *Guide To Advancement*: District Advancement Committee responsibilities support units

The Cub Scout Angle: What follows rank advancement for Cub Scouts?

Sea Scouts

Reviewing the Procedure for Sea Scout Advancement

For those in the Sea Scout family, a bridge of review is a reflection of our maritime heritage, but to those in our larger Boy Scout family, the term causes confusion. A bit of history will help make the term more understandable.

When vessels were powered solely by sail, it was customary that only officers could use the quarterdeck. Today, wherever the officers take their station becomes the quarterdeck. In Sea Scouts, the youth officers are referred to as the quarterdeck.

As powered ships came into use, officer stations were moved to the bridge. In Sea Scouts, the quarterdeck reviews and makes recommendations regarding rank advancement. This internal review is referred to as a bridge of review.

For Quartermaster Rank, a youth has both an internal bridge of review and an external bridge (board) of review. This is the rank advancement process:

Apprentice through Able:

Skippers hold a conference with youth who indicate they are ready to advance to the next Sea Scout rank.

After the Skipper conference, the youth wishing to advance meets with the bridge of review made up of three to six members of the quarterdeck (youth officers) or ship committee. The boatswain serves as bridge of review chair, conducts the review according to the BSA procedures, and reports results to the ship advancement coordinator. The bridge of review date becomes the effective advancement date.

Quartermaster:

Most requirements represent an intensification of what has been learned for previous ranks, but significant additions are the Quartermaster service project and the Quartermaster cruise.

Sea Scouts must use the Quartermaster Leadership Service Project Workbook, No. 420-011, available at www.seascout.org, and secure approvals from the Skipper, ship committee, project beneficiary, and the council or district advancement committee. Note: A youth's Quartermaster, Eagle, or Venturing Summit Award service project must not be the same project; these projects must be separate and distinct from each other.

1. Just as with Apprentice through Able, when a youth believes they have completed all the requirements for Quartermaster, they request a Skipper Conference.
2. A ship bridge of review is scheduled to review all documentation.
3. Once approved by the Skipper and the bridge of review, a bridge/board of review is scheduled by the district or council advancement committee. Note: Skippers and mates may not serve on a board of review for a Sea Scout in their own ship. Parents or guardians may not serve on a board for their son or daughter. Neither the candidate nor their parent(s) or guardian(s) have any part in selecting any board of review members.



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4. After interviewing the candidate, the bridge/board approves or disapproves the application.
5. The approved Quartermaster Application with all appropriate signatures is submitted via email to the National Service Center at advancement.team@scouting.org by the local council service center person who supports advancement. Once the application is received by the national office, the certificate and Quartermaster patch is produced and returned to the local council service center along with a letter from the National Commodore and the National Sea Scout Director. (The medal and optional pins are ordered from the local Scout Shop.)

From the Archives

The Cub Scout Angle: The Pace of Advancement

(May 2012))

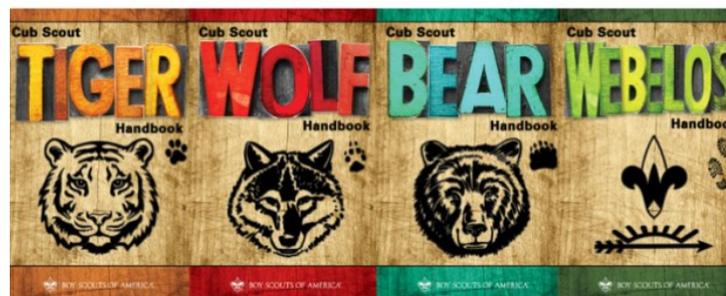
[Ed note: Respective Cub Scout adventures are completed to earn Cub Scout ranks]

A Cub Scout should earn the rank for their grade (or age); they do not go back and work on previous ranks that they missed. Generally speaking, a Cub Scout should advance one rank per year (in addition to Bobcat, which all youth must earn before working on the appropriate rank for the year). In many packs, the year's rank is presented at the annual blue and gold banquet, although other times are appropriate.

Some youth may earn the year's rank earlier and could be recognized accordingly (e.g., Webelos rank); others may earn it later. Either is just fine. On June 1, all youth move up to the next level. Thus, during summer camp, day camp, or other pack summertime opportunities, Cub Scouts should start working on the adventures required for the next rank—the one they will work on with their den over the coming school year.

There are times when a youth member may not finish a year's rank by May 31; for example, they may have joined the den midyear or later. In that event, the den leader, Cubmaster, committee chair, and parents or guardians should discuss options, which could include allowing the youth an extra month or so to complete the rank. This is acceptable and will give him a sense of accomplishment.

A Cub Scout's advancement progress depends on several parameters, including their own motivation, the encouragement and help they get from family and leaders, and their need for recognition. These factors will vary for each youth member. Generally, between the parent or guardian, the den leader, and others, they will know if the effort put forth is really the Cub Scout's best. In any event, and absent special needs, the Cub Scout should start working on the next year's rank along with the den no later than the beginning of the next school year.



Philmont Training Center

Advancement Educational Opportunities

Mechanics of Advancement June 17-23, 2018

This course is a **must** for new advancement administrators or unit, district, or council volunteers and professionals just in need of a refresher on advancement procedures. Conference attendees will gain an in-depth understanding of the essentials of advancement and an appreciation for the rationale behind the policies and procedures governing it. Group discussions will focus on effective ways to resolve the related issues and challenges that arise. Presenters are very well founded in Advancement issues and have a full understanding of the Guide to Advancement.

Advancement Issues and Solutions August 5-11, 2018

If you are an experienced volunteer advancement administrator, consider taking your game to the next level. This case study–based conference is designed for unit, district, and council advancement coordinators, chairs, committee members, and staff advisors. If that's you, start making plans now to take advantage of this opportunity to share ideas with other committed advancement administrators at Scouting's premier destination.

Conference participants will not only learn about the latest updates on advancement issues, but more important, they will analyze, discuss, and solve case studies similar to those regularly dealt with by the National Advancement Team and the Eagle Issues Task Force. The result will be a better understanding of the effective use of the *Guide to Advancement* and also the confidence to handle difficult issues at the council level.

More information and Registration is available at: www.philmonttrainingcenter.org

