



2025 COUNCIL ADVANCEMENT COMMITTEE PLAN OF OPERATION

2025 Committee objectives and goals

Primary Objectives:

- *Consistency* in execution and application of advancement process throughout the council, both in units and districts.
- *Communication* with units and families about available advancement resources and program changes. And regular communication between the commissioner core and unit serving advancement teams to collect and disseminate advancement related information.
- *Collaboration* with Activities and Training Committees to support advancement events and opportunities for our youth and training opportunities for unit volunteers and the advancement committee members.

Secondary Objectives:

- Support the two newest districts in the council with their advancement processes.
- Promote the use of the Guide to Advancement (especially with significant changes in 2025) to aid in consistency in the advancement program as well as streamline and reduce time spent on administrative functions.

Committee action plan to meet objectives and goals

- Review, amend and communicate the process around Eagle reference letters per the revisions in the 2025 Guide to Advancement as well as the fundraising application.
- Ensure Unit Serving Advancement Teams are Supportive of each other and sharing resources to ensure that all Troops have active district level contacts for the Eagle Scout advancement process. Also continue to align the process from district to district.
- Develop a formal definition and training resource for the role of Eagle Coach and promote that resource to all units in the council with the goal of every unit having an Eagle Coach with current training. Also potentially develop a Council—based bench of Project Coaches with areas of specialty that could mentor Scouts.
- Develop a new communication platform tentatively called “Advancement Minute” to share information with units, Scouts and families.
- Promote Cub Scout and Scouts BSA Advancement and Venturing recognition and awards through quarterly interactions with District Commissioners.
- Continue to support and help expand Merit Badge opportunities facilitated by the Northern Star Scouting Activities Committee and community partners.
- Refresh the Northern Star Advancement web page to better support units
- Hold and Promote Eagle Previews for all Life Scouts in both the spring and fall either online or in-person.



SUPPORT OF UNITS, VOLUNTEERS AND YOUTH

How will the committee and their actions support units and volunteers:

By providing a consistent and clear process for facilitating advancement, communicating resources relating to advancement, and by supporting training activities events.

How will the committee and their actions support youth and adult retention and recruitment:

Advancement helps structure an active and engaging program. An active and engaging program (with trained leaders) promotes retention. Retention aids in recruitment (no one wants to join a declining program).

What are the committee's plans to increase the diversity of the committee members?

We will continue to have open meetings and put out public meeting invitations periodically with the intent to bring in fresh ideas and perspectives.

Measure of success that demonstrate support of units, volunteers and youth:

Increasing advancement numbers such as merit badges and ranks earned, and decreasing instances of inconsistent advancement practices or situations where a Scout is disadvantaged or discouraged in their advancement journey.

Other Council Committees we need to work with to accomplish the above:

Particularly Activities and Training as well as the Commissioner core.

COMMITTEE FUNCTIONS

Annual activities/events of this committee:

- Regional Eagle Preview information sessions in the spring and fall
- Participate in the Spring and Fall University of Scouting with a midway table and Advancement classes. This will include UOS Extension in 2025.
- Support Camporees and other events with Advancement
- Silver Beaver Selections and Council Annual Recognition Dinner
- The unit serving advancement teams in each district facilitate all Eagle Project approvals and coordinate all Eagle Boards of Review

Intermittent/new activities: (Assign committee members and research tasks)

- Advancement Minute communication development
- Eagle Extension reviews
- Heroism award reviews
- Merit Badge counselor application review and approval
- Eagle Board of Review appeals
- Advancement Training sessions
- Advancement earning Activities and events

Event, committee meetings, and sub-committee meetings needed:

The committee meets monthly and sub-committees meet as needed.



COMMITTEE'S COMMUNICATION PLAN TO SUPPORT UNITS, VOLUNTEERS AND YOUTH

Objectives

- To develop a new program called Advancement Minute to share tips and bits of advancement-specific information with links to further reading such as the GTA.
- To communicate unit-specific information to and through the Commissioner core on a quarterly basis.
- To continue leader training both in person and virtually.
- To enhance and improve the advancement portion of the Northern Star website.

Communications volunteer(s) - who helps with the communication plan:

Specific teams will be formed in 2025 under the leadership of the committee chair.

Social media/print/mailings/etc. plan – how will we get information to units and members:

- Commissioner Core
- Facebook (and potentially other social media)
- Email blasts to specific audiences
- E Navigator/Print Navigator articles
- Training events

COMMITTEE MEMBERS

Chair: Kim Shannon **Vice Chair(s):** Open position

Members: (24+) One to Two per district listed at:

<https://www.northernstar.org/news/enavigator/a-scouts-guide-to-earning-eagle>

Sub-Committee Members: (12+) Outlined in the Administration Function

Staff Advisor: Dave Arola

Position Descriptions

Committee Member: Unit Serving Advancement Team or Council Advancement Administration Team

- Committee member estimated time commitment: varies, average 5 - 10 hours monthly.
- Committee members organizational relationship to Committee Chair and Staff Advisor
 - Unit Serving Advancement Team members in each district work with their District Coordinator who in turn works directly with the Committee Chair. Council Advancement Administration Team members either work directly with the Committee Chair or the Staff Advisor, depending on function.



Northern Star Scouting

UNIT SERVICE FUNCTION

- Recruit, train, support, mentor, and advise volunteers in promoting Advancement to all units
- Approve Eagle project proposals and coordinate Eagle Boards of Review for their assigned units
- Assist District Commissioner teams with the identification of Silver Beaver and District Award of Merit candidates at the Unit and District level and support all Council level recognition programs
- Share Advancement data/metrics with Commissioner teams, help identify troubled units and provide assistance when needed
- Provide support to local Advancement Activities such as Merit Badge/Webelos Activity Pin events or Council events such as Camporees
- Host Eagle Preview events for local units either in-person or online during the spring and fall

ADMINISTRATION FUNCTION

- Recruit, train and support Unit Serving Advancement Coordinators and unit volunteers
- Host resource table and provide Advancement related training sessions at University of Scouting
- Hear and make decisions on appeals of Eagle Board of Review and rank denial decisions
- Review requests for Eagle extensions, Registration Beyond the Age of Eligibility, Alternative Requirements, Alternate Merit Badges, and Heroism Awards
- Approve all merit badge counselor applications and assist in maintaining a current Council list.
- Approve companies/organizations to host advancement programs (Merit Badge Days) ensuring that the BSA Guide to Advancement and BSA Youth Protection policies are followed
- Evaluate and provide oversight/support to all camp advancement programs, including the training of staff and the management of records, ensuring the highest quality programs possible
- Maintain accuracy of all Advancement resources on the Northern Star Scouting website
- Support the Northern Star Silver Beaver Selections Committee Chair and Committee Annual Volunteer Recognition Event Chair and Committee
- Provide Advancement data/metrics to Unit Serving Advancement Coordinators and District Commissioner Staff
- Provide support to Council Activities Committee for Advancement Activities such as Merit Badge/Webelos Activity Pin events
- Engage with Council Communications Committee to develop resources to aid units in sharing Eagle Projects and Eagle Scout award recipients with local media outlets



Committee Chair:

- Position concept:
To be a resource to support the framework that supports all Scouts and Leaders in the council regarding advancement.

- Chair responsibilities:
 - Extremely Familiar with current Advancement policies and procedures and the BSA Guide to Advancement.
 - Continually improve understanding of the Scouting America advancement program by utilizing national and regional resources.
 - Ability to provide leadership to a committee of approximately 25 people and 6 subcommittees and to recruit and support those volunteers.
 - Ability to organize and lead meetings and projects
 - Ability to address and respond to difficult situations with level-headedness

- Chair’s estimated time commitment: 10-15 hours monthly

- Chair’s organizational relationship to Council Volunteer(s) and Staff Advisor:
 - The CAC Chair reports to the Vice President of Program and is supported by the Staff Advisor. The CAC has standing sub-committees to address a) Awards and Recognition, b) Extensions, c) Beyond the Age of Eligibility & Alternate Requirements, d) Documents/Resources, e) Cub Scout Advancement, and f) Administrative.

CALENDAR DATES

Printed in the Council Calendar

Committee Meetings:

- | | |
|-----------|------------|
| ○ 1/22/25 | ○ 6/25/25 |
| ○ 2/26/25 | ○ 8/27/25 |
| ○ 3/26/25 | ○ 9/24/25 |
| ○ 4/23/25 | ○ 10/22/25 |
| ○ 5/28/25 | ○ 11/19/25 |

Activities/Events:

- Silver Beaver nominations due 12/1/25
- District Award of Merit submissions due 12/1/2025