

to keep myself physically strong

mentally awake

morally straight.

A Scout is...

On my honor, I will do my best to do my duty to God and my country to obey the Scout Law to help other people at all times

trustworthy loyal helpful friendly courteous kind obedient cheerful thrifty brave clean reverent.

# OCCONEECHEE COUNCIL



## LIFE TO EAGLE GUIDE



November 2024

Be Prepared.

Do a Good Turn daily.

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## PURPOSE

The Occoneechee Council Advancement Committee has prepared this Life to Eagle Guide to give guidance, consistency and confidence to our scouts and our volunteers. It is posted on our council website at [www.ocscouts.org](http://www.ocscouts.org). Please share this with your unit (leaders, parents and scouts).

No guide can address every possible situation. This guide provides general guidance on the topics most likely to impact the average Eagle Scout candidate. We also recommend the Eagle Scout Rank Application, the Eagle Scout Service Project Workbook, and the Guide to Advancement 2021. Comments or suggestions for future editions may be sent to me at [EMillerBSA@aol.com](mailto:EMillerBSA@aol.com).

*Ed Miller, Chairman  
Occoneechee Council Advancement Committee*

## COUNCIL RESPONSIBILITIES

In matters set by National that are unambiguous, the Occoneechee Council Advancement Committee is charged with educating our units and enforcing national policy and regulations. In matters set by the National office that allow for more than one interpretation, the council advancement committee is responsible for interpreting such policies, then educating our units and enforcing the policy. When the policy or regulation of the national office permits a choice between one or more options, the council advancement committee selects the option that best meets the needs of our council, then distributes the decision to the districts and units, and serves to enforce the decision.

## DISTRICT RESPONSIBILITIES

For purposes of advancement to Eagle Scout, the two most important responsibilities of our district advancement committees are:

- Reviewing and approving Eagle Scout Service Project proposals.
- Conducting Eagle Scout boards of review.

Districts establish procedures to implement the Eagle advancement requirements for local units and Eagle candidates. Areas governed by the district include the location, time and date during which Eagle project proposals will be reviewed and boards of review conducted, and the frequency with which each takes place. District procedures must conform to national and council policies.

The district Eagle board chairman is the individual who receives the verified Eagle Scout package directly from the Council Eagle Service Desk. He or she is responsible for assigning a chairman for each candidate's board of review, ensuring that the board is conducted promptly and in accordance with National and council standards, and that the paperwork is returned promptly to the council Eagle Service Desk upon conclusion of the board.

When requested, the district will assign a qualified Eagle coach who can help the scout understand what is expected of him / her as well as monitor the scout's progress

## UNIT RESPONSIBILITIES

For purposes of advancement to Eagle Scout, important unit responsibilities include:

- Ensure that the scout's record of advancement is accurate in the national records database.

- Be supportive of the scout in his/her quest for Eagle Scout, but insist that the scout take ownership of each requirement, especially leadership of the Eagle Scout Service Project.
- Provide to the scout the name(s) and telephone number(s) of the District Eagle Board Chair for his/her district so that the **scout can make contact** to set a time and place for the district review and approval of his/her Eagle Service Project proposal.

## CANDIDATE RESPONSIBILITIES

For purposes of advancement to Eagle Scout, important responsibilities of the candidate include:

- Be the driving force behind your quest to attain the rank of Eagle Scout. Your scoutmaster and your parents are great resources, but they are not responsible for earning your Eagle or completing your paperwork.
- Complete all requirements for Eagle Scout as set by Scouting America, and do so to good standards before your 18<sup>th</sup> birthday.
- Select and complete an Eagle Scout Service Project during which you must plan, develop and give leadership to others so as to make a genuine impact on behalf of your project recipient.
- Use only the current, approved version of the Eagle Scout Service Project workbook and do not begin your project until you have had your proposal approved by your unit leader, unit committee, project recipient and your district Eagle Scout board representative.
- Complete all paperwork – the Eagle Scout Rank Application, the Eagle Scout Service Project Workbook and the statement of ambition and life purpose.
- Submit all paperwork, at the same time (i.e. not piecemeal) to the Occoneechee Eagle Service Desk by your 18<sup>th</sup> birthday, or as soon thereafter as is practical.
- Select and contact each of your references, request that they send a letter of reference using an EagleRefs account you create.
- Register your completed Eagle Project on your EagleRefs account. We use this at our Eagle Banquet, in our Annual Report to the Governor, and grant applications which help fund our local Scouting program.

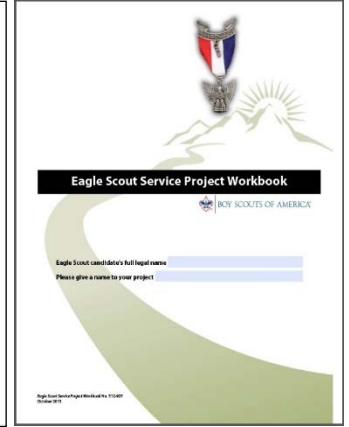
Remember: It is your work and your dedication that is being measured and rewarded.

## EAGLE SERVICE DESK

For purposes of the Eagle Scout advancement process, important responsibilities of the Occoneechee Council Eagle Service Desk include:

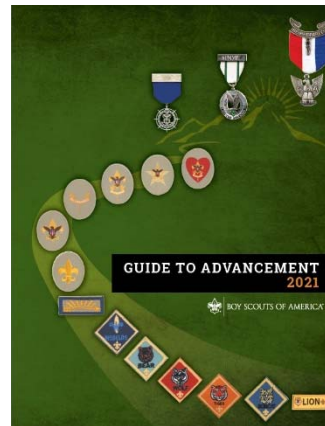
- Receiving and logging all Eagle packets (e.g. the scout's Eagle application, the Eagle project workbook and the statement of life purpose) for all candidates in all districts of Occoneechee Council. All items submitted must be originals, with original signatures; the candidate is encouraged to make and retain a copy as backup.
- Verifying the contents of each Eagle Scout Rank Application before it is sent to the district for a board of review to be scheduled.
- Administering the Eagle reference letters for each candidate. In most cases, this means printing the letters that were submitted to the scout's EagleRefs account. In rare cases, the Eagle Service Desk receives the letters via USPS, places them in the candidate's file. The Eagle Desk also receives the letters at the conclusion of the board of review, and destroys the letters in accordance with the privacy provisions set by the national office.
- Forwarding to the district the candidate's Eagle Scout application, their Eagle service project workbook, their statement of ambition and life purpose, the reference letters, and a blank Eagle Project registration form (if applicable). *The district Eagle board chair may have the packets held at the Eagle desk until they can be personally retrieved, or have them mailed from the council office.*
- Forwarding completed Eagle Scout Rank Applications to the National BSA Supply upon the candidate's successful completion of their Eagle Scout board of review.
- Processing the Eagle Scout credentials (The Eagle Scout Certificate, Eagle Scout wallet card, etc...) when returned from the National BSA Supply.
- Informing the Eagle candidate that they may pick up their Eagle credentials.
- Maintaining the Council Eagle Scout Register.

## IMPORTANT RESOURCES



**April 2024 Eagle Scout Rank Application      Feb 2023 Eagle Scout Service Project Workbook**

These are the two most important paperwork items needed by each Eagle candidate to successfully earn the Eagle Scout rank.



**Guide to Advancement 2021**

This resource, published by the National office, provides a wealth of information pertaining to advancement as well as meeting the special needs of scouts with disabilities.

## EAGLE SERVICE PROJECT REGISTRATION FORM

The council asks that each new Eagle Scout register their Eagle project electronically using **EagleRefs.org** or complete an Eagle Project Registration form at the conclusion of his/her Eagle board of review. The registrations are used to help other scouts, and are also shown at the annual Eagle Recognition Dinner.



## EAGLE SCOUT REQUIREMENTS

**REQUIREMENT 1.** Be active in your troop, crew, or ship for a period of at least six months after you have achieved the rank of Life Scout.

**REQUIREMENT 2.** Demonstrate that you live by the principles of the Scout Oath and Scout Law in your daily life, and tell how you have done your Duty to God. List the names of individuals who know you personally and would be willing to provide a recommendation on your behalf.

**REQUIREMENT 3.** Earn a total of 21 merit badges (required badges are listed).

**REQUIREMENT 4.** While a Life Scout, serve actively for a period of six months in one or more of the positions of responsibility shown on the Eagle Scout Rank Application.

**REQUIREMENT 5.** While a Life Scout, plan, develop, and give leadership to others in a service project helpful to any religious institution, any school, or your community. (The project must benefit an organization other than Boy Scouting.) A project **proposal** must be approved by the organization benefiting from the effort, your unit leader and unit committee, and the council or district before you start. You must use the Eagle Scout Service Project Workbook, No. 512-927, in meeting this requirement.

**REQUIREMENT 6.** Take part in a unit leader conference.

**STATEMENT OF LIFE PURPOSE.** A statement of your ambitions; a list of positions held during which you demonstrated leadership; include honors and awards received during this service.

**REQUIREMENT 7.** Successfully complete an Eagle Scout board of review.

### REQUIREMENT 1

#### Be Active in Your Unit

A scout will be deemed “active” if he/she meets the following three-part sequential standard:

- 1. The Scout is registered.** The youth is registered in his unit for at least the time period indicated in the requirement, and he or she has indicated in some way, through word or action, that they consider themselves a member.
- 2. The Scout is in good standing.** He or she has not been dismissed for disciplinary reasons.
- 3. The Scout meets the unit’s reasonable expectations; or, if not, a lesser level of activity is explained.** Time counted as “active” need not be consecutive.

### ACTIVE

- 1. Registered in their unit.**
- 2. Not dismissed for disciplinary reasons.**
- 3. Meets reasonable expectations of their unit.**

## REQUIREMENT 2

### Live the Values of Scouting

**1.** The scout must list all six references on the Eagle Scout Rank Application (five if not employed). If not affiliated with an organized religion, then the parent or guardian provides this reference.

**2.** Occoneechee Council uses **EagleRefs.org** as its preferred method for obtaining references. Hard copy letters mailed to the council service center may also be used.

**3.** Each Eagle candidate should obtain the permission of the references before listing them on the Eagle Scout Rank Application,

**4.** When using **EagleRefs.org**, the references will automatically be contacted electronically. If not using EagleRefs.org, the Eagle candidate should provide his/her references with an envelope pre-addressed to the Council Eagle Service Desk as well as a copy of the Occoneechee Letter of Reference form. Once that is done, the scout has no further role in the process.

***Neither the scout, nor their family, nor their unit leaders shall be engaged in any way in retrieving or delivering the letters of reference to the Eagle Service Desk.***

**5.** Completed reference responses of any kind are the property of the council and are confidential, and only review-board members and those officials with a specific need may see them. The responses are not to be viewed by, or returned to, the scout. Doing so could discourage the submission of negative information.

**6.** For the same reason, those providing references shall not be given the option of waiving confidentiality.

**7.** Once a review has been held, reference letters shall be returned to the council, where they will be destroyed.

### REQUIREMENT 3

#### Earn 21 Merit Badges

**1.** The Eagle candidate must have completed at least 21 merit badges, including the appropriate Eagle-required badges as shown on the Eagle Scout Rank Application.

**2.** The merit badges must be recorded in the national database. Having the badge on a sash or recorded in the troop’s records is insufficient. It is the scout’s and troop’s responsibility to work with the Eagle Service Desk to correct errors in the scout’s advancement records.

## REQUIREMENT 4

### Serve in a Unit Position of Responsibility

1. The position(s) used by the scout to fulfill this requirement must be listed in the position of responsibility requirement shown in the most current edition of Scouts BSA Requirements, No. 34765.
2. Since more than one member may hold some positions - "instructor," for example - even large units can provide sufficient opportunities within the list.
3. The requirement calls for a period of months. Any number of positions may be held as long as total service time equals at least six months.
4. Holding simultaneous positions does not shorten the required number of months.
5. Positions need not flow from one to the other; there may be gaps between them.
6. If the unit establishes expectations for positions of responsibility, and if, within reason, based on their personal skill set, the Scout meets them, the scout fulfills the requirement.
7. When a Scout assumes a position, ***something related to the desired results must happen***. It is a disservice to the Scout and to the unit to reward work that has not been done. Holding a position and doing nothing, producing no results, is unacceptable.

The requirement for advancement is that the Scout participates in a scoutmaster conference, not that they must "pass" the conference.

5. The Scout must be clear to all donors or event participants that the money raised is on behalf of the project beneficiary, which will retain leftover funds.

6. Project restrictions (e.g. not for BSA, not commercial in nature) are listed in the current Eagle Scout Service Project Workbook.

7. All Eagle Scout service projects constitute official Scouting activity and are subject to Scouting America policies and procedures. Projects are considered part of a unit's program and are treated as such with regard to policies, procedures, and requirements regarding Youth Protection, two-deep leadership, etc.

8. The scout must have their Eagle Scout Service Project proposal approved by their unit leader, their unit committee, their project beneficiary and their district Eagle board before they proceed with planning and carrying out their project.

9. At the Eagle Scout board of review, the Eagle Scout Service Project must be evaluated primarily on **impact** - the extent of benefit to the religious institution, school, or community, and on the leadership provided by the candidate. There must also be evidence of planning and development. Fancy notebooks or binders filled with large amounts of paperwork do not contribute to the value a board places on the project. The project, well led and resulting in a worthy outcome, is the standard by which this requirement is judged.

## REQUIREMENT 5

### Complete an Eagle Scout Service Project

1. The most current workbook must be used. It can be found at <http://www.scouting.org>. The workbook shows the project proposal was approved before starting, then accepted by all parties when finished.
2. Using workbook, No. 512-927 guides the candidate and helps avoid pitfalls. If properly used, it nearly assures success. It shows approvals were secured, lists important limitations, suggests questions for those approving the project, and includes outlines for the proposal and the more detailed final plan that should come next.
3. Projects may not be fundraisers (i.e. an effort that primarily collects money), even if it is for a worthy charity. Fundraising is permitted only for securing materials and otherwise facilitating a project.
4. Contributions from sources ***other than*** the beneficiary, the candidate, the candidate's parents or relatives, the candidate's unit or chartered organization, or parents or members in the candidate's unit, may require a fundraising application. ***See page 9 for Occoneechee pre-approved dollar amounts.***

## REQUIREMENT 6

### SM Conference

1. The Eagle candidate must take part in a unit leader (Scoutmaster) conference.
2. There is no requirement that the Eagle candidate "pass" the scoutmaster conference. A scoutmaster may find that the candidate is lacking in one or more areas, and will offer to meet again with the scout to help him/her grow. A wise scout, under those conditions, would be well served to accept the offer.
3. If the scoutmaster refuses to grant a scoutmaster conference, or refuses to sign off on a conference that was held, the scout can submit his application with a request that a board of review be conducted under disputed circumstances.

## CERTIFICATION BY SCOUT

### Statement of Life Purpose

1. The scout must prepare a statement of life purpose, including a list of leadership positions held and honors and award he or she has received.
2. The statement of life purpose should be a forward-looking document. A diary of past events does not fulfill this requirement. What's needed is a statement of what you plan to do with the rest of your life – school, work, family, community service – and how Scouting will shape your future.

## REQUIREMENT 7

### Eagle Scout Board of Review

1. The board of review for an Eagle candidate is composed of at least three but not more than six members, at least 21 years of age or older. The Scout may have no input into the selection of the board of review members. One member serves as chair. A Scout's unit leader (scoutmaster, coach or advisor), assistant unit leaders, relatives, or guardians may not serve as members of his/her board.
2. It is not required that these persons be members of the advancement committee; however, they must have an understanding of the importance of the Eagle Scout board of review.
3. In Occoneechee Council, all Eagle Scout boards of review are conducted at the district level. Unit Eagle boards of review are not permitted. An Eagle Scout candidate may have only one board of review. All steps beyond an initial board of review fall under the appeals process.
4. Eagle boards of review will be scheduled without unnecessary or arbitrary delay.
5. The board of review members should convene at least 30 minutes before the candidate appears in order to review the application, references, and service project report.
6. References that are forwarded with the application are confidential, and their contents are not to be disclosed to any person who is not a member of the board of review.
7. The candidate's unit leader introduces him or her to the members of the board of review. The unit leader may remain in the room, but does not participate in the board of review. The unit leader may be called on to clarify a point in question. In no case should a relative or guardian of the candidate attend the review, even as a unit leader.
8. The Scout should be neat in their appearance. If in uniform, it should be as correct as possible, with the badges worn properly.
9. The board of review should take approximately 30 minutes, and should rarely exceed 45 minutes.

10. The review is not an examination. The Scout has learned their skills and has been examined. This is a review. The Scout should be asked where he or she learned the skills, who taught them, and the value he or she gained from passing this requirement.

11. The board should attempt to determine the Scout's attitude and acceptance of Scouting's ideals. The board should make sure that good standards have been met in all phases of the Scout's life. A discussion of the Scout Oath and Scout Law is in keeping with the purpose of the review, to make sure that the scout recognizes and understands the value of Scouting in their home, unit, school, and community.

12. Suggested topics for the board to cover should include, but not be limited to:

**Scout Spirit** - living the Scout Oath and Law in his/her daily life.

**Scout Participation** - what he/she accomplished in Scouting.

**Merit Badges** - what they mean to the scout; his or her assessment of their value.

**Eagle Scout Service Project** - Did the scout demonstrate leadership of others? Did the project positively and significantly impact the religious institution, school or community group?

**Future Plans** - Discuss his/her Life Purpose Statement; their personal, educational, and Scouting future.

13. After the review, the candidate and the unit leader leave the room while the board members discuss the acceptability of the candidate as an Eagle Scout. **The decision to approve must be unanimous.**

14. If the candidate meets the requirements, they are asked to return and is informed that they will receive the board's recommendation for the Eagle Scout rank. The Eagle board chairman signs the application in the scout's presence. The Eagle board chairman also ensures that all members of the board sign it. If the scout hasn't registered their project on *EagleRefs.org*, the chair ensures that the scout completes the Eagle Project registration and provides one picture that best represents their Eagle Scout project. The Eagle Service Project Workbook should be returned to the new Eagle Scout.

15. If the candidate does not meet the requirements, they are asked to return and told the reason(s) why. Appeal procedures should be explained to the scout. A follow-up letter must be sent to the Scout confirming the agreements reached on the action(s) necessary for advancement. If the Scout chooses to appeal, provide the name and address of the person he/she is to contact.

16. Immediately after the board of review and after the application has been appropriately signed, the application and the references letters are returned to the council service center. *The chair of the board of*

review is responsible for ensuring that these items are returned to the council office and that the confidentiality of the references is maintained.

## BOARDS AFTER 18<sup>th</sup> BIRTHDAY

1. A scout who has completed all requirements for Eagle prior to his 18th birthday may be reviewed up to two years after his/her 18<sup>th</sup> birthday.
2. If an Eagle Scout board of review will be held more than two years after the candidate's 18th birthday, the Eagle Scout must petition the National Scouts BSA Committee for a Belated Eagle Scout board of review. *The petition must be processed through the local council, detailing the extenuating circumstances that prevented the board of review from being held within the two-year period following the candidate's 18th birthday, and be accompanied with a copy of the Eagle Scout Rank Application.*

## POWER TOOLS / SAFETY

1. The provisions of the *Guide to Safe Scouting* apply to Eagle Scout service projects, as well as travel to and from those service projects.
2. As part of the *Guide to Safe Scouting*, Scouting America publishes ***Age Guidelines for Tool Use and Work at Elevations or Excavations***.
3. Occoneechee Council **requires** that every Eagle Scout candidate familiarize themselves with these guidelines before engaging in any of the activities listed in this document.
4. These guidelines are updated periodically. A copy of the guidelines is included in this guide.
5. Scouting activities may not include activities for youth that, by law, are prohibited in the workplace. It is important to obey restrictions manufacturers impose or suggest for the use of their tools or other products, or potentially hazardous chemicals such as paints, stains, lacquers, etc.

## TIME EXTENSION REQUESTS

1. If a youth foresees that, due to no fault or choice of their own, they will be unable to complete the Eagle Scout rank requirements before age 18, he/she may apply for a limited time extension. **These are rarely granted** and reserved only for work on Eagle (that is, the scout must have attained the rank of Life Scout at least six months before their 18<sup>th</sup> birthday).

For a request to be considered, the following tests are applied.

2. The member joined or rejoined—or became active again after a period of inactivity—in time to complete all requirements before turning 18.
3. A circumstance came to exist that now precludes completion before the deadline.
4. The circumstance is totally beyond the control of the youth member.
5. The circumstance is severe and not the norm of the Scout's life. In most cases, Scouts are expected to overcome life's ordinary trials.
6. The circumstance could not have been planned for or anticipated. If it is health-related, it should have been unforeseen and of recent onset, or a complication or intensification of an ongoing issue.
7. A Request for Extension of Time to Earn Eagle Scout Rank application must be completed and sent to the council advancement committee. The Scout, their parent or guardian, their unit leader, or a member of their unit committee may file the request. It is sent to the council service center to the attention of the council advancement committee. It is preferred that requests be submitted before the 18th birthday. The request must indicate the number of months after the 18th birthday that will be necessary to complete the requirements.
8. The council advancement committee's role is to collect and evaluate evidence, recommend action to the Scout, and if requested, provide the evidence with a position statement to the national Advancement Team. **The local council is authorized to grant time extensions of up to six months, but only when all tests have been met.** Time extensions greater than six months, or that do not meet one or more of the tests, are forwarded to the National Advancement Team. Only the National Advancement Team can grant an extension that exceeds council authority.
9. The council advancement committee must review the evidence and prepare a position statement. This is shared with the scout, their parent or guardian, and their unit leader.
10. The Scout then decides whether to pursue the extension with the national Advancement Team. If affirmative, the Request for Extension of Time to Earn Eagle Scout Rank form must be completed and then signed by the Scout executive.
11. An answer from the National Advancement Team is usually provided in two to four weeks. The decision of the National Advancement Team is final.

## EAGLE SCOUT COURT OF HONOR

1. The Eagle Scout Court of Honor is a momentous occasion in the scout's life, marked by dignity and distinction. It deserves special attention.
2. Conducting the Eagle Scout Court of Honor is a unit or family responsibility. Resources include local Eagle Scouts, the National Eagle Scout Association representative, the Scoutmaster Handbook, and internet sites ([www.eaglescout.org](http://www.eaglescout.org)).
3. When setting the date for an Eagle Scout Court of Honor, allow time for the national office to process the application, and for the council office to complete the processing when the national credentials are received. Until the National Eagle Scout Service sends the Eagle Scout certificate to our council office, the Eagle Award cannot be made available to the unit, and an Eagle Scout Court of Honor should not be held.
4. Occoneechee Council does not maintain a registry of addresses for requesting congratulatory letters from public officials. [Eaglescout.org](http://Eaglescout.org) has proven to be valuable site for such information.

## EAGLE CANDIDATES WITH DISABILITIES / SPECIAL NEEDS

**No individual, unit, district or council is authorized to waive or alter any advancement requirements.**

Special Needs designation can be sought on behalf of a severely handicapped scout who, because of the intensity of his/ her physical, mental, or emotional problems, or a combination of such problems, needs educational, social, psychological, and medical services beyond those that have been offered by traditional regular and special educational programs. Such children include those classified as seriously emotionally disturbed or profoundly and severely mentally disabled, and those with two or more serious handicapping conditions, such as the mentally disabled blind.

The medical condition of all candidates for membership beyond the normal registration age must be certified by a physician licensed to practice medicine, or an evaluation statement must be certified by an educational administrator. Any corrective measures, restrictions, limitations, or abnormalities must be noted. In the case of mentally or emotionally disabled candidates for membership, their condition must be certified by a statement signed by a licensed psychologist or psychiatrist. Current health, medical, or certification records of all youth members beyond the normal registration age who have disabilities are to be retained in the unit file at the council service center.

## AGE EXTENSION FOR SPECIAL NEEDS SCOUTS

An Eagle candidate designated as Special Needs by the National office (through the Council Advancement Committee) may continue to work towards Eagle Scout beyond their 18<sup>th</sup> birthday. **The unit decides whether or not a candidate may remain registered.**

## ALTERNATE MERIT BADGES FOR SPECIAL NEEDS EAGLE CANDIDATES

1. The Eagle Scout rank may be achieved by a Scout who has a physical or mental disability by qualifying for alternate merit badges. **This does not apply to individual requirements for merit badges.** Merit badges are awarded only when all requirements are met as stated.
2. The physical or mental disability may be of a permanent or a long-term temporary nature.
3. A clear and concise medical statement concerning the Scout's disabilities must be made by a physician licensed to practice medicine, or an evaluation statement must be certified by an educational administrator.
4. The candidate must earn as many of the required merit badges as their ability permits before applying for alternate Eagle Scout merit badges.
5. The Application for Alternate Eagle Scout Rank Merit Badges, No. 58-730, must be completed prior to qualifying for alternate merit badges.
6. The alternate merit badges chosen must be of such a nature that they are as demanding of effort as the required merit badges.
7. When alternates chosen involve physical activity, they must be approved by the physician.
8. The unit leader and board of review must explain that, to attain the Eagle Scout rank, a candidate is expected to do their best in developing themselves to the limit of their capabilities
9. The application must be approved by the council committee responsible for advancement, utilizing the expertise of professional persons involved in Scouting for people with special needs.
10. The candidate's application for Eagle must be made on the Eagle Scout Rank Application, with the Application for Alternate Eagle Scout Award Merit Badges attached.

In the application of these policies for scouts with special needs, reasonable accommodation in the performance of requirements for advancement may be made. These may include such things as the extension of time, adaptation of facilities, or the use of equipment or necessary devices consistent with the known physical or mental limitations of the handicapped individual. It is urged that common sense be employed.

## OBTAINING A REFERENCE LETTER

The references listed under Requirement 2 of the Eagle Application must be the persons writing the “Letters of Reference”. The religious reference should be from the scout’s religious institution and the educational reference should be from the scout’s school. **Letters must come from the individuals listed on the application!**

If the scout is not a member of an organized religious institution, his/her parent(s) should write a letter to the attention of the “Eagle Board of Review” stating that the family has no church affiliation. The letter should state whether or not the scout has a belief in God, and how he/she fulfills their Duty to God in their daily life.

Letters of Reference from people other than those listed on the Eagle Application are welcome and will be submitted to the Board of Review for its use. It is the intent of the reference requirement to have persons who will enthusiastically confirm your demonstration of Scout Spirit based on their observation of your actions.

All letters submitted for a candidate will be made available to their board of review for consideration of the candidate’s qualifications for the Eagle Scout rank.

## AUTHORIZED METHODS

The only authorized methods for obtaining a letter or reference in Occoneechee Council are:

1. The scout creates an account at [www.eaglerefs.org](http://www.eaglerefs.org) which will contact their references electronically, and monitor the receipt of his/her letters 24/7. This is the preferred method as it is the most efficient, most confidential and most secure method for obtaining letters of reference.

2. The candidate asks his/her references to write a letter of reference and to mail the letter to the council service center street address via US Postal Service.

***No other methods are authorized in Occoneechee Council, nor will other methods be accepted.***

## RELIGIOUS PRINCIPLES

Scouting America requires all members – youth and adult – to subscribe to the Declaration of Religious Principles published on the membership application (see Article IX, Section 1, *Clause 1*).

1. Scouting America does not define what constitutes belief in God or the practice of religion.

2. Scouting America does not require membership in a religious organization or association for enrollment in the movement, but does encourage membership

and participation in the religious programs and activities of a church, synagogue, or other religious association.

3. Scouting America respects the convictions of those who exercise their constitutional freedom to practice religion as individuals without formal membership in a religious organization.

4. If a scout says they are a member of a religious body, the standards by which the scout should be evaluated are those of that group. This is why the application for the Eagle Scout Award requests a reference from his/her religious leader to indicate whether he/she has lived up to their expectations.

5. If a scout is not a member of a religious body, his/her parent(s) must serve as the religious reference on the Eagle Scout Rank Application, and must provide his/her religious reference which shall include whether or not their scout believes in God (or a Supreme Being) and examples of how he/she fulfills their Duty to God.

6. It is not the function of any council, district, unit or individual, including persons serving on Eagle Scout boards or review, to alter or waive this requirement.

## EXTENDED ABSENCE from SCOUTING

At times, Scouts become active again after dropping from Scouting because of other interests, moving within the community, or relocating to another part of the country. Youth who were members of a “dropped” unit also may become active again. The proper term for such a Scout is “separated-reregistered.”

Upon re-registration, the youth should assume the last attained rank verified by documentation from the council service center. The scout’s previous verifiable service time in that rank applies toward qualification for the next rank and should commence with the scout’s re-registration and with guidelines set by the scout’s new unit leader.

## DUAL REGISTRATION

Scouts who earn First Class rank while a registered member of a Scouts BSA troop may elect to continue working toward Eagle as a registered member in the Scouts BSA troop or a registered member in a Venturing crew, or while retaining dual membership registration in both a troop and a crew. Whichever registration status a scout elects, both Scoutmaster and crew Advisor need to confirm which adult leader the scout plans to have oversee his/her advancement toward the Eagle Scout rank.

**In no case will a scout be credited for simultaneous dual service, whether within the same program or across programs.**

## BOARD UNDER DISPUTED CIRCUMSTANCES

If the unit leader or unit committee refuses to sign off the scout's Eagle application, or if the unit leader refuses to grant a scoutmaster conference, the scout or his/her parents may request a board of review under disputed circumstances.

The scout will submit his/her paperwork in the normal fashion, along with a letter explaining that they are applying for a board of review under disputed circumstances. The application will be verified, the letters of reference collected, the packet will be forwarded to the district, and a board of review held.

All parties are cautioned that, while a board of review will be conducted, there is no guarantee that the board of review will advance the scout to Eagle. The unit leader(s) and the unit committee will be encouraged to provide their side of the story, explaining why they do not believe the scout is ready for advancement. It would be better for all concerned to discuss this as reasonable parties, including using the unit commissioner and others as resources to mediate the dispute.

## APPEALING A DECISION

If the scout's Eagle board of review does not recommend a candidate for advancement to the rank of Eagle Scout, the Scout or their parent(s) or guardian(s) may appeal the decision. Since all Eagle boards in Occoneechee take place at the district level, all appeals shall initially be directed to the council advancement committee. A decision at the council level finding in favor of the Scout shall be final. **Units have no right of appeal of a decision.**

If the council advancement committee does not find in favor of the Scout, the scout or their parent(s) or guardian(s) may appeal that decision to the National Advancement Team. All requests for appeal shall be made in writing, signed by the Scout and/or parent(s) or guardian(s), and shall set forth in detail the reasons for requesting an appeal.

Upon initial receipt of an appeal, the council advancement committee shall provide for a prompt review to determine the facts. Parties shall be interviewed or written statements obtained. Confrontations must be avoided. **The appeal review is not a second board of review and thus a unanimous decision is not required. A decision may be reached by majority vote.** A written report setting out all details of the appeal and the reasons for the committee's decision shall be prepared and forwarded to the council Scout executive. A copy shall be furnished to the Scout bringing the appeal.

Appeals to the national Scouts BSA Advancement Committee shall be processed through the local council, and the local council shall furnish copies of all pertinent documentation to the national committee, including a statement of the council's position on the matter. A copy of the Scout's Eagle Scout Rank Application shall be included. If the Scout's Eagle Scout leadership service project is at issue, a copy of his Eagle Scout leadership service project workbook shall be included. Decisions of the national Boy Scout Committee in reference to appeals shall be final.

## FUNDRAISING GUIDELINES

Effective September 1, 2023, the prior policy for Eagle Scout candidates of Occoneechee Council was amended as shown:

***No fundraising application shall be required for public fundraisers such as car washes, bake sales, spaghetti suppers and similar events in which money is raised from a large number of contributors, often anonymous, and for which a good or service is provided in exchange. This waiver does NOT extend to crowdfunding.***

***A fundraising application shall NOT be required for an effort (or efforts) by a single Eagle Scout candidate that is expected to raise less than \$2000 in cash, or in materials/supplies, from a source or sources not already exempted by National (see p. 17 of this guide), or by Occoneechee Council in the previous paragraph. Online solicitations ("crowdfunding") shall be governed by this \$2000 exemption limit.***

## REQUESTING REFERENCES USING EAGLEREFS.ORG

Occoneechee Council has introduced a fast, easy and secure method for Eagle Scout candidates to request letters of reference that will be used by the Eagle Scout board of review: **EagleRefs.org** !

The Eagle Scout candidate simply visits EagleRefs.org and creates an account, individual to the scout, using the scout's email address and a password created by the scout

**EAGLEREFS.ORG LOGIN**

[Don't have an account?](#) ✕

[Click here to download directions \(PDF\)](#)

**Email**

**Password**

**LOG IN**

Forgot your password? [Click here for help](#)

Upon creating this account, the scout then enters the names, addresses and email addresses of each of the references to be contacted by EagleRefs.org. If he/she has one or more references that they wish to have send a letter via USPS, that is acceptable, too!

Each of the scout's references will receive an email from EagleRefs.org with a unique log-on so that the reference can prepare and send his/her reference. The entry and sending is a one-time only usage, which maintains the confidentiality of the reference. The reference cannot be forwarded or shared, also preserving confidentiality.

Best of all, the scout can monitor their reference requests anytime day or night. When the requests are sent and received at a confirmed email address, a yellow triangle will appear:

First Name	Last Name ▲	Unit	District	BSA Scout Id	Parental	Religious	Educational	Employer	Other 1	Other 2	Eagle Project
Scout		Troop 888	Crosswinds	██████████	▲	▲	▲	✖	▲	▲	▲

References not requested appear with a red X as in the example shown above.

As references send their electronic references via the EagleRefs.org system, the yellow triangle changes to a green checkmark:

First Name	Last Name ▲	Unit	District	BSA Scout Id	Parental	Religious	Educational	Employer	Other 1	Other 2	Eagle Project
Scout		Troop 888	Crosswinds	██████████	▲	▲	✓	✖	▲	✓	▲

When all references are received, you'll know it by seeing all green checkmarks. The Eagle Desk is notified electronically so the references can be printed and placed with your file to send to the Eagle board. There is even a place for you to register your Eagle Scout service project!

First Name	Last Name ▲	Unit	District	BSA Scout Id	Parental	Religious	Educational	Employer	Other 1	Other 2	Eagle Project
Scout		Troop 888	Crosswinds	██████████	✓	✓	✓	✖	✓	✓	✓

This program was introduced council-wide in 2014. It has proven to be 100% reliable (no letters lost in the mail), 100% confidential and has received high scores from scouts for ease of use and for ease of monitoring the reference process.

For all the reasons stated, the use of EagleRefs.org is **strongly preferred** as the mechanism by which our Eagle Scout candidates solicit the required letters of reference.



**A Letter of Recommendation Request on behalf of Eagle Scout Candidate**



\_\_\_\_\_  
**(Eagle Scout Candidate's Name)**

Complete for each reference

Reference's Name: \_\_\_\_\_  
 Street Address: \_\_\_\_\_  
 City/State/Zip: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_

**The Eagle candidate has designated you as their:**  
 Parent reference  
 Religious reference  
 Educational reference  
 Employer reference  
 Other

Each Eagle Scout candidate must demonstrate that he/she lives by the Scout Oath and Scout Law in their daily life. They do this by securing a letter of character reference from persons who know them well. This candidate respectfully asks that you write a letter of recommendation on their behalf. Here are suggested areas of evaluation:

- |   |  |
|---|--|
| 1) Living and practicing the values of the Scout Oath and Scout Law at home, school, job, religious organization, or wherever the scout is. | 6) Respect for other's rights, property and convictions. |
| 2) Attitude towards duty and responsibility to God  | 7) Effectiveness in working with others.                 |
| 3) Reliability in meeting commitments he/she makes  | 8) Attitude towards duly constituted authority           |
| 4) General scholastic ability and record  | 9) Ability to handle an emergency situation.             |
| 5) Effectiveness of leadership in his/her activities  | 10) Community involvement outside of Scouting.           |
|   | 11) Exemplary personal achievements, honors, awards.     |

Comment on any of which you have personal knowledge. Feel free to mention other areas not listed to further reveal the character and ability of this Eagle Scout candidate. Examples of events that demonstrate the candidate's character and ability are very effective.

Please mail your letter directly to the address below:

**Chair of the Eagle Board of Review for (candidate's name)  
 Eagle Scout Service Desk  
 Occoneechee Council, BSA  
 3231 Atlantic Avenue  
 Raleigh, NC 27604**

This Eagle Scout candidate's board of review depends upon this reference. **Please submit this reference within 14 days.** Your promptness in responding to this request is appreciated.

Scouting America requires that the contents of your letter remain confidential. Only the council Eagle Service Desk and members of the candidate's Eagle Board of Review will see the letter. We will not share your letter with the candidate. We ask that you maintain the same degree of confidentiality.

If you have questions, please contact the Occoneechee Council Eagle Service Desk at 1-800-662-7102 (Raleigh 919-872-4884). Thank you for your cooperation and prompt response.

**The Occoneechee Council Advancement Committee**

**SCOUT OATH**

On my honor, I will do my best,  
 To do my duty to God and my country  
 and to obey the Scout Law;  
 To help other people at all times;  
 To keep myself physically strong,  
 mentally awake and morally straight.

**SCOUT LAW**

A Scout is ...  
 trustworthy    loyal    helpful  
 friendly    courteous    kind  
 obedient    cheerful    thrifty  
 brave    clean    reverent.

**SCOUT MOTTO**

Be prepared.

**SCOUT SLOGAN**

Do a good turn daily.



# OCCONEECHEE COUNCIL EAGLE SERVICE PROJECT REGISTRATION FORM

Occoneechee Council, Eagle Service Desk, 3231 Atlantic Ave, Raleigh NC 27604



Name \_\_\_\_\_ Unit \_\_\_\_\_ District \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Board of Review Date \_\_\_\_\_

Name of Institution, organization or community for which the project was done \_\_\_\_\_

Address of institution, organization or community \_\_\_\_\_

TOTAL NUMBER OF SERVICE HOURS PERFORMED ON THIS PROJECT \_\_\_\_\_

Name / Description of Eagle Scout Service Project (Ex: benches for high school; sandbox for playground)

\_\_\_\_\_  
\_\_\_\_\_

----- Attach photo below -----

- 1) Attach a single photo of your completed Eagle project.
- 2) Sharp, bright photos at least 3.5" x 5" (4"x6" or larger is better).
- 3) Landscape (wider than it is tall) is best.
- 4) Photos should be in color – not b/w or photocopies.



### Note to Eagle Board volunteers and to our new Eagle Scout

The Eagle Project Registration is how we acquire the photos and descriptions for the slide show at the annual Eagle Scout Banquet and for our annual Report to the Governor. Small (less than 2") photos and photocopied photos are impossible to scan and use. Please help us share the contributions of **ALL** our Eagle Scouts by completing a project registration form at the conclusion of each board of review.

MEM 8/14/2014

**AGE GUIDELINES FOR TOOL USE / WORK AT ELEVATIONS OR EXCAVATIONS:** Safety is of paramount importance in all Scouting activities, and your Eagle Scout project workdays are Scouting activities as defined in the Guide to Safe Scouting (G2SS). In addition to BSA adult two-deep leadership, you have a responsibility to ensure safety. Even if a youth volunteer is in an authorized age bracket to use a certain tool, he or she must still be shown how to safely use the tool! Any person – youth or adult – engaging in horseplay or other unsafe practices must not be allowed to use any tool that puts others at risk.

## HAND TOOLS

Type of Tool	Youth to 14 yrs	Youth 14 – 16 yrs	Youth 16+ yrs	Adults
Leaf / grass rake	Authorized	Authorized	Authorized	Authorized
Hoe	Authorized	Authorized	Authorized	Authorized
Shovel	Authorized	Authorized	Authorized	Authorized
Hand clipper (small)	Authorized	Authorized	Authorized	Authorized
Screwdrivers	Authorized	Authorized	Authorized	Authorized
Nail hammer	Authorized	Authorized	Authorized	Authorized
Handsaw	Authorized	Authorized	Authorized	Authorized
Trowel	Authorized	Authorized	Authorized	Authorized
Hose spray washer	Authorized	Authorized	Authorized	Authorized
Wood sanding block (handheld)	Authorized	Authorized	Authorized	Authorized
Wood chisel (Scouts w/ Totin Chip)	Authorized	Authorized	Authorized	Authorized
Pocketknife (Scouts w/ Totin Chip)	Authorized	Authorized	Authorized	Authorized
Pickaxe	Not Authorized	Authorized	Authorized	Authorized
Mattock	Not Authorized	Authorized	Authorized	Authorized
Posthole digger	Not Authorized	Authorized	Authorized	Authorized
Wheel cart (1-, 2-, or 4-wheeled)	Not Authorized	Authorized	Authorized	Authorized
Paint roller with extension pole	Not Authorized	Authorized	Authorized	Authorized

## POWER TOOLS

Type of Tool	Youth to 14 yrs	Youth 14 – 16 yrs	Youth 16+ yrs	Adults
Screwdriver (electric)	Not Authorized	Authorized	Authorized	Authorized
Handheld sander (small)	Not Authorized	Authorized	Authorized	Authorized
Cutting tools (e.g. Dremel, small)	Not Authorized	Authorized	Authorized	Authorized
Paint sprayer (small, less than 50 psi)	Not Authorized	Authorized	Authorized	Authorized
Lawn mower (self-propelled, riding)	Not Authorized	Not Authorized	Authorized	Authorized
Commercial lawn mower (all types)	Not Authorized	Not Authorized	Authorized	Authorized
Line trimmer (electric, gas-powered)	Not Authorized	Not Authorized	Authorized	Authorized
Edger (electric, gas-powered)	Not Authorized	Not Authorized	Authorized	Authorized
Leaf blower (electric, gas-powered)	Not Authorized	Not Authorized	Authorized	Authorized
Hedge trimmer (electric, gas powered)	Not Authorized	Not Authorized	Authorized	Authorized
Belt sander (electric, cordless)	Not Authorized	Not Authorized	Authorized	Authorized
Pressure washer (>50 but <100 psi)	Not Authorized	Not Authorized	Authorized	Authorized
Circular, radial arm, reciprocating saw	Not Authorized	Not Authorized	Not Authorized	Authorized
Band or scroll saws; jig saw	Not Authorized	Not Authorized	Not Authorized	Authorized
Router / planer	Not Authorized	Not Authorized	Not Authorized	Authorized
Chain saws (electric, gas-powered)	Not Authorized	Not Authorized	Not Authorized	Authorized
Log splitters	Not Authorized	Not Authorized	Not Authorized	Authorized
Wood chippers	Not Authorized	Not Authorized	Not Authorized	Authorized

## WORKING AT HEIGHTS and ELEVATIONS

ELEVATION OF WORK	Youth Up to 14 yrs	Youth 14 or older	Adults
Up to 4 feet	Step stools	Authorized	Authorized
Above 4 feet	Not Authorized	Up to 6-ft ladder	Authorized
Scaffolds above 4 feet	Not Authorized	Not Authorized	Authorized
Open platform above 4 feet w/ fall protection	Not Authorized	Not Authorized	Authorized

## WORKING AT EXCAVATIONS

TYPE OF WORK	Youth Up to 14 yrs	Youth 14 or older	Adults
Depth up to 4 feet	Step stools	Authorized	Authorized
Post holes: Depth up to 48" / width up to 18"	Authorized	Authorized	Authorized
Depth greater than 4 feet	Not Authorized	Not Authorized	Not Authorized
Areas with underground utilities	Call B4 U Dig	Call B4 U Dig	Call B4 U Dig

**Anyone acting in an immature or unsafe manner – regardless of age - should not be allowed to operate a tool, nor work at heights or excavations, as they are a danger to themselves and others!**



# Navigating the Eagle Scout Service Project

## Information for Project Beneficiaries

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### Thank You and Congratulations

Congratulations on your selection as an Eagle Scout service project beneficiary, and thank you for the opportunity you are making available to an Eagle Scout candidate. Support from community organizations is important to Scouting—just as important as Scouting’s contributions are to the community. Scouts provide important services, and benefiting organizations such as yours provides a vehicle for personal growth.

### The Eagle Scout Rank and the Service Project

Service to others is an important part of the Scout Oath: “... to help other people at all times.” Each year tens of thousands of young men strive to achieve the coveted Eagle Scout rank by applying character, citizenship, and Scouting values in their daily lives. One of the rank requirements is to *plan, develop, and give leadership to others in a service project helpful to any religious institution, school, or community*. Through this requirement, Scouts practice what they have learned and gain valuable project management and leadership experience.

### Typical Projects

There are thousands of possible Eagle Scout projects. Some involve building things, and others do not. There have been all kinds: making birdhouses for an arboretum, conducting bicycle safety rodeos, constructing park picnic tables or benches, upgrading hiking trails, planting trees, conducting well-planned blood drives, and on and on. Other than the general limitations noted below, there are no specific requirements for project scope or for how many hours are worked, and there is no requirement that a project have lasting value. What is most important is the *impact or benefit* the project will provide to your organization. In choosing a project, remember it must be something a group with perhaps limited skills can accomplish under the leadership of your Eagle Scout candidate. If your Scout is to fulfill the requirement, *he* must be the one to lead the project. It is important you work with him and not with his parents or leaders.

### Project Restrictions and Limitations

- Fundraising is permitted only for facilitating a project. Efforts that primarily collect money, even for worthy charities, are not permitted.
- Routine labor, like a service a Scout may provide as part of his daily life such as mowing or weeding a church lawn, is not normally appropriate. However, if project scale and impact are sufficient to require planning and leadership, then it may be considered.
- Projects are not to be of a commercial nature or for a business, though some aspects of a business operation provided as a service, such as a community park, may qualify.
- The Scout is not responsible for any maintenance of a project once it is completed.

### Approving the Project Proposal and Project Scheduling

Once a potential project is identified, you must approve your Scout’s proposal. Regular communications can make this quick and easy, but be sure you have discussed and considered all aspects of the project with him and that he has a clear understanding of your expectations and limitations. Keep in mind his proposal is merely an overview—not a final, comprehensive plan.

Some projects may take only a few weeks or months to plan and carry out, while others may take longer. Scouts working toward the Eagle rank are typically busy, so scheduling flexibility may be important. The proposal must also have several approvals, besides yours, before final planning occurs and work begins. Therefore, if a proposed project must be completed by a certain rapidly approaching date, it may be a good idea to consider something different. Remember, too, that all work must be completed before the Scout’s 18th birthday.

### Approving Final Plans

After his proposal is approved by the BSA local council, your Scout must develop a plan for implementing the project. Before work begins, you should ask to see the plan. It may come in any format you desire or are willing to accept. It could even be a detailed verbal description. That said, the BSA includes a “Final Plan” form in your *Scout’s Eagle Scout Service Project Workbook*, and we recommend that you ask your Scout to use it. If in your plan review you have any concerns the project may run into trouble or not produce the results you want, do not hesitate to require improvements before work begins.

### Permits, Permissions, and Authorizations

- If the project requires building permits, etc., your Scout needs to know about them for his planning. However, your organization must be responsible for all permitting. This is not a duty for the Scout.
- Your organization must sign any contracts.
- If digging is involved, it is your responsibility to locate, mark, and protect underground utilities as necessary.
- If you need approval from a committee, your organization’s management, or a parent organization, etc., be sure to allow additional time and let the Scout know if he is to assist with this.

### Funding the Project

Eagle service projects often require fundraising. Donations of any money, materials, or services must be preapproved by the BSA unless provided by your organization; by the Scout, his parents, or relatives; or by his troop or its chartered organization. The Scout must make it clear to donors or fundraising event participants that the money is being raised on the project beneficiary’s behalf, and that the beneficiary will retain any leftover funds. If receipts are needed, your organization must provide them. If your organization is not allowed to retain leftover funds, you should designate a charity to receive them or turn them over to your Scout’s unit.

### Supervision

To meet the requirement to “give leadership to others,” your Scout must be given every opportunity to succeed independently without direct supervision. The Scout’s troop must provide adults to assist or keep an eye on things, and your organization should also have someone available. The Scout, however, must provide the leadership necessary for project completion without adult interference.

### Safety

Through the proposal and planning process, the Scout will identify potential hazards and risks and outline strategies to prevent and handle injuries or emergencies. Scouts as minors, however, cannot be held responsible for safety. Adults must accept this responsibility. Property owners, for example, are responsible for issues and hazards related to their property or employees and any other individuals or circumstances they would normally be responsible for controlling. If during project execution you have any concerns about health and safety, please share them with the Scout and his leaders so action may be taken. If necessary, you may stop work on the project until concerns are resolved.

### Project Completion and Approval

After the project has been completed, your Scout will ask for your approval on his project report. The report will be used in the final review of his qualifications for the Eagle Scout rank. If the Scout has met your reasonable expectations, you should approve the project; if he has not, you should ask for corrections. This is not the time, however, to request changes or additions beyond what was originally agreed.

The Eagle Scout service project is an accomplishment a Scout will always remember. Your reward will be a helpful project and, more important, the knowledge you have contributed to a young man’s growth.

***Navigating the Eagle Scout Service Project* is a publication of the National Council of Scouting America. It is intended to be provided to all recipients of an Eagle Scout service project, in particular those recipients that are new to the Eagle Scout service project process.**

## OCCONEECHEE COUNCIL ADVANCEMENT COMMITTEE

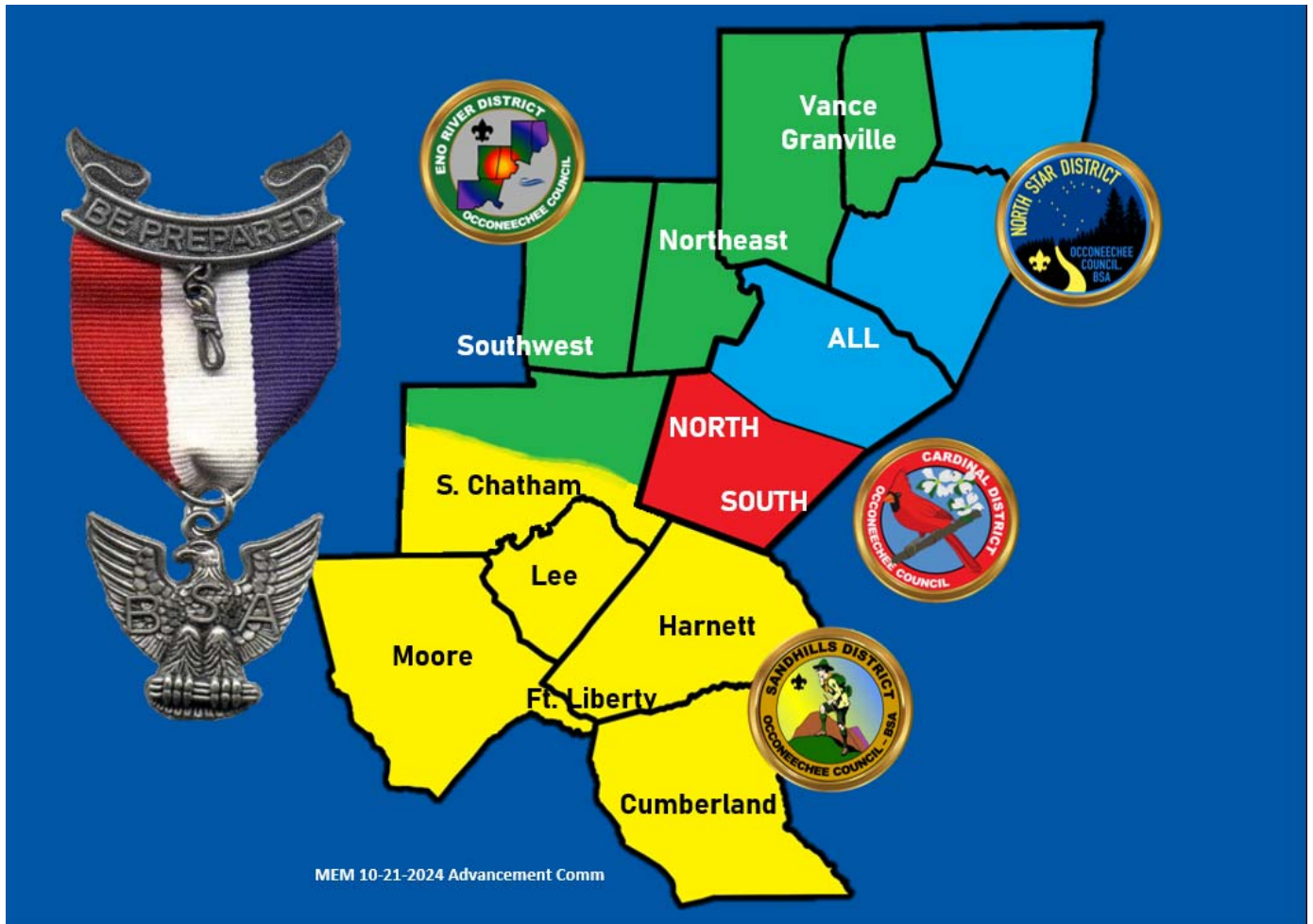
Office	Name	Office	Name
Chairman	Ed Miller	Vice President Program	Greg McGrew
Lifesaving Awards	Barry Millward	Records Administration	Pam Miller
Merit Badges	Gantt Edmiston	Cub Scouts	
Time Extensions	Roger Madariaga	Alternative Requirements	Barbi Cox

### PROFESSIONAL STAFF supporting the LIFE TO EAGLE PROGRAM

Eagle Service Desk	Tiffany Edmiston	Staff Advisor	
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### DISTRICT EAGLE BOARD CHAIRS

<b>Cardinal - North</b>	Tom Allen Gantt Edmiston	<b>North Star</b>	Pam Miller
<b>Cardinal - South</b>	Curt Lunchick John Mahoney	<b>Sandhills - Cumberland</b>	Barry Swift
<b>Eno River – SW</b>	Bill Stonecypher	<b>Sandhills – Harnett</b>	Ernest Alphin ** (Project approvals only)
<b>Eno River – NE</b>	Paul Menchini	<b>Sandhills – Ft. Liberty</b>	Elizabeth Johnston
<b>Eno River – Vance Granville</b>	John Helm ** (Project approvals only)	<b>Sandhills – Moore</b>	Don McKenzie Jason Harpster
<b>Eno River – S.Chatham</b>	James Phillips *** (Eagle boards only)	<b>Sandhills – Lee</b>	James Phillips Roger Lyon



MEM 10-21-2024 Advancement Comm

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