



ADVANCEMENT BOARD OF REVIEW



GUIDELINES TROOP 738

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BOY SCOUT ADVANCEMENT PROCESS



A Boy Scout advances from Tenderfoot to Eagle by doing things with his patrol and the Troop, with his leaders, and on his own. It's easy for him to advance, if four opportunities are provided for him in which:

1. **The Boy Scout learns.** A Scout learns by doing. As he learns, he grows in ability to do his part as a member of the patrol and the troop. As he develops knowledge and skill, he is asked to teach others; and in this way he begins to develop leadership.
2. **The Boy Scout is Tested.** His Patrol Leader, Scoutmaster, Assistant Scoutmaster, a Troop Committee Member, or a Merit Badge Counselor may test a Scout on requirements. The Scoutmaster or the Advancement Chair maintains a list of those qualified to give tests and to pass candidates. In Troops, this includes a Scoutmaster Conference to determine whether or not the Scout is ready for a Board of Review.
3. **The Boy Scout is Reviewed.** After a Scout has completed all requirements for a rank, including a Scoutmaster Conference, he has a Board of Review. For Tenderfoot, Second Class, First Class, Star, Life, and Eagle Palms, the review is conducted by members of the Troop Committee, under the direction of, or delegation from, the Advancement Chair. The Eagle Board of Review is directed by a District Advancement Representative with no connection to the Troop, but staffed by Troop Committee Members.
4. **The Boy Scout is Recognized.** When the Board of Review certifies a Scout's advancement, he deserves to receive recognition as soon as possible. Except for Eagle, the rank is awarded at the next Court of Honor. Merit Badges can be handed out between Court of Honors at the discretion of the Scoutmaster. The Eagle rank is awarded about two months after the Board of Review, subsequent to approval by the National Eagle Scout Service in Texas. An individual Court of Honor to formally award the Eagle rank is usually organized and scheduled with the Troop by the boy and his parents.

This booklet contains guidelines for organizing and conducting Boards of Review in Troops, and includes suggested questions for the board members to ask in the review for each rank. These are not rigorous requirements; not every question needs to be asked. Other questions may be appropriate depending on the boy and his individual situation. This document will also be amended and revised as dictated by its use.

I hope this document will be of use to you in Scouting.

Ed Schuman
Grand Canyon Council
Advancement Committee
May 2003



BOARD OF REVIEW ORGANIZATION



Personnel

- For Boy Scout, no Board of Review is held, because it is a joining level, not a rank. The boy can be reviewed and signed off as a Boy Scout by Scoutmasters or the Advancement Chair. If the boy earned his Arrow of Light as a Webelos, he usually earns Boy Scout almost automatically.
- For Tenderfoot, Second Class, First Class, Star, Life and Eagle Palms.
 1. The Board is composed of at least three adults who are members of the Troop Committee. The Advancement Chair, or designee, will conduct these Boards.
 2. The parents of a boy being reviewed may not attend nor participate in their son's Board of Review.
 3. Scoutmasters may not participate in a Board of Review, but may attend as observers, but they should sit behind the boy, out of his view.
- For Eagle Rank.
 1. The Board will be conducted by a representative of the District Advancement Committee who is not associated with the Troop. It can include at least two, but no more than six other members from the Troop Committee Members or parents, and include the Advancement Chair or Designee. Some Districts hold monthly Eagle Boards staffed by District Advancement Committee Members at a central location.
 2. The parents of a boy being reviewed may not attend nor participate in their son's Board. Often, the parents wait outside the Boardroom.
 3. Scoutmasters may not participate in a Board of Review, but may attend as observers. However, Scoutmasters may participate in Boards for another Troop.

Scheduling

- Up to Eagle Rank
 1. The Advancement Chair will schedule the Board of Review as soon as possible, but usually one week after successful completion of the Scoutmaster Conference. The Advancement Chair will have verified that the boy has met all requirements for the rank to be reviewed before the Scoutmaster Conference.
 2. The Board will be scheduled first on the availability of potential members, and then on the availability of the boy, although there will be flexibility in timing. It is suggested that the Boards not be held during Scout meetings, but be held before, or after, or on another evening, so as to keep the boy in his regular meeting.
 3. More than one Board of Review may be scheduled consecutively, as demanded by the "backload" of those boys who are ready to advance. However, only one boy will be reviewed at a time.
- For Eagle Rank
 1. The Advancement Chair will Schedule the Board of Review after:
 - a. Verification that the Service Project and Report, all required Merit Badges, and the Application forms are complete.
 - b. Completion of the Scoutmaster Conference.
 - c. Receipt of the Eagle Award Application and Service Project Report are back and certified by District/Council.



BOARD OF REVIEW ORGANIZATION CON'T



- d. Correction of any omissions or deficiencies noted by the certification. This will also doubly verify that all requirements have been met.
 2. The Board will be scheduled normally around the availability of the District Representative. This usually occurs about one to two weeks after the Council certification. The boy and Board members will be contacted after the District Representative is scheduled. Districts who conduct monthly Boards usually have a standard schedule, often on weekends.
 3. Only on troop Eagle Board should be scheduled on a given date because there is no predictable length to an Eagle Board. The Candidate deserves all the discussion time he requires. A District may hold several consecutive Boards on the same day for more efficient use of the time of District personnel.
- Facilities:
 1. The Advancement Chair will arrange for a room at an appropriate facility at a time other than during the weekly Troop meeting. District Eagle Boards are usually scheduled at a common, central location used regularly.
 2. The room will be set up with a table and chairs, and be private enough to prevent interruptions. The Board members generally sit across the table from the candidate.

Requirements

- The Candidate
 1. The boy is expected to show up on time, in full Class A Uniform, and with his Scout Handbook. If he is more than 10 minutes late, at the discretion of the Board, the Board of Review is cancelled and will be rescheduled by the Advancement Chair.
 2. The Uniform need not have a neckerchief and the boy may wear his Merit Badge or Order of the Arrow sash as he chooses. Some exceptions to the uniform can be made at the lower ranks; these are covered in the guidelines for those ranks. If the uniform is not complete in accordance with the description included in the Appendix, the boy should be informed of the discrepancies and told that his Board will be rescheduled when they are corrected. If Troop policy is less than full uniform, inspect the boy to the troop standard, and act accordingly.
 3. He should present a clean and neat appearance to the Board along with behavior that becomes a Boy Scout as set forth in the Scout Law and Oath.
- The Board
 1. The members should arrive shortly before the boy, in case there are last-minute items to be discussed before the formal Board begins. For an Eagle Board, the members should arrive about 20 minutes before the boy in order to review his application, report, and other data.
 2. The members should also be dressed neatly and appropriate for the season. If any members have a full Scout uniform, it should be worn as an example for the boy.
 3. The As
 4. Advancement Chair should provide a copy of the Troops official records on the boy's progress, achievements, and activities or the Board's review. The boy's own book may not be entirely up to date. Most advancement software programs can print out a "Board of Review" sheet with all pertinent information for the rank in questions, plus space for the Board to sign their approval or rejection.



GENERAL PROCEDURES



The Board of Review has four purposes:

1. To make sure that the work has been learned and completed.
2. To check the kind of experience the boy is having in his patrol as well as the Troop.
3. To encourage the Scout to advance to the next rank beyond the current one.
4. To assess whether the boy is ready to advance.

Because many boys are ill at ease when talking to adults, especially those they may not know, it is important to keep the atmosphere relaxed during the Board, even if some formality of questioning will be followed during the review. Begin with some casual comments or questions to attempt to put the boy at ease.

Then the Board should proceed with questions appropriate to each rank. The enclosed sheets can be used for each rank as guidelines. Every question need not be covered, and the boy's comments may stimulate other questions or comments from the Board. Remember the sheets are aids only, not firm requirements. The boy has already completed the firm requirements by getting to the Board of Review.

The Board should try to avoid yes or no questions, and use statements like:

"Tell me about....."

"What do you like best about.....?"

"Suppose this happened...what would you do about it?"

The board of Review is not an examination---it is a review of what he has learned. The Board wants to get the boy to open up and talk, so it can understand what he is thinking, how he feels about Scouts, and judges how he would conduct himself in the next rank. It is also an excellent way to measure how well the adult leadership is doing in helping the boys achieve their goals.

Notes are generally not kept on successful Boards of Review below Eagle, unless a particular incident arises which should be documented, such as a problem in the Troop. Notes on an Eagle Board may be kept by a Board member, and given to the Advancement Chair to hold until the Eagle is formally awarded by the National Eagle Service.

As the review progresses, the Board usually begins to get a sense of the boy's knowledge and philosophy. Most reviews take the approximate time listed on the sheet for that rank. However, the Board should last until each member has no further question, and the boy has no additional comments.

At that point, the boy is asked to leave the room until he is called back. The Board then discusses their comments and conclusions as to whether the boy is qualified for the rank or palm. The Board members are encouraged to make open and honest comments about their reactions. Most members have a positive or negative sense about the boy develop during the Review. However, the Board's decision must be unanimous.

If the members conclude that the boy is ready to advance, he is called back into the room. And informed of the decision and congratulated by the Board Chair. His book is signed by the members and

dated. A printed BOR sheet may also be signed and given to the boy. Two of the Board members must also sign the formal Advancement Report which is sent to the Council. In addition, the Eagle Application is signed by the District Representative. The boy should be informed as to when he will receive the actual rank insignia.

If the members conclude that the boy is not ready for the rank, then the boy is called back into the room, and informed what he has not done satisfactorily. The items in question should be documented in notes and given to the Advancement Chair, if he/she is not present. The boy should be told specifically what he should do to correct his weaknesses, and that another board will be rescheduled for him with an approximate schedule. If a printed BOR sheet is available, it can be given to the boy with notes on what he must correct. If a boy fails an Eagle Board, he must be informed in writing as to why he failed, and what he must do to obtain a re-Board. The Advancement Chair will inform the Scoutmasters of this situation, and will track the tasks with the boy so that the re-board can be scheduled as soon as possible. Most Scouts accept responsibility for what needs to be done, and eagerly work toward the second Board. Thus, very few boys in actually fail a Board of Review---some may take more than one try. Generally, however the Scoutmaster Conference has detected and corrected the weaknesses before the boy comes to a Board of Review.

However, if a boy fails an Eagle Board near, at, or past the age of 18, a re-board is usually not possible. In this case, the boy's only recourse, at his discretion, is to appeal the decision.



APPEALING A DECISION



Two sets of circumstances may lead to the appeal of a decision by a Board of Review:

1. If the Scoutmaster or Committee does not sign the application, especially for Eagle, the Scout or other interested party may appeal the decision.
2. If the Board of Review does not recommend the candidate for advancement, the Scout or other interested party may appeal this decision.

Appeals are very rare, because of the involvement of Scoutmasters in the preparation process, and because the reasons for not advancing a boy are usually quite specific. In most cases where a boy does not advance, another Board of Review is scheduled after an appropriate length of time for the boy to correct any deficiencies.

Any appeal will be handled by the Advancement Chair in accordance with established Boy Scout procedures.



BOARD OF REVIEW GUIDELINES (BOR)



This will take 15 to 20 minutes

1. Come dressed in your Full Class A uniform and bring your Scout Handbook. We will check to make sure it is worn properly. Your uniform will not cause you to fail your BOR. **No uniform, no BOR.**
2. When you come into the Interview room please remain standing until directed to be seated.
3. Introduce yourself and tell us which rank you are having the BOR for. Example: My name is John Smith and I am here for the rank of Tenderfoot.
4. You will hand your Scout Handbook to the Advancement Coordinator or designated instructor. They will check your requirements and hopefully they are up to date. 😊
5. We will introduce ourselves to the Scout.
6. The Scout will be asked to recite 1 or more Boy Scout standards. The Scout Oath, Scout Law, Scout Motto, Scout Slogan, and/or Outdoor Code. We will also ask the Scout to demonstrate 1 or more of the Scout Sign, Scout Salute and/or Scout Handshake.
7. You will then be asked to take your seat. Please sit properly and conduct yourself in a proper manner.
8. We will ask you questions about your new rank, old rank, your Scouting career, and how you live your daily life as a Scout. These questions have been approved by the Troop.
9. You will be allowed to ask the Committee questions at the end of the BOR.
10. We will ask you to stand outside of the room while we discuss your interview.
11. The Advancement Coordinator or Instructor will invite you back into the room and give you the news on how your BOR went. Hopefully we get to shake your hand and say Congratulations. If not we will tell you what to work on and you will be allowed to redo your BOR next meeting.



BASIC CHECKLIST SHEET



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.

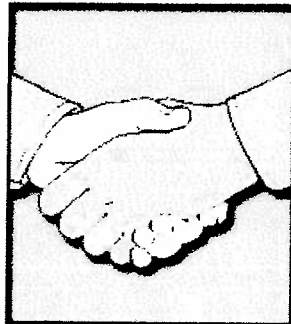


Scout Law:

A Scout is... Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean and Reverent.

Scout Motto:

Be Prepared



Scout Slogan:

Do a good turn daily.

Outdoor Code:

As an American, I will do my best to
 Be clean in my outdoor manners,
 Be careful with fire,
 Be considerate in the Outdoors, and
 Be conservation minded.



EDGE Method:

- E - Explain how it is done - Tell them
- D - Demonstrate the steps - Show them
- G - Guide learners as they practice - Watch them do it
- E - Enable them to succeed on their own - Use memory aids, practice it, they teach it



TENDERFOOT BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

Review Items

- Scout Law, Scout Oath, Scout Motto, Scout Slogan, Scout Badge, Outdoor Code, Scout Salute, and/or Scout Handclasp.

A Tenderfoot should know what most of these are, and what they mean, although he may miss a few words, or have them out of context. The main intent is generally to know what they are about.

Ice Breaker Questions

- Why did you join the Boy Scouts?
- What hobbies do you have?
- When did you join the Troop?
- Do your friends know you are Boy Scout? What do they think?

The following questions are to find out about the Scout and what he thinks about the items. The Board may ask other questions that appropriate for the rank and age of the scout.

What do you think Questions

- What does it mean to you to be a Scout?
- What does it mean to "do your duty to God and Country?"
- What is a Good Turn? Did you do a good turn today? What did you do?
- What is the Buddy System? How can you use this on a Scout Outing?
- How do you live by the Scout Oath and Law in your daily life? Is it difficult for you?
- What does "on my honor mean to you?"

Teamwork Questions

- What patrol are you in? Do you have a flag? Do you have a cheer?
- How is your patrol getting along? Is there anything you would change?
- Is there anything about the Troop that you would change?

Other Questions

- What do you enjoy most about Boy Scouts? What do you enjoy least about Boy Scouts?
- What Merit Badges are you working on? Which is your favorite? Which is your least favorite?
- What skills have you learned so far? What was your favorite?
- Have you helped on any service projects? Which ones? Did you learn anything?
- What are your plans for Second Class?

Do you have any questions or concerns for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.



SECOND CLASS BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the other on the board.

Review Items

- Scout Law, Scout Oath, Scout Motto, Scout Slogan, Scout Badge, Outdoor Code, Scout Salute, and/or Scout Handclasp.

A Second Class Scout should only miss a few words here and there on these items. Point out what he has missed, and go on.

Ice Breaker Questions

- Do you ever take the time to talk to your family? If so, who?
- Do you have a hero? Who is it? Why are they your hero?
- What do you do in your spare time? Who do you spend it with?
- Do your friends know you are a Boy Scout? What do they think?

The following questions are to find out about the Scout and what he thinks about the items. The Board may ask other questions that appropriate for the rank and age of the scout.

What do you think Questions

- Pick the Scout Law that is most important to you---what does it mean to you?
- Have you had a chance to cook on a campout? How did you like it?
- What Merit Badges have you earned? Your favorite? Least favorite?
- Have you done a Good Turn today? Who was it for? What was it?
- What are your goals for First Class? How long do you think it take you?
- What does "On my Honor" mean to you? How do you try to live by it?

Teamwork Questions


- What service project did you do for your Second Class badge? Did you enjoy it?
- What Leadership positions are you interested in? Why?
- How is your Patrol getting along? What could you do to make it better?
- Is there anything about the Troop you would change?
- What Patrol are you in? Do you have a flag? Do you have a cheer?

Other Questions


- How do you feel about Drugs, Alcohol and Smoking?
- What has been your favorite activity in scouting so far? Why?
- Tell me the difference between heat exhaustion and heat stroke?
Exhaustion - pale clammy skin, nausea, tiredness, dizziness, fainting, headache, muscle cramps, weakness.
Stroke - skin is hot to touch; red skin is dry, rapid pulse, noisy breathing, confusion, unwillingness, unconsciousness.
- What was the hardest requirement for this rank? Why?
- What are your long term Scouting plans? Why?

Do you have any questions for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.



FIRST CLASS BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

Review Items

- Scout Law, Scout Oath, Scout Motto, Scout Slogan, Scout Badge, Outdoor Code, Scout Salute, and/or Scout Handclasp.

A First Class Scout should really know these items cold, since he has had to recite them many times by now. The Board should use its judgment as to how well he does, and whether his answers are sufficient for advancement. However, when in doubt, the advantage should go for the boy, not against him, unless it is something major.

Ice Breaker Questions

- What is your favorite subject in school? Why?
- Do you play any school sports or Instruments? What do you play?
- What do you tell your friends about Scouts? What do they think?
- What grade are you in? Any after school activities?

The following questions are to find out about the Scout and what he thinks about the items. The Board may ask other questions that appropriate for the rank and age of the scout.

What Do You Think Questions

- What does being a good citizen mean to you? Why?
- What Merit Badges have you earned? Your Favorite? Least Favorite?
- What does "Be Prepared" mean to you as a First Class Scout?
- What are your goals for Star? How long will it take?
- Have you done a good turn today? Who was it for? What was it?
- What has been your favorite Scouting Skill been so far? Why?

Teamwork Questions

- What is your leadership position? Do you enjoy it? Why?
- How is the Troop doing in helping you reach all of your Scouting goals?
- Have you had a chance to teach the younger scouts? What did you teach? Did you enjoy it?
- What would you like to do as a Troop that we have not already done?

Other Questions

- You had to meet with a civic employee. Who was it and what did you learn?
- What are some different ways to move an injured person?
Carries - Walking assist, blanket drag, clothes drag, ankle drag, pack-strap carry, two-handed carry, four-handed seat
- How do you treat a Sprain or Strain? What is the difference?
RICE - Rest, Ice, Compression, and Elevation.
Sprain - when a joint is twisted or bent far enough to overstretch the ligaments.
Strain - when muscles are stretched too far causing tears in the muscle fibers.
- What are your goals for Star? How long will it take?
- Do you think all of the first aid knowledge will help you in Scouting and your everyday life? Why?
- What camp gadget did you make for First Class? Was it useful?

Do you have any questions for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.



STAR BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

Review Items

- Scout Law, Scout Oath, Scout Motto, Scout Slogan, Scout Badge, Outdoor Code, Scout Salute, and/or Scout Handclasp.

We assume the boy knows the checklist by now, and it is not usually reviewed, except that questions of what an item means may be asked.

Ice Breaker Questions

- What do you do in your spare time? Who with?
- Who takes care of your uniform? Sewing on the patches?
- Do you help out with your younger siblings? What do you do to help?
- What after school activities do you enjoy? Why?

The following questions are to find out about the Scout and what he thinks about the items. The Board may ask other questions that are appropriate for the rank and age of the scout.

What Do You Think Questions

- What does a "Scout is Trustworthy" mean to a Star Scout?
- What should a Star Scout do to help the younger Scouts?
- What is hardest Scout Law to live by? Why?
- What should a Star Scout do to set a good example for the other Scouts?
- Have you done any Good Turns today? What was it? Who was it for?
- Do you follow the Outdoor code while on camping trips?

Teamwork Questions

- What is your leadership role in the Troop? Do you enjoy it? What else would you like to do?
- How do you participate in Service projects? Do you lead? Help younger scouts?
- How is the Troop doing in helping you reach your goals?
- Have you ever tried to instill a change in your patrol? What was it? How did it go?
- Have you used the EDGE method to teach another scout? What did you do?

Other Questions

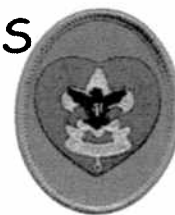
- How is a Star Scout different from a First Class Scout?
- What two Merit Badges are your favorites? Tell us what you learned from them?
- What do you think about the Troop? Would you change anything?
- What are your goals for reaching Life Scout? How long do you think it will take you?
- What have you learned in Scouts that will help you later on in life?
- What kinds of Careers interest you? What do you need to do to obtain this career?

Do you have any questions for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.



LIFE BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

Review Items

- Scout Law, Scout Oath, Scout Motto, Scout Slogan, Scout Badge, Outdoor Code, Scout Salute, and/or Scout Handclasp.

The boy stands and recites the Scout Oath or Scout Law with the Scout Sign while his uniform is inspected. Then he may sit for the remainder of the Board of Review.

Ice Breaker Questions

- What grade are you in? How are you doing in school? What do you like most about it?
- Do you feel like it took you a long time to get to Life?
- Do you have a job? What do you do?
- Do you have extra-curricular activities? What are they? Do you enjoy them?

The following questions are to find out about the Scout and what he thinks about the items. The Board may ask other questions that are appropriate for the rank and age of the scout.

What Do You Think Questions

- What does "A Scout is Brave" mean to a Life Scout?
- How can you personally help keep up the Scout Spirit in the Troop?
- What should others be able to expect from you as a Life Scout?
- How do you think you are doing in your leadership role? What could you do better?
- How do you feel about wearing your uniform to school or in public outside of scouting functions?

Teamwork Questions

- Give an example of how you helped a younger scout.
- Have you used the EDGE teaching method? What did you do?
- What service projects did you do for your Life Rank? Did you enjoy them?
- How is the troop doing in helping you with your scouting goals?
- What is your leadership position? Do you like it? How do you help out?
- What Patrol are you in? Do you have a flag? Do you have a cheer?

Other Questions

- What two Merit Badges are your favorites? Your least favorite? Why?
- What was the most important thing you learned while working toward Life Scout?
- What Merit Badges are you working on now? Which ones do you want to work on?
- Pick a current event and tell me what you think about it?
- How does Life Scout differ from Star?
- What are your plans for Eagle Scout? Project? Time frame?

Do you have any questions for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.



EAGLE BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

Eagle Board of Review is Held by the District
Once a month. The date and time of your
Board of Review are scheduled
By the District.

You must have 2 people to sit in on your
Board of Review.

The Advancement Coordinator will help you with
Planning your Board of Review.

If you need help with anything please ask
Anyone in the Troop.

Good Luck!!



EAGLE PALMS BOARD OF REVIEW QUESTIONS



The BOR should follow the BOR Guidelines found on page 6.

Please introduce yourself and the others on the board.

To earn a Palm, a boy should remain reasonably active.....although "reasonable" may be a matter of individual definition to an older boy who is busy with school, social life, or college preparations. This Board is mostly a "check-in" discussion. The Board can review his plans now, and the amount of his involvement in the Troop or other Scouting activities. The Board will use its judgment, but it is important to remember that the boy is already and Eagle Scout.

Questions:

- What grade in school are you? How are you doing?
- What do you do in your extra time?
- Do you have a job? What is it? What do you do?
- Do you have a leadership position? What is it?
- Have you been on any camping trips? Hikes? Service Projects?
- Do you belong to a Patrol? Do to have a Flag? Do you have a cheer?
- Have you thought about College? Where would like to go? What do you want to study?
- Do you play sports? What do you play? How is your team doing?
- Do you play and instrument? What do you play? What is your favorite song?
- Do you have a license? Do you have a car? What kind?
- Do you plan on staying active in the troop after you turn 18? What would you do?
- What merit badges did you do for this palm?
- What merit badges do you plan to complete for the next palm?
- Have you helped the younger boys in the troop?
- Do you continue to use the EDGE method? Inside Scouts? Outside of Scouts?

Do you have any questions for us?

Please wait outside the door while we discuss your interview. You will be invited back in when we reach our decision.