

Pomperaug District Connecticut Yankee Council

Boy Scouts of America



Recruiting Guide Webelos-to-Scout Transition

A guide for Packs and Troops to transition Webelos to Scouts BSA

First Edition Jan. 2020

Introduction

This first edition of the Pomperaug District Webelos-to-Scout Transition Guide is a work in progress. It has been prepared for Webelos Den Leaders, Cubmasters, Scoutmasters, ASMs, and members of the Pack and Troop Committees.

The material for this guide is primarily adopted from the Heartland of America Council guide with permission. Based on my experience over the past 15 years recruiting scouts and serving a variety of roles in Packs, Troops, and at the District level, I believe this is a good starting point.

But we will continue to work on the guide and adopt it for the specific needs and features of the Pomperaug District. I ask for your help and feedback to aid us in making this guide better for the next year.

If you need assistance improving your transition program, I am here to help and look forward to working with you and your Pack or Troop to help as many Scouts continue their outdoor adventure and be prepared for life.

Yours in Scouting,

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Note: All information in this booklet may be copied as needed.

Overview

All youth in the Pomperaug District should have the opportunity to benefit from Scouting.

The transition from Cub Scouts to Scouts BSA is when we lose a large percentage of our membership. An effective Webelos to Scout Transition plan is essential for retaining our current Cub Scouts by moving them into a Scouts BSA Troop.

To have an effective plan, we must address the following issues:

- [Youth are tired of the Cub Scout program after five years. They do not have an understanding of the Scouts BSA program and we need to ensure that they do.](#)
 - Invite the Webelos den to attend at least one troop meeting and one campout during their 5th grade year.
 - Have the Webelos II dens between their 4th grade and 5th grade year take a *field trip* to camp for one day during summer camp to visit a local troop. Have someone from the troop give them a tour of camp.
 - Conduct *Webelos Talks* within the Webelos dens telling them about the fun and exciting things they get to do within the troop. Share the annual troop program plan of outdoor adventure including monthly campouts, canoe trips, backpacking trips, etc.
 - Assign a Den Chief from a troop to each Webelos den. The Den Chief ideally would serve as the Troop Guide once this group moves up into the troop.
 - Have monthly *connecting activities* between the pack and troop. Ideas are available in this guidebook.
- [Webelos Leaders don't know anything about the Scouts BSA program and are not encouraging their scouts to move on. They see it as an end to their volunteer involvement in Scouting. We need to change that misconception.](#)
 - Talk to the Webelos Leader early about the Scouts BSA program. Invite them to be an Assistant Scoutmaster within the troop for the New Scout Patrol or join the committee.
 - Encourage the Webelos Leader to go through Scoutmaster Leader Specific Training and Outdoor Leader Skills while still in Cub Scouting.
 - Invite the Webelos Leader and den to participate in troop campouts.
 - Have leaders within the troop help the Webelos leader teach the activity pins.
 - Teach our parents and leaders that Scouting is a continuous program from Cub Scouts through Scouts BSA that will yield greatest benefit for youth if parents and youth persevere.
- [More activities competing for time. It is true, but we need to show them why Scouting is worth the stress and how the time can be managed.](#)
 - We do not compete with other youth programs. Our program serves all girls and boys and young men and women ages 5 through 20. Our youth should participate in soccer, baseball, basketball, swimming, Girl Scouts, 4-H, church youth groups, and similar activities as those activities support our mission of teaching youth to become participating citizens with respect for others and the environment.
 - *Build it and they will come.* A well-planned program filled with outdoor adventure will attract youth. Communicate your troop's annual program plan to the Webelos and their parents. Invite them to participate in activities. If they see the fun and adventure firsthand, they will pick our program over another.

- Talk to the parents about the *Values of Scouting*. Scouting teaches leadership, problem solving, communication, ethical decision-making, and more. Share the Harris Study “*The Values of Men and Boys in America*” to show Scouting’s importance over sports and other youth activities.
- Be flexible in attendance requirements. Encourage youth to participate in other programs and know they are always welcome to attend when their other program is done for the year. Offer a Saturday van to troop campouts for those who have Friday night commitments.
- Scouting is not seen as *cool* among their friends.
 - Camping, canoeing, rock climbing, rappelling, backpacking, swimming, and sports are cool. Communicate your well-planned annual program plan to the Webelos and their parents. Sell the program!
 - Use peer-to-peer recruiting. If their friends are in the program and they know it, they are more likely to join.
- They are not asked.
 - Many times a Webelos and his parents are simply not asked to join a troop. Studies show that a scout has to be asked six times to join before he feels invited.
 - Have your New Scout Patrol *mentor* a Webelos II den. Encourage them to finish their activity pins, invite them to troop campouts, and personally invite them to join the Troop.
 - Have last year’s crossovers personally call every member from this years Webelos II den to invite them to join the troop. They will still know many of these scouts.
 - Ensure that the parents also know that they are welcome and that the current group of uniformed leaders is not exclusive but counts on their participation and support.

Responsibilities

Webelos to Scout transition is everyone's responsibility -- Webelos Leaders, Cubmasters, Scoutmasters, Parents, Commissioners and the District Committee. All must work together to ensure that Webelos and their parents know all the great fun and adventure in store for them when they become Scouts BSA. Webelos is not the end of Cub Scouts. The transition from Webelos to Scouts BSA is a normal and expected part of the program. Following are specifically assigned responsibilities to ensure the transition is smooth and effective:

District Webelos Transition Chair

- Appointed by the District Membership Chair with concurrence of District Chair.
- Contact all packs in early fall to update a list of all fifth-grade Webelos Scouts.
- Coach Cubmasters and Webelos den leaders in the transition process at roundtables, training courses, and through personal contact.
- Report to the District Membership Committee Chair, and keep the District Committee informed.
- Track and maintain records of Webelos graduation by using a wall chart or other tool that lists the transition record of each pack.
- Work with Unit Commissioners to follow up on Webelos Scouts who have not joined a troop.
- Achieve District's Webelos Transition Goal.

Troop Responsibilities

- Troop Committee Chair appoints a Troop Membership Chair (position description follows) and reports name and contact information to the District Membership Chair.
- Troop Membership Chair with the advice and agreement of the Scoutmaster selects Scouts to serve as den chiefs for each Webelos Scout den and Cub Scout den in Packs associated with your troop. Arrange for Den Chief training.
- Troop serves as a resource for overnight activities. The troop can be of service to provide equipment, leadership, and logistics for Webelos parent-son campouts.
- Troop Membership Chair conducts an orientation in the Bear Cub Scout dens to explain the changing role as scouts become Webelos Scouts, and then again as they become Scouts BSA. Explain how being a Webelos Scout will help prepare them for Scouting. Take some Eagle Scouts with you.
- Webelos den/Scout troop campouts should show Webelos Scouts and their parents what to expect when they move into the troop. The troop should cook and camp by patrol, and use skills in which the Webelos Scouts can participate.
- Troop Membership Chair arranges for Webelos dens to visit a troop meeting. This should be planned several weeks in advance.
- Troop Membership Chair provides each Webelos Scout a copy of the troop's activities for the upcoming year.
- Troop Membership Chair/Scoutmaster works with Webelos den leaders to encourage them to plan to move into the troop with their Webelos Scouts and to serve either as committee members or assistant Scoutmasters.
- Troop Membership Chair arranges to have a Scoutmaster conference for each Webelos II under the guidance of the Scoutmaster or the assistant designated by the Scoutmaster. This conference should cover the meaning of the Scout Oath and Scout Law, the advancement program, troop camping, the patrol method, summer camp, and personal equipment.

- Troop Membership Chair works with the Cubmaster in planning a meaningful crossover ceremony at the pack's blue and gold banquet. Coordinate the ceremony and arrange for each Webelos Scout to receive a troop neckerchief and *Scout Handbook* along with his Arrow of Light Award. Members of the Order of the Arrow may assist in the ceremony.

Unit Commissioner Responsibilities

- Be a catalyst in developing good relationships between troop and pack leaders. Ensure that each troop develops an association with one or more packs and each pack develops an association with one or more troops.
- Ensure that assigned packs and troops have a copy of this plan, understand this plan, and establish a Webelos to Scout transition program consistent with this plan.
- Promote communication by scheduling a meeting of key volunteers.
- Help coordinate Webelos den visit to a troop meeting and other joint activities. Ensure every Webelos den leader informs Webelos and parents of the opportunity to visit troop meetings and to participate in joint activities with a troop.
- Keep the pack and troop on schedule as plans develop for the crossover ceremony at the blue and gold banquet.
- Attend the crossover ceremony.
- Be sure new Scouts have completed a Scouts BSA application, that they have a copy of the troop's activities, and that they know when and where the troop meets.
- Work with the pack and troop in their charter renewal process to help ensure Webelos Scouts are moved from pack rosters to troop rosters.
- Work with the District Webelos Transition Chair to follow-up on scouts who have not yet joined a troop.
- Make sure that every Webelos Scout is invited to join a troop.
- Be sure Webelos Scouts join a troop in time to prepare for Scouts BSA summer camp.

Pack Responsibilities

- The Committee Chair and Cubmaster should ensure that Webelos II leaders are properly motivated and focused to ensure that Webelos II are prepared to and do cross-over.
- The Committee Chair and Cubmaster will ensure that the pack has a Pack Membership Chair (position description follows) who will fulfill the pack responsibilities or guide and assist Webelos II leaders in fulfilling the responsibilities.
- Develop a working relationship with the leadership of a Scouts BSA troop or troops in the community. Most troops should have either an assistant Scoutmaster or a committee member assigned to new Scouts. Your unit commissioner can help put you in contact with troop leaders.
- Compare calendars of troop and pack activities to coordinate the activities. Community events can be done together, and planning can help prevent conflicts in the use of equipment and facilities.
- Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den.
- Work with troop leaders to plan and conduct Webelos overnight activities.
- Work with troop leaders to plan visits to troop meetings.
- Invite the Scoutmaster and troop youth leaders to special pack activities. This will help create familiarity and a level of comfort for the Webelos Scouts and their parents as they ease into the troop.
- Plan a meaningful crossover ceremony at the pack's blue and gold banquet. Samples are provided in this plan. Have troop leadership be present to accept the Webelos Scouts as they graduate to Scouting. The local Order of the Arrow lodge can often be a valuable resource in conducting ceremonies.
- Webelos leaders should be strongly encouraged to move into the troop with the scouts, either as assistant Scoutmasters or troop committee members. This will give the new Scouts a familiar face at troop meetings and a connecting link to Scouting.
- If a troop does not exist in your community, discuss with the head of the pack's chartered organization, the District Membership Chair, and the District Executive the possibility of organizing a troop. A graduating Webelos den can form the nucleus of a new troop.

Webelos II Den Leader Responsibilities

- Be enthusiastic about the coming cross-over of your Webelos II to Scouts BSA!
- Speak to your Webelos II and their parents about troop visits beginning in September. Discuss options such as: various troops and their different programs; crossing-over as a group or to different troops based on personal preference; troop location and impact upon participation; existing/historic pack/troop relationship and the fact that no youth is required to cross-over to a particular troop, rather youth should cross-over to the troop that is the best fit.
- It is very important that every Webelos II and parent know that completion of Webelos II is the not the end of Scouting, it is just the beginning and that the real adventure is to be found in Scouts BSA and later in Venturing.
- Ensure Webelos II parents have copies of the forms at the end of the Recruiting Guide: *Questions to Ask When Visiting Troops*, *Webelos Troop Visit Checklist*, and *Adult Troop Visit Checklist*.
- Ensure that parents of Webelos II understand that they are welcome and encouraged to participate in the troop their son chooses.
- Ensure parents of Webelos II understand the differences between Scouts BSA and Cub Scouts, particularly the different roles of parents.
- Plan for your transition to a leadership role in the Scouts BSA Troop your son chooses to join.

Timeline

The time-line should be modified to accommodate the Webelos II dens that complete all requirements and are prepared to cross-over to Scouts BSA, some as early as December. The Troop Membership Chair and Pack Membership Chair are responsible to ensure that Scoutmasters, Cubmasters, and Webelos II Leaders are informed of and follow the timeline.

August

- Get names, addresses, and telephone numbers of second year Webelos and parents from the packs from which your troop recruits. Record the information on the Webelos to Scout tracking form.
- Plan a joint Scouts BSA Troop/2nd year Webelos Den camping trip for October.
- Select a Den Chief for each Webelos Den.

Other “connecting” activities: Scouts assist with Pack School Nights, organizing games for the incoming scouts while their parents sign registration forms.

Scoutmaster attends Pack Committee meeting to explain how the Den Chief program works and find out how many dens are interested in securing a Den Chief. This gives the Scoutmaster adequate time to recruit Den Chiefs and send them to Den Chief training.

September

- Mail a letter of introduction from the Scouts BSA troop to second-year Webelos to introduce them to the troop.
- Pack distributes Questions To Ask When Visiting Troops, Webelos Troop Visit Checklist, and Adult Troop Visit Checklist to parents and guardians of Webelos II. Forms are at the end of this Recruiting Guide.
- Put second year Webelos on the mailing list to receive the troop newsletter.
- Continue planning the joint camping trip for October.

Other “connecting” activities: Scouts assist with Pack School Nights, organizing games for the incoming scouts while their parents sign registration forms.

October

- Conduct the joint camping trip with Webelos II den.
- Webelos leaders go through Scoutmaster Leader Specific Training and Outdoor Leader Skills.
- Send invitations to Webelos to visit troop.
- Discuss with Webelos leaders fund raising opportunities in which Webelos II may participate with the Troop to have funds for camp next summer.
- Encourage Webelos II leaders to begin discussing Scouts BSA summer camp with Webelos and parents. Troops should provide printed material for Webelos II leaders to distribute.

Other “connecting” activities: Scouts BSA Troop should plan a Webelos campout and invite the first and second year Webelos. Troop could teach skills needed for a variety of Webelos activity pins, particularly ones that need to be done outside. Troop conducts a campfire with skits & songs.

November

- Attend a Webelos den meeting to teach the Webelos how the Scouts BSA troop works.
- Have Den Chiefs attend Den Chief training.

Other “connecting” activities: Scouts attend the pack meeting to show camp video/pictures and “talk up” summer camp to the Webelos II. The troop gives the Webelos II families the dates the troop will be attending Summer Camp along with the annual troop program plan. The Scoutmaster should prepare a list of basic Scouting equipment that the brand-new Scouts will be needing, like flashlights, pocketknives, mess kits, sleeping bags, backpacks, etc., so that these items can be Christmas gifts. Help the parents by giving tips on best prices, best brands, best sources – remember the Scoutshop is the source for official BSA clothing and equipment.

December

- Set a date for Webelos and their parents to visit a Scouts BSA Troop meeting in January if they have not already visited. .
- Send a small holiday gift to each Webelos II.

Other “connecting” activities: Troop Membership Chair or Webelos-To-Scout liaison should attend Pack Committee meeting to introduce themselves to Webelos Leaders. From now until February crossover, the Webelos-To-Scout liaison should work closely with the Den Leaders to assure that all scouts will be earning the Arrow of Light and to get Scouts BSA applications completed. This person should attend a Den Meeting in January to explain troop operations, answer questions, and establish a good relationship with all Webelos II parents.

January

- All Webelos II’s and their parents attend a Scouts BSA troop meeting.
- Plan a crossover ceremony for the Blue and Gold Banquet in February.
- Attend a meeting for 1st year Webelos to introduce them to Scouting.
- Accommodate those Packs and Webelos II that wish to cross-over early with an appropriate ceremony.

Other “connecting” activities: Have some Scouts from the troop attend the Pinewood Derby and act as announcers, interviewing winners and “calling” the races. Encourage interaction between the Scouts and all the Cub Scouts.

February

- Hold the crossover ceremony at the Blue and Gold Banquet.
- Depending on troop policy/preference: form a new Scout patrol for the new Scouts; or complete assignment of new Scouts to existing patrols with specific mentors to help with the transition to Scouts BSA.
- Get new Scouts actively involved with the troop through troop activities.
- Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.
- Conduct a summer camp orientation for the scouts and parents to encourage attendance.

Other “connecting” activities: Scoutmaster and several Scouts attend the Pack’s Blue and Gold Banquet to welcome the Webelos into their new troop. Form an honor guard for the flag ceremony using a mix of graduating Webelos and Scouts for the honor guard. The Scouts should change out the Webelos’ shoulder loops and give them their new neckerchiefs, handbooks, etc. Don’t forget those Webelos Leaders, they need new red loops too!

March

- Plan a troop activity for new Scouts to get them involved with their new troop.
- Start training new Scouts for camping, don't forget proper equipment, first aid, and survival skills. Conduct a Scoutcraft competition with prizes. Do a campout tailored to new Scouts needs and to accommodate weather. Don't scare them off by making it difficult or a *Bootcamp* type environment.
- Follow-up with the family by phone, email, and letter of every scout that did not crossover into your troop from the packs where your troop recruits. Assure them it is not too late, describe the fun events scheduled, and invite them again.

Other "connecting" activities: Troop and pack committees should coordinate a service project activities so scouts can work as teams and parents of new Scouts can get to know the other parents. Plan a pizza lunch for the whole crowd after the work is done.

April

- Ensure all new Scouts are planning to attend summer camp. Provide additional briefings and summer camp materials for new Scouts and parents as necessary.
- Ensure new Scouts are working on requirements for Scout and Tenderfoot.
- Attend a meeting of Bear Cub Scouts to introduce them to Scouting.
- Attend a meeting of 1st year Webelos and pick a date with Den Leader for a field trip to summer camp one day during the week you are at camp.
- Sponsor a troop activity for the new Scouts. Camping is why they are there.

Other "connecting" activities: Troop invites Webelos I (4th graders) to district Camporee or other district event. They can join with the recently crossed-over scouts to learn basic Scoutcraft, which will meet Webelos/Arrow of Light requirements for the Webelos and Tenderfoot requirements for new Scouts. If the District Camporee isn't conducive to this, the troop could put on its own campout to teach these skills to the younger scouts. Invite any scouts who still have not crossed over and use this event as an "Invite a Friend" activity. Be sure to let the younger scouts help cook and help tend the campfire.

May

- Work closely with new Scouts and parents during their transition to the Scouts BSA troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts. Ensure new Scouts are well on the way to Tenderfoot before camp.

Other "connecting" activities: Troop organizes a Webelos activity pin fair, setting up booths for several Webelos Activity pins. These booths would be manned by Scouts and both pack and troop leaders who would teach the skills.

June/July

- Make sure all new Scouts attend summer camp with the troop.
- New Webelos II take a field trip to summer camp for one day the week you are at camp. Someone from the troop gives them a guided tour of camp.
- Troop offers Scouts to assist Webelos II leaders at Webelos camp, for example the evening when there is cooking in the campsite.

Tracking Sheets

Webelos-to-Scout Transition

Den Tracking List – 5th Grade Webelos

Pack # _____ Projected Webelos Transition Date: _____

Webelos Den Leader _____ Phone _____ Email _____

Pack Membership Chair _____ Phone _____ Email _____

Cubmaster _____ Phone _____ Email _____

Name	City	Email (Parents)	DOB	Date of Arrow of Light	Troop Joined	Date Joined Troop

Webelos to Scouts BSA Transition

Troop Tracking List – First Year Scouts

Troop # _____ Projected Webelos Transition Date: _____

ASM First Year Scouts _____ Phone _____ Email _____

Troop Membership Chair _____ Phone _____ Email _____

Scoutmaster _____ Phone _____ Email _____

Name	City	Email (Parents)	DOB	Pack Joined From	Date Joined Troop	Attended Summer Camp	Earned First Class

Webelos Den Chief

Job Description

The Webelos Den Chief is a current Scout who gives leadership to a Webelos den in the pack with which the troop is affiliated. The den chief has the following duties and responsibilities:

- Know the purposes of Cub Scouting and helps the Webelos den achieve those purposes.
- Serves as an activities assistant for the Webelos den.
- Set an example for the Webelos with proper attitude and proper uniforming.
- Be a friend to the Webelos den.
- Help the Webelos den leader lead the weekly den meeting and help the den participate in the monthly pack meeting.
- Meet regularly with the Webelos den leader to review meeting plan.
- Help Webelos earn activity pins by assisting the activity badge counselor(s).
- Teach the denner and assistant denner leadership skills.
- Attend den chief training.
- Help plan and carry out den outdoor activities including joining programs/meetings with the troop, campouts, field trips, and district camporees.
- Work with Scoutmaster and Cubmaster to plan a crossover ceremony for the den.
- Attend all den meetings and pack meetings.

Troop Membership Chair

Job Description

(Can be filled by either an Assistant Scoutmaster or member of the Troop Committee)

Position Concept

Membership is a shared concern of all adult leaders. However, the Troop Committee Chair must appoint a qualified individual to serve as the Troop Membership Chair who has the responsibility of coordinating these efforts.

Responsibilities

1. Work with current Scouts to assist them in meeting the *Invite a Friend* requirement for First Class Rank. (This is easily accomplished through coordination with a My Best Friend is a Scout recruiting effort)
2. Schedule spring and fall recruiting events for your troop using suggestions found in the Scouts BSA Year-Round Recruiting Guide. The spring recruitment is especially effective for fifth graders and as follow-up for any Webelos that did not crossover to the Troop in February.
3. Work with the Webelos dens in your affiliated pack to ensure a high percentage successfully progress to Scouting. Assist the parents of the Webelos in finding an appropriate leadership role in the troop.
4. Recruit and train high quality Den Chiefs for Webelos dens affiliated with your troop.
5. Attend most committee meetings for both the pack and the troop and act as the liaison for the two groups, passing information along so that everybody stays "in the loop." Beginning in November or December, invite the Webelos II Den Leaders to attend the Troop Committee meetings. Attend some of the Webelos II Den meetings to answer questions of youth and parents, take an Eagle Scout or two with you.
6. When planning joint troop/pack activities, take care that the Scouts do not feel like they are babysitting. Keep them in an instructional role.
7. Consider recruiting Webelos crossover Ceremonial Teams.

Pack Membership and Re-registration Chair

Job Description

Position Concept

Membership is a concern of all adult leaders. However, the Pack Committee Chair must appoint a qualified individual to serve as the Pack Membership and Re-registration Chair who has the responsibility of coordinating these efforts.

Responsibilities

1. Prepare reregistration papers and an annual report to the chartered organization. Secure signatures and registration fees for the coming year.
2. Ask the chartered organization representative to submit a charter application and annual report to the chartered organization for approval.
3. Help the Cubmaster and chartered organization representative plan and conduct the formal charter presentation.
4. Conduct an annual census of scouts in the chartered organization for systematic recruitment. Work with pack committee members to promote recruitment plans.
5. Visit new families in their homes. Review with them the Bobcat requirements and "Parent Guide" in their son's handbook. Emphasize the part that the family plays in their son's advancement. Stress parent/guardian participation at all pack functions and see that new families are introduced and feel welcome at pack meetings.
6. Work with the Cubmaster and pack committee to develop and carry out a plan for year-round membership growth.
7. Work with the Cubmaster and pack committee to see that
 - a. eligible Tiger Cubs transition into a Wolf den at the appropriate time.
 - b. eligible Wolf Cub Scouts or 9-year-old Cub Scouts transition into a Bear den at the appropriate time.
 - c. eligible Bear Cub Scouts or 10-year-old Cub Scouts transition into a Webelos den at the appropriate time.
 - d. Webelos Scouts and parents or guardians have a smooth transition into a Scouts BSA troop.
8. Work with the Cubmaster in following up on former pack members who are now Scouts and potential den chiefs.
9. Follow up on Cub Scout dropouts to help return them to full, active membership.

Sample Crossover Ceremonies

Setting: A bridge is in the center stage. One side of the bridge is represented as the Cub Scout side and the other side as the Scouts BSA side. You can use your imagination on how to symbolize each side so it is apparent which side is which. The use of Scouts with candles lighting the path is very impressive. Cubmaster and Scoutmaster are standing on appropriate sides.

CUBMASTER: Tonight we mark a great occasion, the graduation of _____ Webelos into Scouts BSA Troop _____. We are sad to see them leave because they have been a great help to our pack, but we are happy for them because they are going on to the great adventure of Scouts BSA. These Webelos have worked hard for this night and have advanced well. As a symbol of their hard work, each Webelos will be given an arrow. As I call your name, will each Webelos come forward with your parent(s)?

(Call each scout's name off.)

Reader: The arrow alone gives meaning to each of these Scouts. The wooden shaft gives the arrow strength; just like the strength the Scout Promise gives each scout. The fletching helps guide the arrow on a straight and true path; just like the Scout Law guides the Scout on a straight and true path. The arrowhead points the way to the target; just like Webelos badge and Arrow of Light requirements have pointed the Scout to the ways of Scouting.

Each arrow has these parts, but each arrow is different, it is individual. Each arrow represents his individual trail through Cub Scouting.

(Give each scout his arrow.)

It has been a long trail. As you look at the arrow you can look back and see how far you have traveled. Your first trail led you across the Bobcat Ridge, where Akela took you into the Pack as a Bobcat. The yellow mark tells that this scout completed his Bobcat requirements. You may have then climbed the steep Wolf Mountain. The red mark means he has completed the Wolf badge. After that there may be gold and silver marks for the arrow points that you may have earned. After finding your way through Bear Forest, you may have earned your Bear rank. The green mark shows you have gained your Bear achievements, and again you may have earned a gold and silver arrow points. Your trail next may have led you to Webelos Rank...first earning three activity pins shown by three black marks, then your Webelos badge, which is marked in blue. The Arrow of Light trail may have been hard and rugged. You first earned another four activity pins. Then came the highest Cub Scout Achievement, the Arrow of Light, which is signified by the white marking on the arrow. The twelve beads will remind you of the twelve points of the Scout Law. The red and white feathers not only stand for the troops colors, but also for devotion and honor.

Your trail in Scouting does not end in Cub Scouting; it is only the beginning, for all of you have prepared yourself for the crossing over to Scouts BSA.

The bridge before you is a symbol of your crossing from Cub Scouting to Scouting. The bridge is a structure carrying a pathway or roadway over a depression. It is a means of connection or transition from one side to another, as this bridge represents how our Pack is connected to our Troop. As I call each scouts name, please come stand before your Cubmaster where he will remove your Webelos neckerchief.

(Cubmaster is calling over to the Scoutmaster.)

CUBMASTER: Hello, Scouts of Troop _____.

SCOUTMASTER: Hello, Cub Scouts of Akela. What do you desire?

CUBMASTER: We have several Webelos who have prepared themselves for entrance into your Troop.

SCOUTMASTER: Bring them and their parents forward to the bridge that joins our Pack and Troop. I will send two of my Scouts over to escort the scouts and their parents over the bridge.

(Scouts cross over to Pack's side and then escort the new Scouts and their parents to the other side.)

Webelos Leader *(Speaking to the Scoutmaster):* These are your new Scouts, ready for the adventures ahead of them. They are going to call themselves the New Scout Patrol.

Webelos Leader *(speaking to the scouts):* As I call each of your names, please come forward to your Scoutmaster, where he will place on you the neckerchief of your new Troop.

(One at a time, place troop neckerchief on new Scout)

SCOUTMASTER: I'd like to welcome the New Scout Patrol and their families to our Troop. *(Lights on)*

SCOUTMASTER: Will the Troop please form your patrols! *(Have SPL lead all Scouts in the Scout Promise)?*

Colors of the Wind

Materials: Holder with four candles or lights (blue, yellow, white, and red). Webelos den leader lights the candles. Have a trail ready if you are using one in this ceremony.

NARRATOR: Tonight, we are honoring some Webelos Scouts who are moving forward along the Scouting trail. Will the following scouts please come forward. *(Call the names.)* Today, you are making a giant step—that from Cub Scouting to Scouting. As we present to you the colors of the four winds, remember them, and let them continue to guide you along the Scouting trail.

(Light the blue candle or light.) Blue stands for the Cub Scout spirit and the north wind. You are a true blue Cub Scout and live up to the Law of the Pack. It brings you only the warmest of winds.

(Light the yellow candle or light.) Yellow stands for the south wind that carries the story of your achievements far and wide. As a Cub Scout you have been eager, fair, and a credit to your den and pack.

(Light the white candle or light.) White stands for the east wind and the spirit of Scouting. The east wind carries the story of your fun and happiness to your Scout troop and tells others how you live up to the Cub Scout Promise.

(Light the red candle or light.) Red stands for the west wind and represents the families of these Webelos Scouts. It tells of the help and guidance that these Webelos Scouts receive from their families. Continue to help your scout go and grow as he continues to walk the Scouting trail in a Scouts BSA Troop. As you cross into Troop ____, we'll give you the Cub Scout handshake one last time. *(The Cubmaster and Webelos leader shake hands with the Webelos Scout. The scout walks to the Scoutmaster, giving him and the senior patrol leader the Scout handclasp.)*

Seven Virtues of Life

Materials: Holder with seven candles or lights, graduation certificates, troop neckerchief (if one is going to be presented; if the neckerchief is not going to be presented, reword the ending of the ceremony).

NARRATOR: Will the following Webelos Scouts please come forward. *(Call the names.)* Today, we are honoring these scouts who have brought honor to our pack as they climbed the Cub Scout trail. They are now ready to go into Scouting. With the help of their families, they will soon start walking the Scouts BSA trail.

WEBELOS LEADER: The seven candles (lights) before you represent the rays in the Arrow of Light. As they are lighted, you will hear how they stand for the seven great virtues of life.

(The narrator lights the candles or lights.)

1. Wisdom doesn't mean that you are smarter than others. It means that you use what you know to lead a better life.
2. Courage doesn't mean that you have no fear of danger. It means that you can face danger despite your fear.
3. Self-control means being able to stop when you have had enough of something, such as eating, playing, or even working too much.
4. Justice means being fair with others as you play and work with them.
5. Faith is belief in God and things you cannot see but feel are true.
6. Hope means to look forward to good things you believe will happen and work hard today to make them happen.
7. Many kinds of love are important: love of family, fellow humans, God, and our country.

NARRATOR: If you live by these virtues, you will be a happier person. It is my pleasure to present to you your graduation certificates. Scoutmaster [Name] is here to receive you into your troop. *(Scoutmaster says a few words of welcome.)*

SENIOR PATROL LEADER: As you remove your Cub Scout neckerchief, remember the things you learned in Cub Scouting. And as you wear this Scouts BSA neckerchief, remember that it represents the members of our troop who always try to do their best and be prepared. Welcome to our troop. *(He gives each scout a Scout handclasp.)*

Cub Scout Trail

Preparation: A Tiger Cub holds a Tiger Cub badge; a Wolf Cub Scout holds a Wolf badge; a Bear Cub Scout holds a Bear badge; a Webelos leader holds a Webelos badge; a den chief holds an Arrow of Light Award; a Scoutmaster or senior patrol leader holds a Scouts BSA badge. Space the badges apart so that they form a trail. This ceremony can be done inside or outside (arrange them around the edge of a clearing).

NARRATOR: Tonight, we are honoring some Webelos Scouts who are moving forward along the Scouting trail. Will the following scouts please come forward? *(Call the names.)* You are taking a giant step—that from Cub Scouting to Scouting. We would like to think back on some of the steps you have taken along the way. *(Walk with the scouts to the Bobcat station.)*

Remember when you first joined Cub Scouts? The Cub Scout motto, Law of the Pack, and the Cub Scout Promise were new to you then. *(Walk with the scouts to the Wolf station.)* At this stop, you worked on achievements that included knowledge about the flag, fitness, tools, safety, and feats of skill. *(Walk with the scouts to the Bear station.)* While working on the Bear badge, you completed achievements in four areas: God, country, family, and self. You were able to choose which achievements to complete. *(Walk with the scouts to the Webelos station.)* As Webelos Scouts, you worked on activity badges. You learned the different parts of the Webelos uniform, the Outdoor Code, and furthered your knowledge about your duty to God. You began to discover the meaning behind the Scout Oath and Scout Law. *(Walk with the scouts to the Arrow of Light station.)* To earn the highest award in Cub Scouting, you committed yourself to living the Scout Oath and Scout Law. You learned about the Scouts BSA uniform and the parts of the Scout badge. You participated in a Webelos overnight campout [or day hike] and visited a Scouts BSA troop meeting [or activity]. *(Walk with scouts to the Scouts BSA station.)* And now you have reached the beginning of a new trail. I would like to introduce your new Scoutmaster and senior patrol leader. *(The Scoutmaster and senior patrol leader take a few moments to welcome the new Scouts.)*

Consider inviting Order of the Arrow dancers to add spark to these ceremonies.

Unit Visits Program Plans & Ideas

Program ideas for when the Webelos II Den visits a Troop meeting.

Activity	Description	Run By	Time
Pre-Opening 10 Minutes	Hand out copies of your troop's annual program plan, introduce Webelos to troop members, exchange e-mail addresses, highlight past troop activities.	Senior Patrol Leader, Den Chief	6:55-7:05
Opening 5 Minutes	Pledge of Allegiance, Scout Oath, Scout Law	Senior Patrol Leader	7:05-7:10
Skills Instruction 25 Minutes	Skills instruction round-robin. 1. Let the scouts try lighting a cotton ball on fire using a hot spark kit. 2. Allow the scouts to set up a tent. 3. Have scouts build a stretcher and have a stretcher relay by first putting a splint on the —victim's leg.	Select Scouts within the Troop	7:10-7:35
Patrol Meetings 15 Minutes	Show summer camp promotion video to Webelos. Talk about what the Webelos can expect from Summer Camp.	Senior Patrol Leader, Den Chief	7:35-7:50
Inter-Patrol Activity 10 Minutes	Select a game out of — <i>Troop Program Resources.</i> ”	Senior Patrol Leader	7:50-8:00
Closing 5 Minutes	SPL thanks Webelos for attending meeting, leads closing Flag Ceremony.	Senior Patrol Leader	8:00-8:05
After the meeting	Scoutmaster thanks Webelos for attending.	Scoutmaster	

Program ideas for when the Troop visits a Den meeting.

- Help the Webelos Den Leader teach requirements of the activity pin for the month.
- Teach such things as the Totin Chip and Webelos skills for advancement.
- Bring a *Power Point* slide show or pictures of the fun and adventure your troop does throughout the year (5 minutes max).
- Show the Summer Camp promotion video.

Program ideas for joint Webelos Den/Troop Campout.

(Athletics Theme in troop program features)

Time	Activity	Run By
Friday evening	Load gear at meeting location, leave for campsite. Plan only light meal en route. (Make sure Webelos and parents have enough gear).	SPL
	Arrive at campsite, unload equipment, set up patrol sites. Stow gear and set up camp. (Have Troop Guide and Assistant Scoutmaster help Webelos and their parents set up their patrol site.)	Patrol Leader, SPL
Saturday 6:30 a.m.	Cooks and assistants arise and prepare breakfast. (Cooks should be working on First and Second Class requirements). The older scout patrol also makes breakfast for Webelos and their parents.	Cooks & assistants
7:00 a.m.	Everyone else rises. Take care of personal hygiene, air tents, and hang out sleeping bags.	
7:30 a.m.	Breakfast	
8:00 a.m.	Clean up	Cooks
	Patrols set up gear for morning activities, clean up patrol site	
8:30–11:30 a.m.	Conduct athletic skills events (See page 27-28 in <i>Troop Program Features Volume # 1</i>).	SPL
	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;"> <ol style="list-style-type: none"> 1. Frisbee Golf 2. Obstacle Course 3. Volleyball 4. Softball 5. Bicycle Race </td> <td style="width: 50%; border: none;"> <ol style="list-style-type: none"> 6. Patrol Dash 7. Bike Relay 8. Erect a Tent 9. Kim's Game </td> </tr> </table>	
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11:30 a.m.	Sack Lunch	
Noon	Continue Events	
4:30 p.m.	Start Dinner preparation	Cooks
5:30 p.m.	Meal	
6:00 p.m.	Clean up	Cooks
8:00 p.m.	Campfire	SPL
9:00 p.m.	Cracker barrel	
10:00 p.m.	Lights out	
Sunday 6:30 a.m.	Cooks and assistants arise and prepare breakfast. (Cooks should be working on First and Second Class requirements).	Cooks
7:00 a.m.	Everyone else rises. Take care of personal hygiene, air tents, and hang out sleeping bags.	
7:30 a.m.	Breakfast	
8:00 a.m.	Clean up	Cooks
8:30 a.m.	Worship service	
9:30 a.m.	Break camp	
Equipment needed	Cameras, pens, troop camping equipment, athletic gear needed for events	

Sample Letter of Introduction from Scouts BSA Troop to 2nd Year Webelos (to be mailed in September)

(Name)

(Address)

(City, State, Zip Code)

(Date)

Dear _____:

My name is _____ and I am the Senior Patrol Leader for Troop _____. Soon you will cross-over the Cub Scout program into the Scouts BSA program. This is an exciting time, many fun adventures are ahead.

As a troop we go camping once per month. This year we are planning to *(use this paragraph to briefly describe your annual program plan. Tell the Webelos what you are doing: canoeing, climbing and rappelling, backpacking, fishing, etc.)*

Our troop meets weekly *(time/date/location)*. At these meetings, we have skills instruction time where we work on advancements. Our goal is that you would reach 1st class within a year of joining our troop. We also have time for your patrol to get together to plan for upcoming campouts and time for inter-patrol activities.

This summer, we are planning to attend *list name of camp here on date*. Activities at this camp include canoeing, rowing, swimming, nature programs, sports programs, .22 rifle shooting, archery shooting, and much more.

We are looking forward to having you as part of our troop. To aid in this transition, we would like to invite you, your parents, and your entire den to a campout on October *(date)*. Our theme is Athletics and will play softball, volleyball, Frisbee golf, and have a bicycle race. Food and tents will be provided. All you will need to bring is personal gear (clothes, toiletries, sleeping bag/blankets) and your bicycle. We will be meeting at *location* at *time*. Please let your Webelos Leader know by *(date)* if you are able to attend.

Sincerely,

(Your Name)

Senior Patrol Leader Troop _____

Sample Letter of Introduction from Scouts BSA Troop to 2nd Year Webelos Parents (to be mailed in September)

(Name)

(Address)

(City, State, Zip Code)

(Date)

Dear _____:

My name is _____ and I am the Scoutmaster for Troop _____. In February, your son will be able to crossover into our troop. Much fun and adventure awaits him after he crosses the bridge into our troop.

You should encourage your son to continue his Scouting journey for the following reasons:

1. Scouting Builds Character – A Scout is Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, and Reverent.
2. Scouts are more likely than non-Scouts to value education, the environment and put the needs of others before themselves (According to a poll taken by Harris Interactive).
3. Scouting teaches leadership skills, problem solving skills, communications skills, and team building skills.
4. Scouting opens the door to possible lifelong career and hobby interests. With over 100 merit badges ranging over many different topics, many Scouts explore opportunities that they ordinarily would not have.
5. Scouting teaches youth to Be Prepared. Whether it's for emergencies (1st aid, emergency preparedness), life skills (personal management, family life, communication), taking charge and leading others.
6. Scouting builds confidence. Scouting puts youth in charge of situations and allows them to overcome obstacles and challenges.

Scouting accomplishes these things through a fun-filled program in an outdoor education classroom. We go camping as a troop once per month. This year we are planning to *(use this paragraph to briefly describe your annual program plan. Tell the Webelos what you are doing: canoeing, climbing and rappelling, backpacking, fishing, etc.)*

Our troop meets weekly *(time/date/location)*. At these meetings, we have skills instruction time when we work on advancements. Our goal is that your son would reach 1st class within a year of joining our troop. We also have time for your son's patrol to get together to plan for upcoming campouts and time for inter-patrol activities.

We hope you and your son will join us on this exciting adventure!

Sincerely

Scoutmaster, Troop _____

Top Ten - Things to Look For in a Troop

(Enclose with Scoutmaster Letter)

1. **Fun** – It's got to be fun! Most of the activities within the troop have to be understood by the Scout as a fun, friendly, pleasurable, and rewarding experience. If a troop is too strict and regimented the Scout will lose interest.
2. **Program** – this is key to a well-run troop. The program has to be planned out by the troop committee with input from the Scouts. This should be done annually and tied to a budget. The program needs to include all the elements of Scouting, weekly troop meetings, monthly outings/events, weekend campouts, and yearly summer camps. The activities have to be new, exciting, and fresh to keep the Scouts interested.
3. **Adult Leadership** – All troops should have Trained adult leadership. Trained leaders are crucial to any well-run troop. The training provides the leader with the knowledge to understand the aims and methods of the Scouting program. The training presents a wealth of advice and recourses to run a successful program. When you visit a troop, look for the trained patch on the leader's uniform.
4. **Youth Leadership** – The Scouting program is designed to have the youth elected and appointed into leadership roles. A troop should have periodic elections to fill those positions. In addition, the troop should provide leadership training for those roles. The troop should conduct Junior Leadership Training (JLT) and/or send Scouts to council JLT training. Look for the trained patch on the youth leader's uniform.
5. **Scout-Run Troop** – the whole philosophy of Scouting is for the Scouts to run the troop. The adult leaders are there to provide guidance, counsel, and support. The weekly meetings, troop campouts, and troop activities should be planned and executed by the Scouts and the junior leaders. The troop should encourage and strive to have its junior leaders run the troop. When observing a troop in action, see if the Scouts are running the program or the adults.
6. **Patrol Method** – A troop should divide its Scouts into patrols of not more than 8. These patrols act like a team within the troop. They will elect a patrol leader and have periodic meetings either at the troop meetings or at a separate time and place. The troop should provide competitive activities at meetings and outings for the patrols to work as a team. This allows them to demonstrate their Scouting skills and plan for camping events or district camp-o-rees. The troop should also have functioning monthly Patrol Leaders Council, which plans the troop activities.
7. **Meetings** – Weekly troop meetings are pretty much the norm in Scouting. The troop should have a calendar for the year with the dates established for regular meetings.
8. **Uniform** – the field uniform is an important part of Scouting and should be required in troop functions, like: ceremonies, religious activities, troop dinners, and district & council events. An activity uniform, which usually consists of a scouting T-shirt and Scout shorts or pants, is commonly used for troop/patrol meetings, day activities, and weeklong camps. Troops may define or require uniforms in different variations, but should have some defined requirements and periodic inspections.
9. **District & Council Involvement** - A troop should have representatives attending monthly district roundtable meetings. The district and council provide a wealth of experience and knowledge to help the troop run a great program. They are a wonderful resource for information on training, activities, advancement, planning, and ideas.
10. **Recruiting** - A troop needs to bring in new Scouts. New Scouts provide the older Scouts with opportunities to mentor and teach them what Scouting is all about. It helps them build leadership and charter. The best source for new Scouts is from the Cub Scouts Webelos program. A troop should have established a working relationship with local Cub Scout pack(s) to help bridge graduating Webelos to Scouts BSA.

Questions To Ask When Visiting Troops

Webelos should ask:

1. Is the Troop active? Do they do things I would enjoy?
2. What size is the Troop? What size of Troop would I like?
3. Are there other scouts my age in the Troop?
4. Are any of my friends in or joining the Troop?
5. Does the Troop go to a summer camp? Which one(s)? Is it important to me where they go?
6. Should I / could I go to summer camp?
7. Does the Troop participate in any Honor Camper programs (i.e. Order of the Arrow)? Do they matter?
8. How often does this Troop do outdoor activities (i.e. camping)?
9. Will I have a say in decision making?
10. Does the Troop have advanced programs for older Scouts?
11. How often does the Troop meet?
12. Do I have a good chance of advancing to Eagle with this Troop?
13. Will I have fun?

Parents should ask [Troops should tell parents if they don't ask]:

1. What values/skills will my son learn?
2. What are the other adult leaders like?
3. Can I participate in leadership if I desire?
4. Is this a scout run Troop? Is that important?
5. Where, when, and how often does the Troop meet? Is it convenient for transporting my son?
6. What is the age ratio of the scouts? Do the older Scouts help the younger Scouts?
7. How much will it cost? Camping? Summer camp? Fundraisers?
8. How often does the Troop camp? Do I have to camp with them?
9. Does the Troop go to a summer camp? Which one(s)? Is it important to me where they go?
10. Does the Troop participate in both Honor Camping programs, (The Order of the Arrow)? Can the Troop explain the importance of both programs?
11. Is the Troop active? Do they do activities my son would enjoy?
12. Will my son be encouraged/able to advance to Eagle in this Troop?
13. Can moms participate? Go camping? Go to summer camp?
14. Can this Troop provide a quality Scouting experience for my scout and friends?
15. What is expected of the parents and family by the Troop?
16. Will we have fun?

Webelos Troop Visit Checklist

Troop Number: _____

Date of Visit: _____

Meeting Place: _____

Time: _____

Scoutmaster's Name: _____

Senior Patrol Leader's Name: _____

My Evaluation of this Troop:

Are all the scouts in uniform?	Yes	No
Was the meeting organized?	Yes	No
Is the meeting run by the scouts?	Yes	No
Do they have scouts of all ages?	Yes	No
Did I feel welcome?	Yes	No
Did their campouts sound like fun?	Yes	No
Do they have a calendar?	Yes	No
Do I already know scouts in the troop?	Yes	No
Are there plenty of adult leaders involved?	Yes	No
Were the older Scouts helpful?	Yes	No
Did they answer my questions?	Yes	No
Do they have a program for new Scouts?	Yes	No

Notes:

Things I liked about this troop are:

Things I did not like about this troop are:

Adult Troop Visit Checklist

Troop Number: _____ Date of Visit: _____ Quality Unit: Yes No

Sponsored by: _____ How Long: _____

Scoutmaster's Name:

Meeting Place: _____ Time: _____

Meeting Run by: Youth Adults Mixed

Was the meeting organized? Yes No

Does the troop produce a calendar of events: Yes No

Does the program schedule:
 ___ change yearly
 ___ remain similar with different summer camps
 ___ remain similar from year to year

What special events does the troop participate in? (i.e. Scouting for Food, Scout Show)

Leadership Corp:

Does the troop have an active scout leadership corps? Yes No

How often do they meet? _____

How many scouts in the leadership corps? _____

How is the scout leadership decided?

 Elected by scouts.

 Appointed by adults

 Other: _____

How often does the troop hold elections? _____

Uniforms:

Were the Scouts in uniform? Yes No

Were the adults in uniform? Yes No

What are the uniform requirements of the troop?

How many uniforms will each scout need?

Camping:

How often does the troop camp?

What type of camping does the troop do? (check all that apply)

Summer camp: In Council Out of Council
 Winter camp Camporees High Adventure
 Backpacking Canoeing

Most popular camp is located: _____

Do all the scouts get to go on all of the outings? Yes No

Do campouts have a theme, merit badge or rank requirement focus?

Yes No

Costs:

What are the joining costs? _____

What are the local troop costs? _____

Are there additional costs to join the troop? _____ What fundraisers

are available for the scouts? _____ How are fund raiser earnings

used in the troop?

Support the troop needs.

Applied to reduce expenses of Scouts who participated.

Values of Men and Boys in America

Louis Harris and Associates have conducted a number of scientific surveys commissioned by the National Council, Boy Scouts of America. The findings show how the Scouting program helps aid in positive youth development. Sharing this information with Webelos II parents will help them see the importance of keeping their children in the Scouting program.

- Scouts with five or more years tenure are more likely than non-Scouts to:
 - Assume a leadership role in clubs or school organizations.
 - Put the needs of others before themselves.
 - Make the most honest, not the easiest, decisions.
 - Value education and the environment.

- Scouts with five or more years tenure are more likely than non-Scouts to have greater future achievement:
 - They are more likely to graduate High School – 98% vs. 83%.
 - They are more likely to graduate College – 40% vs. 16%.
 - They are more likely to earn annual household incomes of \$50,000+ - 33% vs. 17%.

- The Scouts BSA program teaches strong personal values and character. Parents cited the following reasons for wanting their sons in the program:
 - To learn moral values – 94%.
 - To learn self-reliance – 95%.
 - To become involved in community service – 90%.

- The Scouts BSA program gives a Scout a positive sense of self worth and usefulness.
 - 50% of Scouts indicate setting personal goals of each meeting.
 - 51% of Scouts note that they have to rely on themselves to accomplish goals at the meeting.
 - 78% agree, Being a Scout makes me feel more confident in myself.

- The Scouts BSA program provides/enhances a caring and nurturing relationship with parents, other adults, and peers. At a typical troop meeting:
 - 58% are encouraged to do their best by a leader/adult.
 - 48% receive verbal encouragement from other Scouts.
 - 65% work together, receiving help from other Scouts.

- The Scouting program enhances a scout's desire to learn. At a typical meeting:
 - 41% of Scouts teach another Scout.
 - 39% of Scouts learn from another Scout.
 - 53% learn new things.

- Scouting is a productive/creative use of time. Scouts agree that:
 - Scouting has taught me skills I wouldn't have learned anywhere else – 88%.
 - Scouting will help me get a good job – 85%.
 - Scouting will help me get into college – 83%.

- The Scouts BSA program teaches social adeptness. During a typical troop meeting, Scouts:
 - Learn to be a team player – 51%.
 - Democratic decision-making – 43%.
 - Planning activities – 41%.
 - Taking responsibility for needed supplies/equipment – 31%.