

Dan Beard Council, Boy Scouts of America Cincinnati, Ohio

Webelos To Scout Transition

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Background

Every Webelos deserves the opportunity to be a Boy Scout. While some Webelos move to a troop with no help at all, many need to know more about the Boy Scout program and how to go about finding a good active troop.

We also must let him know that he is wanted ... Your invitation can make the difference.

The purpose of the Webelos to Scout transition plan is to give Webelos a sampling of the troop program, troop leadership, advancement opportunities, and the excitement of Boy Scouting.

The Arrow of Light requirements introduce Webelos to basic Boy Scout elements. Joint den/troop activities provide a comfort level and familiarization with the Scouts in a troop.

The Webelos advancement program has been designed so that they can earn the Webelos rank in fourth grade and focus on the Arrow of Light and transition ideas in fifth grade. However, if a boy starts Webelos in fifth grade, he can still earn both.

HERE IS HOW THE TRANSITION PLAN WORKS

The Den/Troop Partnership – September

Early in the Webelos' fifth grade year, the leader provides a copy of the den roster to the local troops of interest. The key factor is the working relationship between the packs and troop(s) the boys will join. This relationship should be renewed each program year.

The partner troop may also be able to provide Den Chiefs for the pack or assistance with planning outdoor activities.

IF YOU ARE UNSURE OF THE DEN/TROOP PARTNERSHIPS AVAILABLE TO YOU, CONTACT YOUR UNIT COMMISSIONER.

Several activities, such as weekend campouts, district camporees, day hikes, or service projects for your sponsor should be conducted jointly.

Through these joint activities and visits to troop meetings, campouts, and Courts of Honor, the Webelos not only learn about Boy Scouting, but they also make friends in the troop. Remember, Webelos are looking for the right "fit."

Graduation From Den to Patrol – February

Summer camp is a vital part of the Boy Scout's experience, particularly for the new Scout. The transition plan gives us a great opportunity to prepare the Webelos for summer camp by moving them into the troop in February or March. In fact, it is recommended that Webelos graduate into a troop as soon as they have earned the Arrow of Light. When a den graduates together, they can continue to provide friendship and support for each other – a smooth transition for both the boys and the families.

BY FOLLOWING THE TRANSITION PLAN, GRADUATION IS NO LONGER A LEAP INTO THE UNKNOWN, BUT A STEP INTO A FAMILIAR AND FRIENDLY ENVIRONMENT.

Roles And Responsibilities

Cubmaster's Role

Your Pack has given your Webelos a good beginning on the Scouting trail. As you know, the purpose of the Webelos program is to prepare and help boys become Boy Scouts. We know that boys succeed best in becoming Scouts when the Cubmaster, Scoutmaster and Webelos Leader work on their transition together, as a Scouting team. Webelos Leaders and the Scoutmaster(s) (both have received this graduation plan) have a major role in Webelos To Scout graduation, but we are counting on you to help in several important ways. This sheet is designed as a checklist to help your Webelos succeed in becoming Boy Scouts.

Target Date	<u>Task</u>
September	Encourage your fifth grade Webelos Leaders to complete and return their roster (tracking list) to the Membership Committee in October or return it to the November Roundtable.
October	Make an appointment with the Scoutmaster. Confirm with them the Webelos graduation plan for the February Pack Meeting.
	Invite the Scoutmaster to your Blue and Gold Banquet as an honored guest. Have him sit with the Webelos Den, and assist in the graduation ceremony.
December	With Webelos Leader and Scoutmaster, plan a top- notch Webelos graduation for the February Pack Meeting. See the Den and Pack Ceremonies. February is preferred to later months, so that new Boy Scouts have Troop Meetings in March-May to get acquainted and prepared to attend long-term summer camp.
February	Conduct your Webelos graduation at the Pack Meeting. Webelos should register and become a Boy Scout in the Troop.

Pack's Role

Your pack has given your Webelos a good beginning on the Scouting trail. The Webelos program is to prepare and help boys become Boy Scouts. You are a key to the process of Webelos graduation for your pack.

Target Date	<u>Task</u>
October / November	Encourage your fifth-grade Webelos leaders to complete and return their den/patrol roster (tracking list) to the Scout Service Center or by the November roundtable.
	Encourage your Webelos leader(s) to meet with Scoutmasters in the area.
December	Plan for a top-notch Webelos graduation at the February pack meeting. (See Den and Pack Ceremonies page 144.) Note: February is the preferred month of graduation so that new Scouts can attend March - May troop meetings to get acquainted and prepare for summer camp.
	Invite the Scoutmaster(s) to your Blue and Gold Banquet as an honored guest. Have him/her sit with the Webelos den/patrol, and assist with the graduation ceremony.
February	Assist with Webelos graduation at your pack meeting.
	Ensure Webelos complete a Boy Scout application and register with a troop.
March	Assist the Webelos leader(s) in following up with any of your Webelos as to why they have not yet joined a troop.

Webelos II Leader's Role

Your ultimate success in helping boys in Scouting is getting your Webelos to join a Boy Scout Troop in February. Your efforts through the Webelos program have made a major contribution towards the Scouting trail for all boys in your den/patrol. You are the key to a smooth transition for your Webelos.

Target Date	<u>Task</u>
September / October	Have your den select a Scout patrol name, get patrol patches to wear, make a patrol flag, and elect a patrol leader. (Check the Scout Handbook for ideas.)
	Complete and return your Webelos roster (tracking sheet) to the Scout Service Center or bring to the November roundtable. (This is very important so that troops can send your Webelos information and invite them to orientation and camp promotion meetings.)
October / November	Meet with the local Scoutmaster(s) for transition planning.
	Take your Webelos and their parents to visit a troop meeting. A new parent /Scout informational meeting at the troop should include summer camp plans.
	Ask the troop to appoint a Webelos Den Chief (this will aid new Scouts with their transition into the troop.)
December	Encourage your Webelos to make a final decision on joining a troop.
	Assist the Cubmaster in planning a top-notch, personalized graduation for the February pack meeting.

Webelos II Leader's Role (cont'd)

Target Date	<u>Task</u>
February	Graduate your Webelos into Boy Scouts. Have them complete a Scout application and register with the troop. New Scouts should have a Scout Handbook at this time.
February / March	Be sure that new Scouts have a schedule and begin attending troop activities. Encourage parents to get involved with the troop committee.
	Talk to the Scoutmaster about continuing to work with the new Scouts as a patrol advisor. This will help boys become comfortable in the new troop.
	Help as needed with any final details for summer camp preparedness.
	Follow up with any of your Webelos as to why they have not yet joined a troop.

Scoutmaster's Role

Knowing that 70% of all boys who join Boy Scout were Webelos first, it makes good sense to "go after" those Webelos. New members have vitality, new ideas, and add new parents to your Troop! You can play a critical role in recruiting new Scouts to your troop through the Webelos Graduation Plan.

Target Date	<u>Task</u>
October	Choose and make reservations for your troop's summer long-term camp - if you have not already done so.
	Meet with your unit commissioner and let him/her know your desires for increasing the troop size.
	Appoint good Scouts to be Webelos Den Chiefs to help get Webelos in nearby pack(s) interested in joining your troop.
	Identify a Webelos Resource Chairman for the Troop to help as liaison with nearby packs and unit commissioner.
November	Invite Webelos to visit a troop meeting.
	Have a Webelos parents' night to promote the troop's summer camp plans -and get Webelos ready to participate. Give them an info sheet with schedule, fees, and general camp information
December	Plan to be a part of the pack's February meeting and Webelos graduation.
February	Attend the pack meeting in February and help conduct the graduation ceremony.
	Webelos should register as Scouts with your troop.

Scoutmaster's Role (cont'd)

Target Date

March / April

<u>Task</u>

Invite Webelos Leader(s) to be the new Scout's patrol advisor. This will help the new boys get adjusted and provides an excellent prospect for a new assistant or committee person in the troop.

Be sure all new Scouts have the troop schedule so that they can begin participating in Troop activities.

Hold a spring campout for the troop emphasizing basic Scout skills for new boys (eg. cooking, camping and patrol method). This activity will build confidence in new Scouts and help prepare them for summer camp.

Have a troop parents meeting for final details on summer camp. Encourage new parents to join the troop committee. Note: For information on packs in your area to recruit new boys from, ask the Membership Team, unit commissioner, or district executive. A list of Webelos leaders and/or Pack Committee Chairman can be provided to you. Also: You should receive a list of eligible Webelos in November/December to invite to your troop. If you do not, contact the Webelos To Scout Transition Team.

Unit Commissioner's Role

Our best source of Boy Scouts is our Webelos. In fact, 70% of all Boy Scouts were Webelos. So, it makes good sense to be sure every interested Webelos and his parents are invited, oriented, and welcomed into a Boy Scout Troop. You are the key to this whole process!

Target Date	<u>Task</u>
October / November	Ensure that Webelos leaders complete and return their 5th grade Webelos-to Scout Transition Tracking List to the district Webelos to Scout Transition Chairman, no later than November roundtable. Please forward any lists that you may collect to your district Webelos to Scout Transition Chairman or your district executive.
	Determine if your troop(s) can accommodate more Scouts. Some troops feel they are big enough. If not, contact your district executive immediately and help Webelos parents form a new troop to begin in February.
	Arrange a phone contact or meeting between Webelos leaders and Scoutmasters to work the plan.
	Assist in planning a Webelos visit to a quality troop meeting including camp promotion information for new parents. You should attend this troop meeting, and ensure that invitations are telephoned to parents beforehand.
December / January	Help plan a top-notch graduation for Webelos at their February pack meeting.
February	Attend graduation. Be sure new Scouts complete a Boy Scout application and know the troops program and meeting schedule.
	Assist troops to turn in applications and Webelos graduation report to the Scout Service Center.

Unit Commissioner's Role (cont'd)

Target Date

<u>Task</u>

March

Begin follow-up with boys who have not yet joined. Get them invited to visit another troop.

District's Role

Target Date	<u>Task</u>
August 1	District Webelos Graduation Team (W2S) recruited and oriented.
	? Responsibility: District Membership Chair / District Executive
September Rountable	Graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee Chairman and Webelos leader, plus Webelos Tracking sheets into Pony Express boxes.
	? Responsibility: Webelos to Scout Transition Team
October Commissioner Meeting / Roundtable	Graduation plan and job descriptions are reviewed with all leaders. Time to begin working the plan!
	? Responsibility: Webelos to Scout Transition Team
November Roundtable	Every pack turns in a Webelos Tracking Sheet, including those with no fifth-grade Webelos.
	All Scoutmasters receive letter and Webelos rosters of eligible boys to be invited to visit troop.
	100% of packs have been followed up on and all rosters are completed and in.
	? Responsibility: Webelos to Scout Transition Team / District Executive

District's Role (cont'd)

Target Date	<u>Task</u>			
December	100% of Webelos leaders, Scoutmasters and Unit Commissioners have met. Their pack's February graduation plan and camp promotion meeting plans should be completed.			
	? Responsibility: Webelos to Scout Transition Team / Unit Commissioners			
March / April	All February graduations are recorded, new Scouts registered.			
	? Responsibility: Webelos to Scout Transition Team / District Executive / Unit Commissioners			
April 30	100% of non-transitioned Webelos have been contacted and encouraged to join a troop.			
	? Responsibility: Webelos to Scout Transition Team			
June 30	Final graduation report is prepared, recorded unit- by-unit numbers and percentages of graduated Webelos.			
	? Responsibility: Webelos to Scout Transition Team			
June District Committee / Commissioners Meeting	Webelos Graduation Chairperson reports on graduation. Discussion on improvements for next year.			
	? Responsibility: Webelos to Scout Transition Team			

Handouts for Leaders



CUB SCOUT PACK

(to be completed by the Cubmaster)

Pack #:	District:
Fifth Grade Webelos Leader Contact (fo	r District listing):
Name:	Phone #:

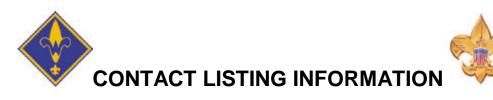
Historically, Webelos from our pack graduate into Troop #: _____

Return to:

Dan Beard Council, BSA Attn: Webelos To Scout Transition District 2331 Victory Parkway Cincinnati, Ohio 45206

Or fax it to us at (513) 961-2688.

Please return by September 1st



BOY SCOUT TROOP

(to be completed by the Scoutmaster)

Troop #:				 _ District:						
	T 0		.,.	~		D : () (`		

Webelos To Scout Transition Contact (for District listing):

Name: _____

Phone #: _____

Historically, Webelos graduate into our troop from Pack #(s): _____

Return to:

Dan Beard Council, BSA Attn: Webelos To Scout Transition ______ District 2331 Victory Parkway Cincinnati, Ohio 45206

Or fax it to us at (513) 961-2688.

Please return by September 1st

WE	BELOS TO SO	COUT TRANSITION			
F	ifth Grade Webe	elos Tracking Sheet			
Antic	pated Webelos grad	duation date	-		
Pack #:		District:			
Webelos Leader Na	ime:				
Home phone:		Work phone:			
	-	fifth grade Webelos.			
Webelos Name	Phone	Webelos Name			
If you have more the second		neck here and list on the ba urn to:	ck of this page.		
		Council, BSA			
		o Scout Transition			
District 2331 Victory Parkway Cincinnati, Ohio 45206					
	Or fax it to us a	t (513) 961-2688.			
P	lease return no la	ater than October 15 th			

Suggested Template for Introductory Letters

September 1, 20xx

Dear Cubmasters, Webelos Leaders, and Scoutmasters:

The most important event in a Cub Scout's life is his transition from Webelos to Boy Scouts. To aid in this process, the Dan Beard Council has developed the "Webelos To Scout Transition Plan" to help guide pack and troop leaders with the task of bridging boys from Cub Scouting to Boy Scouting.

This packet details the roles of the Cubmaster, fifth grade Webelos Leader, the Scoutmaster, and a number of other roles as they relate to the transition. Also included is a timeline of events tailored for each adult leader involved in the transition, as well as tracking sheets to help record the progress of your Scouts.

The plan will be lead by the District Webelos To Scout Transition Chair. This person's job is to guide Scouting units through the process to ensure that every fifth grade Webelos is offered the opportunity to advance into a Boy Scout troop. It should be **every** leader's goal to help each Webelos continue in the Scouting tradition.

Thank you for your support.

The Webelos To Scout Transition Team

Webelos to Scout Transition Ideas That Work

1. Den Chief – This position is probably one of the most under-rated positions in the troop. It definitely requires the youth to demonstrate leadership, often under some pretty trying conditions. More importantly, it serves as a method to introduce the Webelos to who Boy Scouts are, what they do, and what they can expect when they cross over. Also, consider that when the Den Chief is finished (his den crosses to the troop), you now have a potential Troop Guide that already KNOWS the new Scouts from first hand experience.

2. New Scout Patrol – Consider this to be one of the keys to retaining newly crossed over Webelos in the first year. It is not a "silver bullet," however, and should only be done if your troop is structured and mentally prepared to support it.

3. New Scout Training Campout – This serves as a really good method to show the newly crossed over Webelos what a Boy Scout campout is like, gives them a good start on working requirements (we generally cover about a dozen on this weekend), shows them how "Boy Run" works in the troop, and serves as a good method for the new Scouts to get to know a number of the "experienced" Scouts in the troop. This event also gives the troop (and adult leaders) a chance to get to know the new Scouts.

4. Assistant Scoutmaster Contact With Webelos Leader – The Boy Scout troop should consider assigning an Assistant Scoutmaster to have direct contact with the Webelos Leader. Webelos Leaders are a great source of future troop leaders.

5. Troop Guides – Careful choices need to be made when filling the Troop Guide Position. It needs to be the right boy – one who cares about the new Scouts. An Assistant Scoutmaster that has the patience to work with the new Scouts and Troop Guide(s) is also an important factor here.

6. Parents – Talk to them about the troop and how/what it does. Explain the basics of the "why," but do not get into a "discussion." This should be a "this is how the troop works" discussion and should be the same basic topics that were discussed when they came for their visit. See the "Parent Handouts" section of this guide for additional information that can be given to the parents.

Webelos to Scout Transition Ideas That Work (cont'd)

7. Joint Webelos/Boy Scout Campout – The importance of sharing some of the Boy Scout program with your Webelos Scouts cannot be overemphasized. That is, in fact, one of the reasons behind the heavy emphasis on attending Boy Scout outdoor activities as part of earning the Arrow of Light. Just be sure that you do not fall into the trap of trying to make the district camporee the single joint activity that the Webelos attend. They will not be the center of attention, and thus you won't get the impact you need.

8. Raingutter Regatta/Pinewood Derby – The Boy Scouts can really identify with getting the sailboats back up fast and the gentle handling of the pinewood cars.

9. Boy Scout Activities – Get the Webelos to do a number of visits to more than one troop. Have the Webelos den be the victims for a Boy Scout first aid exercise, or have them attend a Court of Honor or other Boy Scout event.

10. Cross Over Event – Perform your cross over in front of all the other Cubs. As the boys cross the bridge with their parent(s), two Boy Scouts remove their Webelos neckerchief and hand it to the parents, two other boys change the blue loops to red and hand the blue ones to the parents, and the Cubmaster hands the boys their Scout handbook. The Scoutmaster(s) from the various Troop(s) the boys will be attending stand at the other end of the bridge to welcome the new boys. Make it a celebration!

11. The Webelos To Scout transition has to sound like it is automatic. When speaking to the Webelos, use phrases like "when you become a Boy Scout, not "if you become a Boy Scout."

12. Arrow of Light – The Arrow of Light should always be treated as a transition into Boy Scouting, not the end of Cub Scouting.

13. Meeting Nights - If you have a close tie to a troop, try to have the Webelos 2 den meeting the same night as the troop meeting. The Webelos can join in the opening and some activities before separating and having the den meeting.

Webelos to Scout Transition Ideas That Work (cont'd)

14. Patrol Box - This is a great way to get the Webelos to bond with the troop, and the troop in turn gets new equipment (and goodwill from the Webelos and Boy Scouts building something as a team). When you start the craftsman activity pin, work with the troop Scoutmaster to obtain a set of drawings for the type of patrol box the troop uses and have the Webelos build it. You may be able to get both the contents and materials to build it donated. Once the patrol box is completed, go on a Campout/Overnighter and start teaching the Webelos to function as a patrol, using the box the Webelos built. Upon graduation into the troop, the patrol box and all of its contents go with the boys. There are several positive outcomes of this activity: the boys feel more like a part of the troop, the troop can retire old patrol boxes and recycle the contents into the other boxes, and the Webelos are already familiar with the patrol method, as well as the equipment that will be issued to them.

Sample Speech at the District Roundtable

Every graduating Webelos deserves the opportunity to continue his Scouting experience as a member of a Boy Scout troop. Many Webelos go on to Boy Scouting with no help at all, but many of them need to know more about their opportunities for fun and adventure in the troop.

That is the purpose of the Webelos To Scout transition plan – to give every Webelos a sampling of the troop program, the troop leadership, advancement opportunities, and the fun and excitement of Boy Scouting, and we must also let him know that he is wanted.

We can only instill the values of Boy Scouting into the lives of boys who join.

Parent Handouts

Vhat is their activity program like?

sk to see a copy of their yearly program chedule. You will want to see how often they amp out. The outdoor program recommends ine to twelve campouts a year, including summer Camp. Do they camp in the winter? Do ney participate in the District/Council activities uch as Camporees and Peterloon? Do they offer pecial activities at meetings? Do they invite peakers on certain topics?

Vhat is a "typical" meeting like?

s it "boy run"? Is it upbeat? Are he boys kept usy? Is it fun? Do they show respect during the ag ceremony, to the program, to the adults, and b each other? Is good discipline evident within he program?

Vhat are the uniform requirements?

Aost troops require full uniform for all meetings nd for District or Council sponsored campouts. Others require only the uniform shirt. Still others ave designated uniform meeting days. Some rear the activity shirt (red polo) or a speciallylesigned troop T-shirt. You will probably want to hoose a troop that feels the same about uniforms is you and your son. Ask if there is a uniform ank of uniform parts available until you can get ne entire uniform, or if there is assistance for furchasing a complete uniform.

Noes the troop attend summer camp? What recentage of the troop attended last year? Where do they go? Do they always go to the ame camp? How many leaders attend camp with the Scouts? Are those leaders trained?

Summer camp offers a tremendous opportunity or Scouts to experience the fun and excitement of camping, while affording them the opportunity of achieve rank advancement and merit badges. Our Council operates the Dan Beard Scout eservation, which includes Camp Friedlander and Camp Craig, but it is not necessary that the troop ttend these camps. Some troops attend Camp riedlander every year for one or two weeks, while others go to Boy Scout Camps in nearby ouncils for a change of pace

How do they utilize the advancement & merit badge program?

Some troops use the advancement and merit badge program as the cornerstone of their program. Their campouts and meetings center on helping the boys advance within the format outlined by the Boy Scouts of America. Some troops focus meetings on merit badge work, while other troops may feel that rank advancements and merit badges are secondary and plan activities independent of them. Their Scouts earn all of their merit badges on their own. Clearly either system can function well, and boys can work with either one to advance all the way up to Eagle Scout.

What can a parent expect in terms of fees?

Fees vary from troop to troop. Most troops have an anual fee which covers membership and basic materials, including badges and awards. It usually does not cover uniforms, camping fees, meals, travel, or other special activity costs. You will want to know what additional fees will likely be charged during the course of the year.

Observe how the boys interact.

How do they treat the visitors? You will want to join a Troop where your son feels comfortable. Does your son need a group where he already knows some boys? If he does not know other boys initially do they seem like a group that will treat a newcomer well?

What can I do to help?

Troops require considerable adult support. There are many different levels of involvement in a troop, from leadership roles to serving on the troop commitee, to helping with campouts, to driving to events, etc. We hope you can get involved with your son as he continues on in Scouting. It has been our experience that successful Scouts and successful troops have parents who can make time to be involved.

Obviously, there are many other questions you may wish to ask a troop relative to your son's intrests or goals in Scouting. We hope this information gives you a starting point to help you assess the troops you visit. Good Luck!



Dear Webelos Leaders and Parents of Vebelos:

his year, your son will be making a decision that *i*ll have an impact on his Scouting career: the hoice of which Boy Scout troop he will join. We re providing this guide to help you assist your on as he makes this important decision. It ncludes brief answers for many of the questions ou may have for each troop and suggests other uestions you and your son might want to ask

Lemember: The choice of a troop is a personal lecision.

)o I need to join the troop my Webelos leader pins?

Io. All members of a den need not join the same oop, nor is there a "designated" troop that your oy must join, although some packs have close ffiliation with a brother troop. Most troops relcome any new Scout that would like to join nem.

Vhat about the Arrow of Light requirements?

he Webelos Arrow of Light requires your son to isit at least one Boy Scout troop, attend an utdoor event with a troop, and complete an pplication to join. We recommend he visit everal troops, so he can see how different troops things. Every troop has its own traditions, ctivities, and level of adventure. You need to nd one that is right for your son. If possible, you nd your son should attend an overnight campout is a guest of the troop. You should contact the oops you are interested in to set up a visitand to with your son to help him assess the troop

low do I contact a troop?

 troop contact list will be made available to you.
will list the contact phone numbers, location, ind meeting times for the troops in your Scouting district area. You may choose any troop in any district to visit or join. If you need more information on troops, please contact the Dan Beard Council office at (513) 961-2336. Most troops ask that you call one of the contact persons before visiting the troop. Sometimes troops have meetings off-site, and calling ahead will assure that you do not miss them.

What should I ask when I visit?

During your visit, there are things to ask and observe. There is no right answer to these questions, but you want a troop with which you and your son will feel comfortable. Do not be afraid to ask about the troop. They will be proud to tell you about themselves.

Here are some questions that you should ask when visiting a troop:

How many registered Scouts are in the troop?

How many registered Leaders?

While troops vary in size, there should be ample leadership appropriate to the number of boys in the troop. Do the boys tend to stick with the program year to year? Has the troop obtained Quality Unit Award status?

What is the age range of the Scouts? Is the troop currently able to hold the interests of the older Scouts as well as the younger Scouts? Do they (or do they plan to) offer any "High Adventure" Scouting?

Younger Scouts traditionally work on their rank requirements so they can advance through Tenderfoot, Second Class, and First class in their first year of Scouting. Much of their attention in meetings and on campouts is devoted to their basic Scout skills for these requirements.

As Scouts get into their teen years, it is necessary to challenge them in order to hold their interests. Scouting has established "High Adventure" programs for Scouts who are 13 years of age or older. They may begin highlevel canoeing, rock climbing, or sailing. Troops may travel to Philmont Scout Ranch for rugged mountain backpacking, to a National or International Who a Are Scoutr trainec

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High le

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Wood

Is the leader:

In Boy boys fc Patrol membe Leader troop. units c togethe have F a your more a etc., b boys, <u>y</u> adults,