

CROSSROADS OF AMERICA COUNCIL

BOY SCOUTS OF AMERICA



2007 RECRUITMENT GUIDE

WEBELOS TO SCOUT TRANSITION

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Note: Information in this booklet can be copied as needed and is online at www.crossroadsbsa.org

Webelos to Scout Transition Overview

An effective Webelos to Scout Transition plan is essential for retaining our current Cub Scouts by moving them up into a Boy Scout troop. The transition from Cub Scouts to Boy Scouts is where we lose a large percentage of our membership. This is due to a number of factors. To have an effective plan, each of these reasons needs to be addressed. Below are some reasons why Webelos do not transition and how they can be overcome.

- Youth, after being in the Cub Scout program for up to 5 years are tired of the program. They do not have an understanding of the Boy Scout program and that it is truly different than Cub Scouts.
 - Invite the Webelos den to attend at least 1 troop meeting, Skills Night, and 1 campout during their 5th grade year.
 - Have the Webelos II dens between their 4th grade and 5th grade year have a “field trip” to Camp Ransburg or Camp Krietenstein for one day during the summer. Have someone from your 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 your troop. Share your annual program plan of outdoor adventure including monthly campouts, canoe trips, backpacking trips, etc.
 - Assign a den chief from your troop to each Webelos den. This den chief ideally would serve at the “Troop Guide” once this group moves up into your troop.
- Webelos Leaders don't know anything about the Boy Scout program and are not encouraging their boys to move on. They see it as an end of their volunteer involvement in Scouting.
 - Talk to the Webelos leader early on about the Boy Scout program. Invite them to be an Assistant Scoutmaster within your troop for the new boy patrol.
 - Encourage the Webelos leader 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.
- More activities competing for time.
 - “Build it and they will come”. A well-planned program full of outdoor adventure will attract youth. Communicate your troop annual program plan to the Webelos and their parents early on. Invite them to participate in activities with your troop. If they see the fun and adventure firsthand, they will pick our program over someone else's.
 - Talk to the parents about the “Values of Scouting”. Scouting teaches leadership skills, problem solving skills, communication skills, 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.
- Boy Scouting is not seen as “cool” among their friends.
 - Most youth think camping, canoeing, rock climbing and rappelling, backpacking, swimming, and sports are cool. Communicate your well-planned annual program plan to the Webelos and their parents. Sell the program!
- They are not asked.
 - Many times a Webelos and his parents are simply not asked to join a troop. Studies show that a boy has to be asked 6 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.

Webelos to Scout Transition Timeline

April

- Conduct a summer camp orientation for new Scouts.
- Attend a meeting of Bear Cub Scouts to introduce them to Boy Scouting.
- Attend a meeting of 1st year Webelos and pick a date with den leader for a field trip to camp one day during the week you are at camp.
- Sponsor a troop activity for the new Scouts.

May

- Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts.

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.

August

- Get names, addresses, and telephone numbers of second year Webelos. Record the information on the Webelos to Scout tracking form.
- Plan a "Skills Night" for 2nd year Webelos for September/October.
- Plan a join Boy Scout troop/2nd year Webelos den camping trip for October.
- Select a den chief for each Webelos den.

September

- Mail a letter of introduction from the Boy Scout troop to second-year Webelos to introduce them to the troop.
- Put second year Webelos on the mailing list to receive the troop newsletter.
- Continue planning the joint camping trip and Skills Night for October.

October

- Conduct the joint camping trip and Skills Night with Webelos den.
- Webelos leaders go through Scoutmaster Leader Specific Training and Outdoor Leader Skills.

November

- Attend a Webelos den meeting to teach the Webelos how the Boy Scout troop works the promotion of summer camp.
- Have den chiefs attend den chief training at Pow Wow.

December

- Set a date for Webelos and their parents to visit a Boy Scout troop meeting in January.
- Send a small holiday gift to each Webelos II.

January

- Host Webelos II and their parents at a Boy Scout troop meeting.
- Plan a bridging ceremony for the Blue and Gold banquet.
- Attend a meeting for 1st year Webelos to introduce them to Boy Scouting.

February

- Hold the bridging ceremony at the Blue and Gold banquet.
- Form a new Scout patrol.
- Get new Scouts actively involved with the troop through troop activities.
- Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.

March

- Plan a troop activity for new Scouts to get them involved with their new troop.

Webelos to Scout Transition The F.O. Belzer Unit Award

For outstanding efforts in the Webelos to Scout Transition process

The F. O. Belzer Unit Award recognizes those units that extend to the Webelos a welcome and exposure to the adventure of Boy Scouting. It is a program to ensure that every opportunity is extended to a Webelos so that he can experience one of the most wholesome and character building opportunities in his formative years.

The award is named in honor of F. O. Belzer, a dynamic moving force in the early days of Scouting in central Indiana. Through his vision and energy, thousands of boys were able to experience the fun and adventure of Scouting. His dedication and zeal to see that as many boys as possible should experience Scouting is the foundation of this program.

Those eligible for the award are the Webelos to Scout Transition Team (consisting of the Scoutmaster, Cubmaster, Webelos den leader, den chief, liaison leader, and unit commissioner). The participating units (dens and troops) can also earn and wear the award.

The F. O. Belzer Unit Award is worn in place of the council strip. The Transition Team and the units wear the same award except that the Transition Team award is edged in red as opposed to the unit award, which is edged in white. The unit awards can be purchased at the Scout Shop by qualifying units.

The award is easy to earn. Most units that have an effective transition process in place will complete the seven requirements whether they participate in the program or not. The commissioner staff stands ready to assist and aid you with the program.

Upon completion of the seven requirements, unit leaders should complete the application form and forward it to their district commissioner. The application will be processed and the awards presented at an appropriate ceremony. Any questions concerning the award requirements should be directed to the district commissioner.

F. O. Belzer was a dynamic moving force in the early days of Scouting in central Indiana. Through his vision and energy, thousands of boys were able to experience the fun of Scouting.

Your troop or den is challenged to become a **F. O. Belzer Unit** and carry on the tradition of bringing Scouting to boys! All Scoutmasters, Cubmasters, Webelos Den Leaders, Den Chiefs, transition liaison leaders, and Unit Commissioners will receive the **F. O. Belzer Unit Award** after the completion of all of the following requirements.

The F. O. Belzer Unit Award

Pack # _____ Troop # _____ District: _____

To qualify for the F. O. Belzer Unit Award, the den and troop must complete the following by June 1.

1. _____
Date Completed Webelos leader and Scoutmaster attends Webelos to Scout Transition Training conducted by the district at Roundtable or by the council at the University of Scouting
2. _____
Date Completed Units establish a pack/troop relationship to transition Webelos into Boy Scouting.
3. _____
Date Completed Troop leadership visits a Webelos Scout Den meeting, Troop leader holds a parents meeting with Webelos II parents. Webelos visit a troop meeting
 _____ Den Visit Date
 _____ Parent Meeting Date
 _____ Troop Visit Date
4. _____
Date Completed Troop invites den to at least one troop campout.
5. _____
Date Completed Troop conducts a new parent orientation for all Webelos leaders and parents and asks them to join as an adult leader.
6. _____
Date Completed Troop participates in the Arrow of Light presentation and conducts a "crossing" ceremony into the troop.
7. _____
Date Applications 75% of Webelos transition into Boy Scouting.
Turned into office along with Webelos to Scout Transition tracking form.

**Please return this to your District Commissioner
to receive your F. O. Belzer Unit Council Strip.**

District Commissioner Signature

Date

Webelos to Scout Transition

Den Tracking List – 5th Grade Webelos

Projected Webelos Transition Date: _____

Pack # _____ Webelos Den Leader _____ Email _____

Cubmaster _____ Email _____

Scoutmaster _____ Email _____

Name	Address	City	Zip	Phone	DOB	Date of Arrow of Light	Date Joined Troop

Webelos Den Chief Job Description

The Webelos Den Chief is a current Boy Scout who gives leadership to a Webelos Den in the pack in 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 informing.
- Be a friend to the Webelos Den.
- Help the Webelos Den Leader lead the weekly den meeting and help the den participation 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 at the University of Scouting or in your district.
- Help plan and carry out den outdoor activities including joint programs/meetings with the troop, campouts, and 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.

Webelos to Scout Transition Sample Crossover Ceremony

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 Boy Scout side. You can use your imagination on how to symbolize each side so it is apparent which side is which. Use of Boy Scouts with candles lighting the path is very impressive. Cubmaster and Scoutmaster standing appropriate sides.

CUBMASTER: Tonight we mark a great occasion, the graduation of _____ Webelos into Boy Scout 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 Boy Scouting. 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 boy'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 boy. 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 Boy 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 boy 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 boy 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 Boy Scouts.

The bridge before you is a symbol of your crossing from Cub Scouting to Boy 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 boys name, please come stand before your Cubmaster where he will remove your Webelos neckerchief.

(Cubmaster is calling over to the Scoutmaster.)

CUBMASTER: Hello, Boy 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 boys and their parents over the bridge.

(Boy 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 patrol.

Webelos leader (*speaking to the boys*): 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 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*)?

Webelos to Scout Transition 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 email 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. Allow the boys to try and start a cotton ball on fire using a hot spark kit. 2. Allow the boys to set up a tent. 3. Have boys build a stretcher and have a stretcher relay by first putting a splint on the "victims" leg.	Select Boys 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 in 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.
- Bring a *Power Point* slide show showing pictures of the fun and adventure your troop does throughout the year (5 minutes max).
- Show Ransburg/Krietenstein Summer Camp promotion video.
- Give a "Firecrafter" demonstration.

• **Program ideas for joint Webelos Den/Troop Campout. (The theme is Athletics)**

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).	Senior Patrol Leader
	Arrive at campsite. Off-load equipment. Set up patrol sites. Stow gear and set up camp. (Have troop guide and an assistant Scoutmaster help Webelos and their parents set up their patrol site.)	Patrol Leader / Senior Patrol Leader
Saturday 6:30 a.m.	Cooks and assistants up. Prepare breakfast. (Cooks should be working on First and Second Class requirements). The older boy patrol also makes breakfast for Webelos and their parents.	Cooks, assistants
7:00 a.m.	Everyone else up. 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>). <ol style="list-style-type: none"> 1. Frisbee Golf 2. Obstacle Course 3. Volleyball 4. Softball 5. Bicycle race 6. Patrol Dash 7. Bike relay 8. Erect a Tent 9. Kim's Game 	SPL
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	Senior Patrol Leader
9:00 p.m.	Cracker barrel	
10:00 p.m.	Lights out	
Sunday 6:30 a.m.	Cooks and assistants up. Prepare breakfast. (Cooks should be working on First and Second Class requirements).	Cooks
7:00 a.m.	Everyone else up. 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	
Special equipment needed	Cameras, pens, troop camping equipment, athletic gear needed for events	

Webelos to Scout Transition
Sample letter of introduction from Boy Scout 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 Scoutmaster for Troop _____. Over the next few months, you will be transitioning from the Cub Scout program into the Boy Scout program. This is an exciting time, for many new fun and exciting 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 Camp *(Ransburg/Krientenstein)* on *date*. Activities at this camp include canoeing, rowing, swimming, nature programs, sports programs, .22 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
Scoutmaster Troop _____

Webelos to Scout Transition 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.

- Boy Scouts with 5 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

- Boy Scouts with 5 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 Boy Scout program teaches strong personal values and character. Parents cite 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 Boy Scouts 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 Boy Scouts 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 boy’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. Boy 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 Boy Scout 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%