

Cornhusker Council

Boy Scouts of America



Recruiting Guide Webelos-to-Scout Transition

Pack Edition

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

<http://www.cornhuskercouncil.org/Council/MembershipRecruitment>

Overview

All youth in the Cornhusker Council should have the opportunity to benefit from Scouting.

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 Boy Scout program and we need to ensure that they do.
 - 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 Boy Scout program and are not encouraging their boys 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 Boy Scout program. Invite them to be an Assistant Scoutmaster within the troop for the New Scout 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.
 - Teach our parents and leaders that Scouting is a continuous program from Cub Scouts through Boy Scouts 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 boys and young men ages 6 through 20 and all young women ages 14 (13 if they have completed 8th grade) 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.
- 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 six times to join before he feels invited.
 - Have your New Scout Patrol “mentor” a Webelos II den. 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 boys.
 - 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 Boy Scouts. Webelos is not the end of Cub Scouts. The transition from Webelos to Boy Scouts is a normal and expected part of the program. Following are specifically assigned responsibilities to ensure the transition is smooth and effective:

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 boys become Webelos Scouts, and then again as they become Boy Scouts. Explain how being a Webelos Scout will help prepare them for Boy 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 *Boy Scout Handbook* along with his Arrow of Light Award. Members of the Order of the Arrow may assist in the ceremony.

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 Boy Scout 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 Boy 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 boys, 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 Boy 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 Boy Scouts!
- 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 not the end of Scouting, it is just the beginning and that the real adventure is to be found in Boy Scouts 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," "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 Boy Scouts and Cub Scouts, particularly the different roles of parents.
- Plan for your transition to a leadership role in the Boy Scout Troop your son chooses to join.

Pack Timeline

August

- Plan a joint Boy Scout Troop/2nd year Webelos Den camping trip.
- Select a Den Chief for each Webelos Den.

Other “connecting” ideas: Boy Scouts assist with Pack School Nights, organizing games for the incoming boys while their parents sign registration forms. Scoutmaster is invited to 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

- Conduct the joint camping trip with Webelos II den.

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

October

- Webelos leaders go through Scoutmaster Leader Specific Training and Outdoor Leader Skills.
- 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 Boy Scout summer camp with Webelos and parents. Troops should provide printed material for Webelos II leaders to distribute.

Other “connecting” ideas: Boy Scout Troop should plan a Webelos campout and invite the first and second year Webelos. Troop could teach skills needed for a variety of Webelos Adventures, 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 Boy Scout troop works.
- Have Den Chiefs attend Den Chief training.

Other “connecting” ideas: Boy Scouts attends 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.

December

- Set a date for Webelos and their parents to visit a Boy Scout Troop meeting in January if they have not already visited. .

Other “connecting” ideas: 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 boys will be earning the Arrow of Light and to get Boy Scout 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 Boy Scout troop meeting.
- Plan a crossover ceremony for the Blue and Gold Banquet in February.
- Troop is invited to a meeting for 1st year Webelos to introduce them to Boy Scouting.
- Accommodate those Packs and Webelos II that wish to cross-over early with an appropriate ceremony.

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

February

- Hold the crossover ceremony at the Blue and Gold Banquet.
- Promote Summer Camp for the boys and parents to encourage attendance.

Other “connecting” ideas: Scoutmaster and several Boy 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 Boy Scouts for the honor guard. The Boy 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

- Follow-up with the family by phone, email, and letter of every boy that did not crossover from the pack. Assure them it is not too late.

Other “connecting” ideas: Troop and pack committees should coordinate a service project activities so boys 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

- Troop is invited to a meeting of Bear Cub Scouts to introduce them to Boy Scouting.
- Troop is invited to 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.

Other “connecting” ideas: Troop invites Webelos I (4th graders) to district Camporee or other district event. They can join with the recently crossed-over boys to learn basic Scoutcraft. If the District Camporee isn't conducive to this, the troop could put on its own campout to teach these skills to the younger boys. Invite any boys who still have not crossed over and use this event as an "Invite a Friend" activity. Be sure to let the younger boys help cook and help tend the campfire.

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.

Other “connecting” ideas: Troop organizes a Webelos Adventure fair.. These booths would be manned by Boy Scouts and both pack and troop leaders who would teach the skills.

June/July

- Webelos attend Webelos Resident Camp.

Webelos Den Chief

Job Description

The Webelos Den Chief is a current Boy 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.
- 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.

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 boys 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 Boy Scout troop.
8. Work with the Cubmaster in following up on former pack members who are now Boy Scouts and potential den chiefs.
9. Follow up on Cub Scout dropouts to help return them to full, active membership.

Top Ten - Things to Look For in a Troop

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. **Boy-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 Boy Scouts.

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 boys 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. How often does this Troop do outdoor activities (i.e. camping)?
8. Will I have a say in decision making?
9. Does the Troop have advanced programs for older Scouts?
10. How often does the Troop meet?
11. Do I have a good chance of advancing to Eagle with this Troop?
12. 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 "boy 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 boys? 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. Is the Troop active? Do they do activities my son would enjoy?
11. Will my son be encouraged/able to advance to Eagle in this Troop?
12. What is expected of the parents and family by the Troop?
13. Will we have fun?