





## **WEBELOS TO BOY SCOUT TRANSITION PLAN**

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**✦ Our goal – Every Webelos Scout continues his Scouting experience as a Boy Scout. ✦**



## WEBELOS to SCOUT Transition Plan

*"There is one simple way to measure the success of the Webelos Den. Ask yourself: Are the boys going directly from the Webelos Dens into Boy Scouting? If the answer is that nearly all graduate into a Troop, you know your Webelos Dens are thriving. If not, then you'd better take a close look at the Webelos Den program and the Boy Scout Troops in your area.*

*It is the goal of each Webelos Den Leader to graduate every Webelos Scout into a Troop. This is accomplished with help from other Pack and Troop Leaders, and by following the suggested Webelos-to-Scout plan described below."*

***More than 70% of all new Boy Scouts come from WEBELOS Scout Dens.***

### **✦ Why a Webelos-to-Scout Plan?**

The Webelos-to-Scout plan is a cooperative effort between the Pack and Troop that results in increased transition of Webelos Scouts to Boy Scouting. It gives Webelos Scouts and their families an awareness of the Troop program, Troop Leadership, advancement, and an appreciation of Troop organization and relationships. Studies have shown that when the plan is used, a high percentage of Webelos Scouts move into the Troop easily and eagerly.

Every graduating Webelos Scout deserves the opportunity to continue his Scouting experience as a member of a Boy Scout Troop. Your help can make a difference.

Here's a plan that bridges the gap between Webelos Scouting and Boy Scouting. It results in better-prepared and more enthusiastic new members for the Troop, a strong feeling of success for the Pack, and-most important of all-an outstanding new Scouting experience for the boys.

Many Webelos Scouts go on to Boy Scouting with no help at all, but a lot of them need to know more about their opportunities for fun and adventure in the Troop.

That's the purpose of the Webelos-to-Scout plan:

- ✓ ***To give every Webelos Scout a sampling of the Troop program, Troop Leadership, advancement opportunities, and the fun and excitement of Boy Scouting.***
- ✓ ***We also must let him know that he is wanted.***

The boy's progress toward the Webelos badge and the Arrow of Light Award introduces him to some of the basic elements of Boy Scouting, and gives him an early taste of Scouting skills and the Boy Scout advancement program. He learns more about the Troop through joint Den/Troop activities, which let him see boy Leadership at work and sense his own potential as a Leader. He becomes more confident and enthusiastic about his Scouting future as he becomes more familiar with the boys and adult Leaders of the Troop he will be joining.

### **✦ Here's How It Works**

The Webelos-to-Scout plan offers a clear path into Boy Scouting for every Webelos Scout, beginning early in his fifth-grade year. By linking his Webelos Den and a Boy Scout Troop, he is provided an opportunity, through joint activities, to sample the fun of Boy Scouting. As his Webelos advancement plan

helps him prepare for Boy Scout advancement, he might also learn more about Boy Scouting through council and district activities designed to support the plan.

In the early spring, after he has earned the Arrow of Light, he graduates with the other members of his Den into the Troop.

### **✦ The Den/Troop Partnership**

The key factor in this process is the establishment of a working partnership between the Webelos Den and the Boy Scout Troop that most of the Webelos Scouts will join. This partnership should be firmly in place by the start of the Webelos Scouts' fifth-grade year. Every fifth-grade Webelos Den should be linked to a Troop, and every Troop should have one or more Webelos Dens as partners.

Of course, in many cases these partnerships already exist, and have been effective for many years. But some Webelos Dens are not linked to Troops, and need help from their district in establishing a partnership. Similarly, Troops with no "feeder" Webelos Dens might need help.

No Webelos Scout should start his fifth-grade year without a clear path ahead of him that leads to a Boy Scout Troop.

### **✦ Joint Activities**

The partner Troop may provide Webelos Den Chiefs for the Pack, as well as assistance in planning and conducting outdoor activities, but the most important result of the Den/Troop partnership is the experience of joint activities.

The fifth-grade Webelos Den and the Troop should hold several activities together, including one or two joint campouts. The Den could also join the Troop in a court of honor, campfire program, day hike, field trip, or joint Good Turn for the Chartered Organization or community. Visiting a camporee or other district or council Boy Scout event, as guests of the Troop might also be included.

Through these joint activities, Webelos Scouts not only learn of the fun of Boy Scouting, they also get acquainted with the individual Scouts in the Troop. When the time comes to move into Boy Scouting, it is no longer a leap into the unknown, but a step into an already familiar and friendly situation.

### **✦ Webelos Scout Advancement**

The Webelos Scout advancement pattern has been developed to lead naturally to earning the Webelos badge in the fourth-grade year and the Arrow of Light Award in the fifth-grade year, but still allows boys who join the Webelos Den as fifth-graders (or 10-year-olds) to earn both ranks. By following the pattern detailed in the Webelos Scout Program Helps, the Webelos Den Leader will ensure that most Webelos Scouts will earn the Webelos badge in January of their fourth-grade year and the Arrow of Light Award in January or February of the fifth-grade year.

### **✦ Early Spring Graduation**

Summer camp is a vital part of the Boy Scout experience, particularly for the new Scout. The expanded Webelos Scout program gives us a great opportunity to guarantee that graduating Webelos Scouts participate in summer camp by getting them into the Troop in time to prepare for Boy Scout camp.

Webelos Scouts may become Boy Scouts as soon as they have earned the Arrow of Light Award. For most Webelos Scouts, this happens in January or February of their fifth-grade year.

### **✦ From Den to Patrol**

Webelos Scouting and Boy Scouting have been designed to neatly dovetail together, and the Webelos Den can move right into the Troop as a new Scout patrol. When the whole Den moves into Boy Scouting together, they continue to provide friendship and support to each other, which allows each boy to make a smooth transition with his friends into the Troop.

In summary, the Webelos-to-Scout plan links fifth-grade Webelos Dens and Boy Scout Troops together, encourages joint activities, introduces Webelos Scouts to Boy Scouting, and ensures the graduation of the Webelos Den into the Troop in early spring.

## **✦ How the Webelos-to-Scout Plan Helps Boys**

The Webelos Scouting introduces the Webelos Scout to Boy Scout skills and future advancement experiences. He sees boy Leadership at work in the Troop and senses his own potential as a junior Leader. He becomes more confident and enthusiastic about the patrol method, district camporees, summer camp, and perhaps even a national jamboree. In short, the boy's desire for Troop membership is the result of this gradual change in appetite for Troop-oriented activities.

## **✦ How the Webelos-to-Scout Plan Helps Leaders**

For the Troop Leader, it means more boys-boys already trained in the Boy Scout joining requirements, and boys whose families have been supporting them in Pack activities.

For the Webelos Den Leader, it means fulfillment. It means direct help in advancement and on Webelos overnights, as well as a pleasant association with the Boy Scout Troop. The time spent with a boy is productive as seen in the boy's desire to continue in Scouting.

To the Cubmaster it means assurance of stable Webelos Dens, more graduations, better ceremonies, easy access to Den Chiefs, and Pack meetings that feature lively and participating Webelos Dens and Boy Scout Troop guests.

## **✦ Putting the Webelos-to-Scout Plan to Work**

With the help of the Unit Commissioner, make a list of nearby Troops with Leaders' names, addresses, and phone numbers. The Unit Commissioner can help bring together the Webelos Den Leader, Cubmaster, and Scoutmaster for their first meeting. If a commissioner is not available, the Cubmaster, Webelos Den Leader Coach, or the Webelos Den Leader will need to take the initiative to get things going.

The purpose of this first meeting is to get acquainted, define responsibilities in the Webelos-to-Scout plan, discuss Leadership needs, and make plans to recruit the necessary Leaders. It is also a time to talk about opportunities for joint Webelos Den-Troop activities.

Develop a plan for regular communication between key Leaders in the Webelos-to-Scout plan, to keep everyone informed of graduations, joint activities, needs, and opportunities.

Set up a tentative calendar of joint Webelos Den-Troop activities for fifth grade Webelos Scouts. Hold the Webelos annual program-planning meeting, incorporating the joint activities in the annual plan. Share the Webelos-to-Scout plan with the Chartered Organization Representative and Chartered Organization and let them know how they can help. Details of the plan can be found in the Webelos-to-Scout Plan pamphlet.

## **✦ Pack Responsibilities**

It should be the goal of the Cubmaster and Webelos Den Leaders to graduate every Webelos Scout into a Boy Scout Troop. The key to accomplishing this is to begin promoting Boy Scouting when Cub Scouts are still in their Tiger, Wolf, and Bear Dens, and to sell the sizzle of the great outdoors. Scouting should be viewed as an ongoing adventure, and the progression should be as normal as moving from elementary school to middle school.

1) 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.

2) Compare calendars of Troop and Pack activities to coordinate activities. Community events can be done together, and planning can help prevent conflicts in use of equipment and facilities.

3) Work with Troop Leaders to secure Den Chiefs for each Webelos Den and Cub Scout Den.

- 4) Work with Troop Leaders to plan and conduct Webelos overnight activities.
- 5) Work with Troop Leaders to plan visits to Troop meetings. Never show up without first calling in advance.
- 6) 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.
- 7) Plan a meaningful crossover ceremony at the Pack's blue and gold banquet. Include Troop Leadership to 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.
- 8) 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.
- 9) If a Troop does not exist in your community, discuss with the head of the Pack's Chartered Organization the possibility of organizing a Troop. A graduating Webelos Den can form the nucleus of a new Troop.

### **✦ Troop Responsibilities**

Boy Scout Troops should assign an assistant Scoutmaster or a Troop committee member to be responsible for new Scouts, which would include developing a relationship with the Cubmaster and the Webelos Den Leaders. This person serves as a resource during Webelos overnight activities and builds enthusiasm among boys and their parents for the exciting challenges that await them in Boy Scouting.

- 1) Select Scouts to serve as Den Chiefs for each Webelos Scout Den and Cub Scout Den. Arrange for Den Chief Training.
- 2) Serve as a resource for overnight activities. The Troop can be of service to provide equipment, Leadership, and logistics for Webelos parent-son campouts.
- 3) Conduct 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.
- 4) 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 that the Webelos Scouts can participate in.
- 5) Arrange for Webelos Dens to visit a Troop meeting. This should be planned several weeks in advance.
- 6) Provide each Webelos Scout a copy of the Troop's activities for the upcoming year.
- 7) Work 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.
- 8) Conduct a Scoutmaster conference under the guidance of the Scoutmaster or the assistant designated by the Scoutmaster. This conference should cover the meaning of the Scout Oath and Law, the advancement program, Troop camping, the patrol method, summer camp, and personal equipment.
- 9) Work 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.

### **✦ What to look for in a Boy Scout Troop**

Webelos is designed to be a transition between Cub Scouts and Boy Scouts. The goal of the Webelos Den Leader is to get the Webelos into a Boy Scout Troop.

The majority of the time spent in the first year of Webelos is to earn Activity Pins & the Webelos Badge and to go camping outdoors as frequently as possible.

The focus of the Webelos II Den changes from the first year. In addition to completing the Arrow of Light requirements, the Webelos II Den needs to visit several Boy Scout Troops so that the Scouts can decide which Troop to join. We started visiting Troops in August, which gave us plenty of time to visit several and to schedule follow-up visits so that the Scouts can make a decision before the end of November.

#### **Timing Considerations:**

Many of the Boy Scout Troops have a limited number of openings and many of them fill-up by the end of December.

It is better to schedule Crossover into Boy Scouts early in the season to allow the Scouts to adjust to the Boy Scout Program and to the Troop. Several Scoutmasters have commented that they noticed that Webelos, who have crossed over late in the year, had a difficult time adjusting and may not have been able to attend Summer Camp as a result.

Lets face it, we didn't have to look for a Cub Scout Pack to join -- we joined the one which was sponsored by our Son's Elementary School. This is not the case with Boy Scouts as the majority of the Troops are sponsored by Churches or other organizations. This does not imply that you must be a member of the organization in order to join a Boy Scout Troop as many of the Troops operate at arms-length from the Charter Organization.

Which Boy Scout Troop to join is a personal decision, each Scout needs to decide which one to join. It is ok if all of the Scouts join different Troops as long as they feel that the Troop is right for them. Do not make this a group decision, but instead give them the time and the tools to make their own decision.

Each Boy Scout Troop has it's own personality, each one is different. The only way to discover which one is right for you is to visit as many as practical, (4-5) and then to narrow the list down and visit the "finalists" a second time.

#### **What to look for In a Boy Scout Troop: Use Troop Visit Checklist (below)**

- ✓ **Location:** Just like in Real Estate, location is important as Troop meetings are typically held on a weekly basis. It is more important to find the "right" Troop than to select the one closest to the house.
- ✓ **Active:** Review the Schedule of Events and get a feel for how active the Troop is. Talk to the Scouts and find-out which outings they liked the most and why.
- ✓ **Would you consider the Troop to be a Generalist or Specialist:** What types of trips have they taken? Do activities have a central theme or do they offer a wide range of experiences for the Scouts?
- ✓ **Active Outdoor Program:** Does the Troop maintain an active outdoor program or are they a "Eagle Scout Factory" and focus instead upon advancement? In reviewing the schedule of events, are they going back to the same places over and over or are they trying new places? What do they offer the older Scouts, (in order to maintain interest in the program)? Have they attended any of the High Adventure Bases, (Philmont, Sea Base, Canoe Base)?
- ✓ **Scouts appear to have fun:** Subjective, but you can get a feel for this based on attendance & energy levels. Talk to the Scouts and find-out what they most like about the Troop.

- ✓ **Size:** The Smaller Troops may offer more of a personal touch. The Larger Troops may offer a wider range of activities to choose from. The Boy Scout Troops are broken-down into Patrols of around 6-8 Scouts, similar to a Cub Scout Den so even with the larger Troops the Scouts will be able to bond with others.
- ✓ **Balanced:** Does the Troop consist of only older boys, (who may leave soon) or are all age groups represented?
- ✓ **Scout Lead:** The Troop should be "Boy-Led." The Senior Patrol Leader should be in charge of the meetings. The "Chain-of-command" should run through the Patrol Leaders. The adults should be there as resources, NOT Leaders. The only time they should get involved in making decisions is as a reality check (done by the Scoutmaster with the Patrol Leaders Council) and if issues arise regarding safety.

To determine some of this, watch the meeting. Ask who plans the Troops annual calendar. Ask about the "Patrol Leaders Council" and how it works.

The concept of a Scout unit being run by boys is very hard for some of us Cub Scouters to accept, but that's the way Boy Scouting is designed to run, and that's how the boys get the most out of the program.

- ✓ **Adult Participation:** What are the Troops expectations for the Parents regarding campouts and adult Leadership positions? Are the Parents expected to drive and/or camp with the Scouts from time to time? What Adult Leadership positions are available? What is the level of involvement of women in the Troop? Are women allowed to go on weekend campouts?

## Troop Visit Checklist

Troop Number: \_\_\_\_\_ Sponsor: \_\_\_\_\_ How Long? \_\_\_\_\_ Date of Visit: \_\_\_\_\_

Meeting Place: \_\_\_\_\_ Time: \_\_\_\_\_

Meeting run by: \_\_\_ Youth \_\_\_ Adults \_\_\_ Mixed Was meeting organized? \_\_\_ Yes \_\_\_ No

How many boys are in the Troop? \_\_\_\_\_ How many adults? \_\_\_\_\_

Is the Troop a Quality Unit? \_\_\_ Yes \_\_\_ No

Has the Scoutmaster completed basic training? \_\_\_ Yes \_\_\_ No

Do the Leaders regularly attend Roundtable? \_\_\_ Yes \_\_\_ No

Are the Leaders proficient in outdoor skills? \_\_\_ Yes \_\_\_ No

Does the Troop have at least 21 Scouts? \_\_\_ Yes \_\_\_ No

Are the ages of the boys mixed? \_\_\_ Yes \_\_\_ No Average age: \_\_\_\_\_

Does the Troop have a program for older Scouts? \_\_\_ Yes \_\_\_ No

Were the Scouts in uniform? \_\_\_ Yes \_\_\_ No Adults? \_\_\_ Yes \_\_\_ No

Uniform Requirements: \_\_\_ shirt \_\_\_ pants \_\_\_ shorts \_\_\_ cap \_\_\_ neckerchief

Do they have an active PLC (Patrol Leaders Council)? \_\_\_ Yes \_\_\_ No How often do they meet?  
\_\_\_\_\_

What type of camping does the Troop do: (all that apply)

\_\_\_ Summer Camp \_\_\_ In Council \_\_\_ Out of Council \_\_\_ Alternate

\_\_\_ Camp-o-reed \_\_\_ Back Packing \_\_\_ Canoeing \_\_\_ High Adventure

How often do they camp? \_\_\_\_\_ (Monthly, every 6 weeks, etc.)

Do they have special places they camp? \_\_\_ Yes \_\_\_ No Where? \_\_\_\_\_

What types of special events do they participate in (i.e. Scouting for Food, SME (Friends of Scouting), parades, Scout Show, Cub Scout events)? \_\_\_\_\_

Do they collect dues weekly, monthly, at re-registration, etc? \_\_\_\_\_

Are there additional costs of joining the Troop? \_\_\_\_\_

Do they have a list of recommended equipment? \_\_\_ Yes \_\_\_ No

Do they place new scouts in existing patrols or form new ones? \_\_\_\_\_

How often do they hold Courts of Honor? \_\_\_\_\_

What types of fundraisers do they participate in? \_\_\_\_\_

How often? \_\_\_\_\_

## ✦ Leaders In the Webelos-to-Scout Plan

Each of the Leaders In the plan has an important role to play to attract Webelos Scouts into the Troop. Key Leaders in the plan are the:

- **Cubmaster**
- **Webelos Den Leader**
- **Assistant Webelos Den Leader**
- **Den Leader Coach**
- **Webelos Den Chief**
- **Troop Webelos Resource Person**
- **Scoutmaster**
- **Unit Commissioner**

## ✦ The Cubmaster's Role

Your Pack has given your Webelos a good beginning on the Scouting trail. As you know, one of the purposes of the Webelos program is to prepare and help boys become Boy Scouts. Boys succeed best in becoming Scouts when the Cubmaster, Scoutmaster, and Webelos Leader work on their transition together, as a Scouting team. Webelos Leaders need to receive this transition plan from you. Scoutmasters received a copy of this plan in their Program Planning Packet

***Your mission is to make this Packet of information disappear into the right hands. The Webelos-to-Scout Graduation effort is vital to the success of Cub Packs and Scout Troops***

### **Responsibilities:**

- Complete and turn in Contact Listing Information for your Pack by September 1, to your District Executive (see attached white sheet).
- Encourage your *fifth grade Webelos Leaders* to complete and mail their tracking sheet to your District Executive at the Scout Service Center or at your districts October Roundtable.
- Make contact with the Scoutmaster(s) to confirm with him/her the Webelos to Scout graduation date.
- Invite the Scoutmaster to your Blue and Gold Banquet as an honored guest. Have him sit with the Webelos Den (and assist with the graduation ceremony if doing this month).
- With Webelos Leader and Scoutmaster, plan a **top-notch** Webelos graduation (see Den and Pack Ceremonies). **Early in the year** is preferred to later months, so that new Boy Scouts have Troop Meetings in **March, April & May** to get acquainted and adjusted prior to attending summer camp
- Hold Webelos-to-Scout graduation ceremony

***NOTE: Funds raised by 5th grade Webelos while in the Pack, should be transferred to the Troop, for those boys who become Scouts. They will need the funds they raised to help them with camp fees, etc. This is the fairest policy.***

## ✦ The Webelos Den Leader Role

Your ultimate success in helping boys in Scouting is getting your Webelos to join a Boy Scout Troop. 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.

### Responsibilities:

- Give Leadership to planning and carrying out a year-round program of activities for the Webelos Den to achieve the purposes of Cub Scouting.
- Complete Webelos Den Leader Fast Start Training, position specific Basic Leader Training, and Webelos Den Leader Outdoor Training. Attend monthly roundtables.
- Lead the Den in its participation at the monthly Pack meetings.
- Help establish a close working relationship with the assistant Webelos Den Leader and Webelos Den Chief, functioning with them as a Den Leadership team.
- Work in harmony with other Den and Pack Leaders.
- Help the Cubmaster and Pack committee recruit new Webelos Scouts.
- Ask your feeder Troop to appoint a Webelos Den Chief. (This will aide new Scouts with their transition into the Troop.)
- Help train the Webelos Den Chief and guide him in working with Webelos Scouts. Attend Den Chief Training with him. See that he receives recognition for his efforts at Den and Pack meetings.
- 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.)
- Attend the monthly Den Chief planning meeting for Den Leaders, Assistant Den Leaders, and Den Chiefs.
- Complete and turn in your Webelos tracking sheet to your district executive at the Scout Service Center or at the October Roundtable. (see pg 20)
- In conjunction with your Cubmaster, meet with the local Scoutmaster(s)
- for transition planning.
- Assist the Cubmaster in planning a top-notch, personalized graduation.
- Collect Den dues and turn them in to the Pack treasurer at the Pack Leaders' meeting. Keep accurate records of Den dues and attendance.
- Encourage Webelos Scouts to advance. Maintain high advancement standards. Keep accurate advancement records and see that the boys are promptly recognized for their achievements.
- With the help of the Cubmaster, Pack committee, and unit commissioner, determine one or more neighborhood Boy Scout Troops into which Webelos Scouts may be graduated, and establish a good working relationship with those Troops. Try to graduate every Webelos Scout into a Troop.
- Work with the Scoutmaster and assistant Scoutmaster to plan and conduct meaningful joint activities.
- Work with the Cubmaster to see that impressive graduation ceremonies are conducted in the Pack. Invite the Scoutmaster and Troop Leaders to take part.
- Ask qualified people, including adult family members, to serve as activity badge counselors.
- Encourage parents or guardians of Webelos Scouts to help plan and carry out overnight campouts and other outdoor activities. Work with the Troop assistant Scoutmaster or Scoutmaster to arrange for the loan of Troop equipment for joint Webelos Den-Troop activities.
- Help the Den and the Pack earn the National Summertime Pack Award.
- Have a plan to ensure that a Leader is available for all Webelos Den meetings and activities. Call on the assistant Webelos Den Leader to fill in, as needed.
- Participate in the annual Pack program planning conference and the monthly Pack

- 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.
  - With the assistant Webelos Den Leader, meet with the Webelos Den Chief, and let him help plan Webelos Den meetings and activities. Give him meaningful assignments.
  - Provide worthwhile tasks for the Webelos Denner so that he can assume some responsibility and gain satisfaction from his efforts.
  - Use Boys' Life and Scouting magazines and the Webelos Leader Guide as resources for program ideas and information.
  - Instill Scouting's spirit and moral values through personal example, ceremonies, and meaningful activities such as service projects.
  - Promote the religious emblems program.
- Leaders' meetings.
- Keep the Cubmaster and Pack committee informed on the status and needs of the Webelos Den.
  - Encourage your Webelos to make a final decision on joining a Troop. 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.
  - Hold Webelos-to-Scout graduation ceremony, transitioning your Webelos into Boy Scouts. Have them complete a Scout application and register with a Troop. New Scouts should have a Scout handbook at this time.
  - Be sure that new Scouts have a schedule and begin attending Troop activities. Encourage parents to get involved with the Troop committee.
  - Follow up with any of your Webelos as to why they did not yet join a Troop
  - Support the policies of the BSA

### ✦ The Assistant Webelos Den Leader Role

Every Webelos Den should have at least one assistant Den Leader.

#### Responsibilities:

- Help the Webelos Den Leader as needed and carry out the duties assigned by the Webelos Den Leader. Be ready to fill in for the Den Leader in case of an emergency.
- Help establish and maintain a close working relationship with the Webelos Den Leader and Webelos Den Chief, functioning with them as a Den Leadership team.
- Help establish and maintain good relationships with neighborhood Boy Scout Troops into which Webelos Scouts will graduate.
- Complete Webelos Den Leader Fast Start Training, position specific Basic Leader Training, and Webelos Den Leader Outdoor Training. Attend monthly roundtables.
- Attend monthly Pack meetings and help as needed.
- Take part in the annual Pack program planning conference and monthly Pack Leaders' meetings.
- Attend the monthly Den Chief planning meeting for Den Leaders, assistant Den Leaders, and Den Chiefs.
- Support the policies of the BSA.
- The assistant Webelos Den Leader shares the work of the Webelos Den Leader and may be called upon to handle various details of Den operation.

## ✦ The Den Leader Coach Role

### Qualifications:

Be a U.S. citizen at least 21 years of age and of good moral character. Should be an experienced person (usually a former Den Leader) who is a good listener and capable of recruiting, encouraging, and training Cub Scout or Webelos Den Leaders. Preferably a member of the Chartered Organization. Recommended by the Cubmaster, approved by the Pack committee and Chartered Organization, and registered as an adult Leader of the BSA. If a Pack has three or more Webelos Dens, a Webelos Den Leader coach should be selected, in addition to a Den Leader coach for Cub Scout Dens.

### Responsibilities:

- Help ensure stable, active, enthusiastic Den Leaders for all Cub Scout or Webelos Dens.
- Complete Fast Start training, Cub Scout Leader Basic Training, and the Den Leader Coach Seminar. Attend monthly roundtables.
- Help Cub Scout or Webelos Den Leaders understand the purposes, policies, and procedures of the Chartered Organization and the Boy Scouts of America.
- Give immediate help and Fast Start training to new Den Leaders. Help them plan and conduct their first several meetings.
- Encourage Den Leaders to attend basic training and to qualify for Cub Scout Leader recognition awards. See that Leaders are appropriately recognized.
- Encourage Den Leaders to attend monthly roundtables, or represent them there.
- Hold monthly meetings with Den Leaders to help plan Den activities and programs agreed upon at monthly Pack Leaders' meetings
- Be thoroughly informed and up-to-date on the latest program literature and materials.
- Give continuing support and help to Den Leaders. Offer help, encouragement, direction, training, and new ideas, without taking over the Den.
- Be available to attend Den meetings as needed
- See that Dens are never without a Leader and assistant. Be ready to fill in for a Den Leader in case of emergency.
- Help the Cubmaster in recruiting new Den Leaders and assistant Den Leaders.
- Be sure Den Leaders understand the Pack budget plan.
- Be sure Den Leaders understand the importance of maintaining Den records.
- Serve as the communications link between the Cubmaster and Cub Scout or Webelos Den Leaders. Keep the Cubmaster informed on the successes and needs of Dens.
- Participate in the annual Pack program planning conference and Pack Leaders' meetings.
- Participate in Pack meetings.
- Support the policies of the Boy Scouts of America

## ✦ The Webelos Den Chief Role

**Qualifications:** Be an older, experienced Boy Scout, Varsity Scout, or Venturer who has been a Boy Scout. Selected by the senior patrol Leader and Scoutmaster, Varsity Scout Coach, or Venturing Advisor at the request of the Cubmaster or Webelos Den Leader. Preferably a former Cub Scout; ideally at least First Class rank. Approved by the Cubmaster and Pack committee for recommendation to the Webelos Den Leader. Registered as a youth member of a Troop, team, or crew.

## Responsibilities:

- Know the purposes of Cub Scouting.
- Help Webelos Scouts achieve the purposes of Cub Scouting.
- Serve as the activities assistant at Webelos Den meetings.
- Set a good example through attitude and uniforming.
- Be a friend to the boys in the Webelos Den.
- Help lead weekly Den meetings.
- Help the Webelos Den in its part of the monthly Pack meeting.
- Meet regularly with the Webelos Den Leader to review Den-meeting plans.
- Help Webelos Den Leaders as requested.
- Help Webelos Scouts in their work with activity badge counselors.
- Help the Webelos Denner and assistant Denner to be Leaders.
- Receive training from the Den Leader (and Cubmaster or assistant Cubmaster) and attend Den Chief Training.
- Help with Webelos overnight campouts and other outdoor experiences.
- Help with joint Webelos Scout-Boy Scout activities.
- Keep in contact with the assistant Scoutmaster in the Troop.
- Help the assistant Scoutmaster and Cubmaster plan graduation ceremonies for Webelos Scouts

## ✦ The Troop Webelos Resource Person Role

The Troop Webelos resource person is an adult Leader in the Boy Scout Troop who may have personal knowledge about areas that would assist with work in Webelos activity badges. This Leader may become a valuable resource person to the Webelos Den Leaders, as he or she may know people, skills, and other resources related to the badges. The Webelos resource person is appointed by the Boy Scout Troop to serve as the liaison between the Troop and Webelos Dens.

**Qualifications:** Be a registered adult in the Troop, usually the assistant Scoutmaster for new Scouts. May have personal knowledge in teaching Boy Scouting skills, but equally importantly, should know where to secure resource people to help with Webelos activity badges and other projects. Is appointed by the Boy Scout Troop to serve as the liaison between the Troop and Webelos Den or Dens.

## Responsibilities:

- Work closely with the Webelos Den Leader to use the supportive talents, equipment, and know-how of the Troop to help prepare Webelos Scouts and their families for a good Boy Scouting experience.
- Help schedule joint activities each quarter for Webelos Dens (or Packs) and Boy Scout Troops.
- Help recruit, train, and inspire a qualified Webelos Den Chief.
- Help plan and conduct joint activities
- Arrange for the loan of Troop equipment for Webelos overnight campouts, as needed
- Occasionally attend Webelos Den meetings, particularly those that involve work or planning related to Boy Scouting.
- Work with the Webelos Den Leader to ensure exciting graduation ceremonies.
- Help recruit activity badge counselors.
- Help establish and maintain a good working relationship between the Troop and Pack.
- Help ensure the smooth transition of Webelos Scouts into the Boy Scout Troop.

## ✦ The Scoutmaster's Role

Knowing that 80% of all boys who join Boy Scouts were Webelos first, it makes good sense to "go after" these Webelos. New members have vitality, new ideas, and add new parents to the Troop! You can play a critical role in recruiting new Scouts to your Troop through this Plan.

### Responsibilities:

- Complete Contact Listing information for your Troop and turn into your District Executive by September 1st.
- 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 from your feeder Pack in joining your Troop.
- Invite fifth grade Webelos to visit a Troop meeting.
- Have a fifth grade Webelos parents' night to promote the Troop's summer camp plans – and to get Webelos ready to participate. Give them an information sheet with schedule, fees, and general camp information.
- With the Webelos Leader and Cubmaster, plan a **top-notch** Webelos graduation (see Den and Pack Ceremonies). **Early in the year** is preferred to later months, so that new Boy Scouts have Troop meetings in **March, April & May** to get acquainted and adjusted prior to attending summer camp.
- Plan to be a part of the Pack's January and February meetings (and Webelos Graduation).
- Invite fifth grade Webelos Leader(s) to be the new Scout's patrol advisor. This will help the boys get adjusted and provides an excellent prospect for a new adult Leader.
- Ensure fifth grade Webelos register as Scouts with your Troop. Be sure all new Scouts have the Troop schedule so that they can begin participating in Troop activities.

## ✦ The Unit Commissioner's Role

### Responsibilities:

- Ensure that Webelos Leaders complete and return their 5th grade Webelos-to-Scout Transition Tracking List to you, the Assistant District Commissioner for Webelos or District Executive no later than October roundtable.
- 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 the planning of a Webelos visit to a Troop meeting, to include camp promotion information for new parents. You should attend this Troop meeting, and ensure that invitations are telephoned to parents beforehand.
- Help plan a top-notch graduation for Webelos at their February Pack meeting.
- Attend graduation. Be sure new Scouts complete a Boy Scout application and know the Troop's program and meeting schedule.
- Assist Troops in turning in applications and Webelos graduation report to the Scout Service Center.
- Begin follow up with boys who have not yet joined. Get them invited to visit another Troop.

**✦ Transition Timeline- CM-Cubmaster, PLC-Patrol Leaders Council, SM-Scoutmaster, TG-Troop Guide, TMC-Troop Membership Chair or Troop Webelos Resource Person, WDL-Webelos Den Leader**

**August**

**Person Responsible**

1	Get names, addresses, and telephone numbers of second-year Webelos Scouts. Record the information on the Webelos Scout Tracking form. (pg 20)	TMC, WDL, CM
2	Plan a joint Boy Scout Troop/Webelos Den camping trip for October.	SM, PLC, CM, WDL
3	Plan a program of upcoming events to present at a Webelos Den meeting visit in November.	TMC
4	Select a Den Chief for each Webelos Den.	SM, SPL, CM

**September**

**Person Responsible**

1	Mail a letter of introduction from the Boy Scout Troop to second-year Webelos Scouts to introduce them to the Troop.	TMC, SM
2	Put second-year Webelos Scouts on the mailing list to receive the Troop newsletter.	TMC
3	Continue planning the joint camping trip for October.	SM, PLC, CM, WDL

**October**

**Person Responsible**

1	Conduct the joint camping trip with the Webelos Den.	SM, TMC, SPL, CM
2	Turn in Webelos Tracking Sheet to Unit Commissioner, District Commissioner or District Executive	WDL, CM

**November**

**Person Responsible**

1	Attend a Webelos Den meeting to teach the Webelos Scouts how the Boy Scout Troop works.	SM, TMC, SPL
2	Have Den Chiefs attend a local council or district training course.	SM

**December**

**Person Responsible**

1	Set a date for Webelos Scouts and their parents to visit a Boy Scout Troop meeting in January.	SM, WDL
2	If desired, send a small holiday gift to each Webelos Scout.	SM, TMC

**January**

**Person Responsible**

1	Host Webelos Scouts and their parents at a Boy Scout Troop meeting.	SM, SPL
2	Plan a bridging ceremony for the blue and gold banquet in February to welcome graduating Webelos Scouts to their new Troop.	SM, CM, TMC, SPL
3	Attend a meeting of first-year Webelos Scouts to introduce them to Boy Scouting.	SM, TMC, CM

**February**

**Person Responsible**

1	Hold the bridging ceremony at the blue and gold banquet.	SM, CM, SPL, TMC
2	Get new Scouts actively involved with the Troop through Troop activities.	TMC, SM, CM
3	Recruit parents of new Scouts to become assistant Scoutmasters or Troop committee members.	TCC, SM

**March**

**Person Responsible**

1	Plan a Troop activity for new Scouts to get them involved with their new Troop.	PLC, SM, TMC, TG
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**April**

**Person Responsible**

1	Conduct summer camp orientation to encourage Troop involvement.	SM
2	Attend a meeting of Bear Cub Scouts to introduce them to Boy Scouting.	SM, TMC, CM
3	Sponsor a Troop activity for the new Scouts.	SM, TMC, TG, PLC

**May**

**Person Responsible**

1	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.	TMC
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2	Work on rank advancement with new Scouts.	SM, SPL, TG
<b>June</b>		<b>Person Responsible</b>
1	Ensure that all new Scouts attend summer camp.	TMC, SM
<b>July</b>		<b>Person Responsible</b>
1	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.	TMC
2	Work on rank advancement with new Scouts.	SM

**♣ We can only get the values of Scouting into a boy if we first get the boy in Scouting. ♣**

**Thanks for caring about your boys.**

**♣ Suggested Joint Pack-Troop Activities**

1. Invite the Webelos to attend a Troop Court of Honor
2. Invite the Scoutmaster and junior Leaders to attend a Webelos Den meeting.
3. Share an evening campfire.
4. Jointly attend religious services on Scout Sunday
5. Participate in a joint community Pack/Troop Good Turn.
6. Jointly, do a Good Turn for the Chartered Organization.
7. Invite the Webelos Den to go on a day hike with the Boy Scout Troop.
8. Plan joint field-trip activities.
9. Together, plan parties for the Den and Troop.
10. Ask Troop Leaders to help with Webelos overnights.
11. Plan joint Den/Troop activities-roller skating, bowling, miniature golf, swim parties, etc.
12. Invite the Den to attend a Troop skilloree.
13. Conduct a joint overnight camp out.
14. Invite the Webelos Den to attend a performance of the Order of the Arrow dance team.



## Baden-Powell Program

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### **A PROGRAM FOR THE FIRST YEAR SCOUT**

**Purpose** -- To provide a structured, basic skills, summer camping program to fulfill the needs of the first year camper following the First Class emphasis program.

#### **Objectives**

- ✦ To teach basic Scout skills
- ✦ To teach the patrol method through practical application
- ✦ To work on selected requirements
- ✦ To teach the Boy Scout advancement program
- ✦ To make learning and advancement fun
- ✦ To increase the tenure in Boy Scout Troops
- ✦ Build confidence through achievement
- ✦ Teach the Scout Oath and Law

The Baden-Powell program is designed to prepare new Scouts for the requirements of Tenderfoot, Second Class, and First Class ranks.

See the current QSR Leaders Guide for more information about the Baden-Powell Program.

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#### **For more information:**

**Quivira Council, BSA**  
1555 E 2<sup>nd</sup>  
Wichita Kansas 67201

**Hours: 9am-5pm CST, Monday-Friday**

(316) 264-3386

Web Site: [www.quivira.org](http://www.quivira.org)

# Scout Law Puzzle

X R Y I O W Q A T H R I F T Y  
 R T O I L P S D G J N C X Z L  
 C U X F G T Y J L Z E V A R B  
 S D S G J Y E W Q R T Y I U J  
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 C F J L W A X K I N D C E B M  
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**THE SCOUT** \_ \_ \_ \_

**A Scout is:**

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THE SCOUT \_\_\_\_\_

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T\_k\_\_\_\_\_m\_\_\_\_\_p\_\_\_\_\_s\_\_\_\_\_,  
m\_\_\_\_\_a\_\_\_\_\_,a\_m\_\_\_\_\_s\_\_\_\_\_.

THE SCOUT \_\_\_\_\_

B\_P\_\_\_\_\_

THE SCOUT \_\_\_\_\_

D\_\_A\_G\_\_T\_\_D\_\_\_\_\_

THE OUTDOOR \_\_\_\_\_

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\_\_\_\_\_,  
B\_c\_\_\_\_\_w\_\_\_\_\_f\_\_\_\_\_,  
B\_c\_\_\_\_\_i\_t\_o\_\_\_\_\_  
\_\_\_\_\_,a\_\_\_\_\_  
B\_c\_\_\_\_\_m\_\_\_\_\_.

# SECOND YEAR WEBELOS SCOUT TRACKING FORM

NAME	ADDRESS	TELE #	PARENT NAME	PACK	EARNED WEBELOS BADGE	EARNED ARROW OF LIGHT	GRAD. DATE