

***"GROWING OUR OWN BOY SCOUTS"--
WEBELOS-TO-SCOUT TRANSITION***

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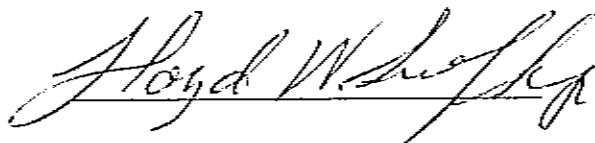
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ADVISOR APPROVAL

To the Graduate Council, I am submitting herewith a thesis written by Wendy Henderson titled "Growing Our Own Boy Scouts --- Webelos-to-Scout Transition". I have examined the final copy of this thesis for form and content. I recommend that this thesis be accepted in partial fulfilment of requirements for Doctor of Commissioner Science.

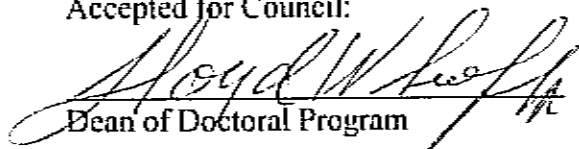


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We have read this thesis and recommend it's acceptance

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PURPOSE STATEMENT

The purpose of this thesis is to examine the process of graduating Webelos into a Boy Scout Troop. It is a known fact that major recruitment for a Boy Scout Troop comes from a Webelos Den. What can we do as leaders to ensure this process of graduation? Two key factors are communication and education of parents. This paper discusses the roles of the Pack, Troop, Commissioners, District and Parents in this process.

One of the most important things we can do is to educate the parents about the transition from Cub Scouts to Boy Scouts. This thesis contains a training entitled "Fast Start for Parents as they move into a Troop" that has been written to educate parents in this transition. This "training" can be used on the Pack or District level.

It is my hope that this information will ensure that every boy will have the opportunity to move into a Troop, and that the parents will continue to stay involved in the Scouting movement while understanding the new role they will play.

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"GROWING OUR OWN BOY SCOUTS" -- WEBELOS - TO - SCOUT TRANSITION

It is reported by the current Gallup Organization that almost 70 percent of the eligible Webelos Scouts do join Boy Scouting.

- * 35 percent join with their Webelos den.
- * 12 percent join with a friend.
- * 21 percent join the troop at their church or school.

It is estimated that 70 percent of all Boy Scouts were Webelos. It is imperative that we make sure every interested Webelos and his parent(s) are invited, oriented, and welcomed into a Boy Scout Troop. It is no secret that most younger boys, Cubs, were recruited at a local school night. However, traditionally, school nights are not the successful way to recruit the Boy Scout age boy. Facts show most recruitment into a troop comes from the Webelos in a Pack. Hence, we are "growing our own Boy Scouts". So what can we do to ensure the "cross- over" and retention of these boys in the Scouting program? First let's review the Cub Scouting Program.

CUB SCOUTING PROGRAM

Cub Scouting is a year round family program designed for boys in 1st through 5th grades (7, 8, 9 and 10 years of age). This includes the Tiger program. Parents, leaders, and organizations work together to achieve the following:

- * Influencing the development of character and encouraging spiritual growth.

- *Developing habits and attitudes of good citizenship,
- * Encouraging good sportsmanship and pride in growing strong in mind and body.
- * Improving understanding within the family.
- * Strengthening the ability to get along with other boys and respect other people.
- *Fostering a sense of personal achievement by developing new interests and skills.
- *Showing how to be helpful and do one's best.
- *Providing fun and exciting new things to do.
- *Preparing them to become Boy Scouts.

The activities planned by the adults in the Cub Scout program relate to one or more of these purposes and help achieve the overall goals of the Boy Scouts of America. They dove-tail neatly with the aims and purposes of Boy Scouting. A successful Cub experience will leave a boy wanting more fun and excitement and a desire to continue in the program. Hence a successful transition to the Boy Scout program.

Many leaders on the Boy Scout program were also leaders in the Cub Scout program. Their knowledge should help in understanding the transition. However, the key to reducing the loss of cross-over lies in EDUCATION of both leaders and parents. As this paper continues we will address the aims and purposes of the Boy Scout program as well as the differences and similarities in these two programs.

Chapter 1 in the Cub Scout Leader Book outlines 12 basic ideals.

- *Cub Scouting is for Boys
- *Cub Scouting is for Families
- *Cub Scouting is Fun
- *Cub Scouting has Ideals
- *Cub Scouting provides Adventure
- *Cub Scouting helps develop interests and skills

- *Cub Scouting has a Advancement plan
- *Cub Scouts Belong
- *Cub Scouting teaches boys to "Reach Out'
- *Cub Scouting teaches duty to God and Country
- *Cub Scouting Provides a year-round Program
- *Cub Scouting helps Organizations

The Cub Scout Leader Book says the following in the introductory summary.

"In Cub Scouting, a framework is provided with guidelines upon which we build. When we are satisfied that we have built a program that is rich and full, varied and exciting for the boys, that is just the beginning. all of the activities will have an effect on the growth and development of boys, and we must remember that our ultimate objectives are citizenship training, character development, and personal fitness.

Scouting, as a worldwide brotherhood, is unique and different. It is based on the principles of loving and serving God, human dignity and the rights of individuals, and recognizing the obligation of all members to develop and use their potential. It is a movement dedicated to bring out the best in people; one of the few left in the world where the emphasis is not on winning as an end result but on the far more demanding task of 'doing one's best'.

If we can help nurture courage and kindness, allow boys to play, to laugh, to develop imaginations, and to express their feelings, then we will have helped them grow. We want them to become useful and stable individuals who are aware of their own worth. Helping a boy to learn the value of his own worth is the greatest gift we can give him."

Cub Scout Basic Leader Training teaches adults how to implement the Cub program. It teaches about age appropriate activities. In the Cub program we are not doing "little boy scout activities". It is a very family oriented program. Understanding this will help Scoutmasters and parents in the transition to Boy Scouts. Leaders are taught how to organize their den meetings and given ideas for special pack and den activities. They attend split

out sessions that address the needs of the specific age boys they are working with. Cub Scouting is an *adult* run program while Boy Scouts is a *boy* run program.

Leaders are reminded that as they advance through the ranks of Cub Scouting with their boys they need to attend the special training sessions set up for each age group. It is imperative that Webelos' leaders be trained in the Webelos Leader Session.

JOB OF THE WEBELOS DEN

As mentioned earlier, EDUCATION is a very important tool in the Webelos-to-Scout transition. Webelos leaders and interested parents should attend both the indoor Webelos training sessions as well as Webelos Outdoor Leader Training. One of our jobs as Cub Scout leaders is to prepare the boys to become Boy Scouts. Giving them special outdoor skills will help make the transition to Scouting easier and less intimidating.

Ways we can help this transition between Webelos skills and Boy Scout skills include:

* Provide camping opportunities - resident camp, family camp, camping with the feeder troop, Webelos / parent camping. Webelos leaders are not asked to take the boys on backpacking trips or long hikes, but some outdoor camping experience helps prepare the boys for entering a Troop. Camping is an important recruiting tool for the Webelos program. So, even though you are "Gung Ho", don't ruin the Scout experience by too many camping opportunities in Cubs and Webelos. Remember you are **not** a "junior scout troop". Earning Activity pins such as Outdoorsman and Naturalist help prepare the boys for the outdoor experience of Boy Scouts. As we know you can't take the "OUT out of SCOUTING", and experiences offered in Webelos will help equip the boys for this integral part of the Boy Scout program.

*Activity pins such as Readyman, Citizen, Aquanaut, Communicator, and Family Member give basic skills which are built upon in the Boy Scout program.

*Use the Webelos Scout Parent Guide found in the back of the Webelos Scout Book. It provides important information about the Webelos program and moving into Boy Scouts.

*Encourage the Webelos to keep a record of their advancement and Activity Badge requirements. This will become a necessary skill as they advance through the Boy Scout ranks.

*Webelos no longer rely on parents to sign off achievements and requirements. These are now signed off by the Webelos den leader or an adult the leader designates. This will help bridge the transition to Merit Badge Counselors in the Boy Scout program.

*Earn the Arrow of Light Award. In earning this the boys will have a head start on the requirements for the Boy Scout rank of Tenderfoot.

It is also important to have a plan with specific goals and dates that they are to be achieved. Included in this thesis is one such plan as laid out by a local council entitled "Webelos-To-Scout Graduation - Cubmaster's Disappearing Packet", Appendix C. It includes the roles of Cubmaster, Webelos Leader, Pack, District Executive, Unit Commissioner and a Webelos-to-Scout Graduation District Chairperson. This packet is provided only as a source of information and can be adapted to fit your situation. It is a helpful guide and resource. Another resource is "Record of Webelos Requirements", Appendix D.

You can also utilize the "Webelos-to-Scout Transition" publication 36705 from BSA, Appendix B. It outlines Activity Badges suitable for 4th and 5th graders. You may want to adapt the time table however because many Packs graduate their Webelos after 18 months to allow them to enter the troop in time for attending spring camping activities and summer camp.

THE JOB OF THE TROOP IN THE TRANSITION

Just what is the role of the Boy Scout Troop in this transition? The pack is a source of new boys and adult help for the existing troop. All that is required is some communication and cooperation between the Webelos den and the troop. Make sure a Troop Leader is available to the Pack to answer specific questions. Be a part of Pack activities as well as invite Webelos to join in on certain Troop activities. Packs that do not feed in to a specific troop will want to visit several troops and it is to a Troop's advantage to "court" these free units so that you will be able to provide them with a Scout home when cross-over occurs. More specific information can be found in the publication titled "Webelos-to-Scout Transition, The Troop Leader's Role" publication No. 3868 found in Appendix A of this paper.

WHAT CAN WE DO FOR THE PARENTS?

It is imperative that we provide a type of "Fast Start Training for new Scout Parents". The following is a syllabus that has been developed to meet that need. This mini class could be offered on the Pack level or on the District level. It is not designed to take the place of "Boy Scout Fast Start" or "Scoutmastership Fundamentals" offered for leaders once they enter the Boy Scout program. *It is imperative that new leaders in a Troop attend "Scoutmastership Fundamentals" which is designed to train all adults in the Boy Scout program. Training received in the Cub Scout program will not substitute for that needed in the Boy Scout program.*

"Fast Start Training for Parents as they move into a Troop"

Learning Objectives

By the end of this training participants will be able to:

- * Understand the goals of the Boy Scout Program
- * Be informed of the terms used in Scouting
- * Understand the Organization of Scouting
- * Understand how the Boy Scout Troop works
- * Be aware of the various activities available to their boys
- * Know where they, as parents, fit into the Troop team

Materials needed:

Boy Scout Handbook	Merit Badge Pamphlet
Troop Committee Guidebook	Merit Badge/Rank Advancement Cards
Troop Resource Survey	Hand-out: Terms and "Where parents fit in"
Uniform example	
Poster # 6 from Cub Scout Leader Training Posters "Purposes of the Cub Scout Program"	

Time: 1 - 1 1/2 hours

Instructors: (Could include any or all of these individuals)

Boy Scout Leader(s)
Webelos Leader
Webelos Training Team Member
Boy Scout Training Team Member
Commissioner
Webelos-to-Scout Transition Chairman

Introduction: (Introduce presenters - note their registered position)

Some parents may have taken an active role in the Cub Scout Program as den leaders or committee members. Others may have served on special committees while some have simply brought the boys to the meetings and attended pack meetings. You will have some parents who were Boy Scouts themselves and are familiar with the Scouting Program. This training is designed to meet the needs of all of these adults.

Goals of the Cub Scout Program

Using the Training Poster #6 from the Cub Scout Leader Training Poster Set have parents silently read over the "Purposes of the Cub Scout Program". This is simply a review stressing the fact that Cub Scouting was very *family* oriented. You could also point out how these purposes are related to the Boy Scout Program Goals as you go over them next.

Goals of the Boy Scout Program (List goals on a flip chart - could compare to Cub Scout Purposes as you go over each point)

The purpose of the Boy Scouts of America is to provide for youth effective programs designed to build desirable qualities of character, to train them in the responsibilities of participating citizenship, and to develop in them personal fitness, thus to help in the development of American citizens who:

1. Are physically, mentally, and emotionally fit.
2. Have a high degree of self-reliance as evidenced in such qualities as initiative, courage, and resourcefulness.
3. Have personal and stable values firmly based on religious concepts.
4. Have the desire and skills to help others.
5. Understand the principles of our American democratic society and apply them.
6. Are knowledgeable about and take pride in their American heritage and understand America's role in the world.
7. Have a keen respect for the basic rights of all people.
8. Are prepared to fulfill the varied responsibilities of participating in and giving leadership to American society and in the forums of the world.

Terms used in the Boy Scout Program:

Troop - organization of boys that is has a sponsoring organization. Boys now belong to a Troop and not a Pack.

Patrol - Group of usually 6 to 8 boys within the troop who work together. This replaces the den in Cub Scouting

Scout Oath - "On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight." This replaces the Cub Scout Promise.

Scout Law - "A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent."

Scout Motto - "Be Prepared." This replaces the Cub Scout Motto: "Do Your Best."

Scout Slogan- "Do a Good Turn Daily"

Senior Patrol Leader - (SPL) top junior leader in the troop. He leads the patrol leaders' council and, in consultation with the Scoutmaster, appoints other junior leaders and assigns specific responsibilities as needed. The Senior Patrol Leader is elected by troop members, usually for a six-month term.

Assistant Senior Patrol Leader - (ASPL) fills in for the Senior Patrol Leader in his absence. He also is responsible for training and giving direction to the Quartermaster, Scribe, Troop Historian, Librarian, and instructors.

Patrol Leader - Boy leader elected by the Scouts of his Patrol.

Patrol Method - Within the larger community of the Troop, the Patrol is a Scout's family circle. The Patrol, often made up of boys of similar ages and experience levels, helps its members develop a sense of pride and identity. They work as a group to get things done.

Scoutmaster - The adult leader of the Troop. He/She is responsible for the image and program of the Troop. He and the Assistant Scoutmaster(s) work directly with the Scouts. He is appointed by the head of the chartered organization. This position replaces the Cubmaster in Cub Scouting.

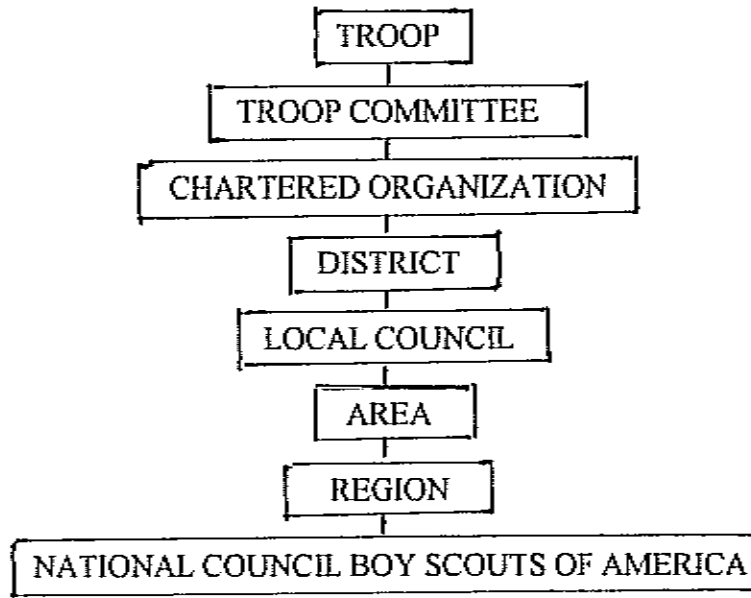
Scoutmaster Conference - conference held with the Scoutmaster as the boy completes the requirements for each rank.

PLC - Patrol Leaders Council - Made up of patrol leaders and spl, aspl, scribe, historian, quartermaster, chaplain's aide. They are responsible for planning meetings and activities.

Board of Review - When the Scout stands before the "board" and answers questions concerning the rank he is advancing to. The purpose is to check to make sure that all the requirements have been met.

The Organization of Scouting

The Boy Scouts of America was incorporated on February 8, 1910 and chartered by Congress in 1916. The purpose was to provide an educational program for boys and young adults. Boy Scouting was modeled after the Scouting movement founded by Robert S. S. Baden-Powell in England in 1908. The organizational structure is:



(While going over this in training give specifics for each of the boxes.)

Things they will need:

Many boys may already be wearing the tan shirt from Webelos. Possibly show a shirt at this time and point out the things that are worn on a Boy Scout Uniform. Discuss hat, neckerchief, slide, belt, pants, socks, and merit badge sash.

Show the Boy Scout Handbook and Merit Badge Pamphlet (s). Stress the importance of keeping up with all Rank/Advancement cards - show examples.

How the Boy Scout Troop works.

The Troop is actually run by its boy leaders. With guidance from the Scoutmaster and Assistants, they plan the program, conduct Troop meetings, and provide leadership among their peers. The Patrol Leaders' Council, not the adult leaders, is responsible for planning and conducting the Troop's activities. The Patrol Leader's Council is composed of the following voting members: Senior Patrol Leader, Assistant Senior Patrol Leader, Patrol Leaders, Troop Guide, Venture Patrol Leader. At its monthly meetings, the Patrol Leaders' Council organizes and assigns activity responsibilities for the weekly Troop meetings. The Troop Committee (adults) interacts with the Patrol Leaders' Council through the Scoutmaster.

Boys advance through the ranks of scouting by meeting certain criteria and earning required and elective merit badges. Advancement requirements are found in The Boy Scout Handbook. There are specific Merit Badge Booklets the boys use to earn Merit Badges. The merit badges must be signed off by a Merit Badge Counselor. **Parents are not responsible for passing Scout advancement requirements as they were in Cub Scouting.**

Activities for the Boys

- *Weekly troop meetings
- *Monthly camping trips or hikes
- *Camporees - put on by the District or Council
- *Summer Boy Scout Camp
- *High Adventure activities
 - One example is Philmont Scout Ranch in Cimarron New Mexico - (boys must be 13 or have completed the 8th grade)
 - There are also other High Adventure Base Camps around the United States.
 - High Adventure activities at summer camp could include: COPE Course, Lama Trek, Rock Climbing, Troop Trek
- *National Boy Scout Jamboree - held every 4 years at Fort A.P. Hill in Va. (must be 13 years of age)
- *International Boy Scout Jamboree - held every 4 years at an International site.
- *Special activities as set up by the troop - could be for specific merit badges.
- *Merit Badge Midways

(Trainer could discuss some upcoming events in more detail.)

Where do you as a parent fit in?

Many den/Webelos leaders move in to leadership positions within the Troop. They may work directly with the boys as Assistant Scoutmasters or even be asked by the Charter Organization to become the Scoutmaster. It is imperative that you attend training as soon as possible when accepting a leadership position. There is "Boy Scout Fast Start" available and then there are training sessions such as "Scoutmastership Fundamentals" offered for any

adult involved in the Boy Scout program. Roundtable is another important training tool used by the districts. Remember that a trained leader is better able to offer the boys a quality program.

Each Troop also has a Troop Committee. It is the Troop's board of directors and supports the Troop program. It does the following:

- *Ensures that the quality adult leadership is recruited and trained. In case the Scoutmaster is absent, a qualified Assistant Scoutmaster is assigned. If the Scoutmaster is unable to serve, a replacement is recruited.
- *Provides or secures adequate meeting facilities and monitors use and care of facilities.
- *Advises the Scoutmaster on policies relating to Boy Scouting and the Chartered Organization.
- *Supports leaders in carrying out the program.
- *Is responsible for finances, adequate funds, and disbursements in line with the approved budget plan.
- *Obtains and oversees proper maintenance for the care of Troop property.
- *Ensures the Troop has an outdoor program (minimum 10 days and nights per year).
- *Serves on Boards of Review and Courts of Honor.
- *Supports the Scoutmaster in working with individual boys and problems that may affect the overall troop program.
- *Provides for the special needs and assistance some boys may require.
- *Helps with the Friends of Scouting campaign.
- *Assists the Scoutmaster with handling boy behavioral problems.

Positions within the Troop Committee include: Chairperson, Secretary, Treasurer, Outdoor/Activities, Advancement, Chaplain, Training, and Equipment Coordinator. Troop Committee members are registered with the Troop and appear on the Troop roster. A strong committee helps the Troop succeed and makes the Scoutmaster's job easier.

There is also always a need for parents to serve on special committees such as fund-raisers, special activities, merit badge counselors (note there are special requirements for serving in this capacity), and general support. A Troop Resource Survey, Appendix F, should be given to each parent. It is an important tool in planning the Troop's program and addressing needs they may have.

Allow time for discussion and questions that parents might still have.

(At this time you might also go over the final steps they have in Webelos such as Crossover, application with \$1.00 transfer fee, etc.)

Closing:

As you finish Webelos, don't let this be the end of your scouting experience. Boy Scouts has so much to offer! As your boys move into a Troop and continue to build their Scout skills and knowledge we encourage you to stay involved. If you are involved and interested then your son will be also. Remember boys learn from the example set by their adult leaders. We encourage you to be a part of that leadership team.

This training was written by Wendy Henderson of the Daniel Boone Council. She is an Assistant Cubmaster, former Webelos Leader, the mother of an Eagle Scout and the wife of a Scoutmaster.

JOB OF THE COMMISSIONER

The Commissioner is in a position to help both the Pack and Troop. Often they may be the Commissioner for the "complementary" Pack and Troop. In this case they can provide important information to each unit and help establish good communication between the two.

Where there is no "feeder" Pack for a Troop, compiling a list of Troops with information about each is often helpful for the Webelos Leaders and parents. This would provide information that would be helpful before a Webelos Den scheduled a visit. Again much of this information is available from the Commissioner staff, or they can help in procuring it. The questionnaire on the following page could be used, and then the information compiled for the District.

It is important for the Commissioner of a Troop to encourage the Scoutmaster and other leaders to get to know the Packs and Webelos dens in their area. The Scouts should be aware of what is happening in the whole process of preparing boys to become Boy Scouts and graduating into their Troop. Troop leaders should encourage the boys and make them feel comfortable and welcome.

After the graduation of the Webelos into a Troop, the Commissioner for the unit should monitor the retention rate of the boys. The Commissioner should also encourage training of all new leaders within the Troop.

More information can be found in the "Webelos-to-Scout Graduation, Cubmaster's Disappearing Packet" in Appendix C.

SURVEY OF UNITS IN _____ DISTRICT

Troop number _____

Meeting Place _____

Meeting Day _____ Meeting Time _____

Sponsoring Organization _____

Scoutmaster Name _____

Phone Number _____

Other Leaders that could be contacted _____

Troop Highlights (write a brief summary of your program)

JOB OF THE DISTRICT

Though each Pack will probably schedule it's own graduation or cross-over ceremony, here is an opportunity for the District to recognize all the Webelos at a special District graduation. The ceremony can involve both Troops and Packs. A special recognition can be awarded to Webelos Leaders who graduate all their scouts into a Troop.

Joint roundtables between Scoutmasters and Webelos or Den Leaders and Cubmasters is an excellent way to establish communication and help each group find out about the other. This only need to be held once or twice a year and October is often a good month for this to happen. This allows time to set up some joint activities and or visits before a February cross-over.

The District Activities Committee can encourage Troops to invite Packs, and Packs to join Troops, in activities such as camporees. This is often a good way to get to know others and for the Webelos to decide if this is the unit they want to join.

Districts should encourage boys to visit a variety of Troops to find the "best fit" for them. The District should provide any help necessary to ensure that all boys have an opportunity to continue their scouting experience. This could mean the creation of a new Troop.

The question is, if we "grow our own Boy Scouts" shouldn't we nurture that growth all along their path from Tiger to Eagle? Through communication, education, and training we can do that. We can offer the best program possible to the youth of our nation and have fun doing it !!!

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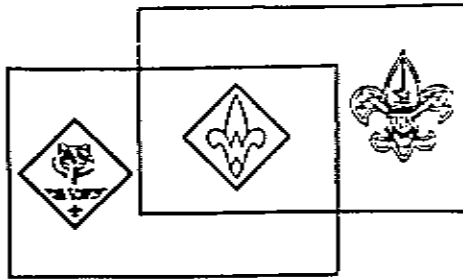
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APPENDIX A

Webelos-to-Scout Transition The Troop Leader's Role



Webelos-to-Scout Transition The Troop Leader's Role

A source of new boys is vital to the continuance of the Boy Scout troop and we know of a way to get new members

New Members for Your Troop

Recruiting new members for your troop will create a better program of activities, better experience for your junior leaders, more troop parents from which to draw leadership, and a guarantee for the continued future of your unit.

Webelos Scouts Are Being Graduated

In the many Webelos den activities, future Boy Scouts meet weekly, learn Scouting skills, advance in rank, participate in Webelos overnights, follow the Cub Scout Promise, earn their Arrow of Light Award, and fill out an application to become a Boy Scout.

That Extra Effort Makes a Difference

When the Webelos-to-Scout transition program is used, most of the boys in the Webelos den join a Boy Scout troop. All that is required is some communication and cooperation between the Webelos den (where the boys now are) and your troop.

This Is No Secret!

Webelos den leaders and Cubmasters also know about the Webelos-to-Scout transition plan. They are looking forward to working with you to ensure regular graduations of Webelos Scouts into the troop.

What's In It For You?

HOW THE TRANSITION PLAN HELPS THE BOY

Many Webelos Scouts will go on into Boy Scouting with no help at all. But at least half of them need to know more about their opportunities for fun and adventure in the Boy Scout troop.

That's really the purpose of the Webelos-to-Scout transition plan: to give the Webelos Scout a sampling of the troop program, troop leadership, personal advancement, a training and learning experience, and an appreciation of troop organization and relationships.

It will be the boy's (and his family's) decision so we owe it to them to demonstrate some of the fun experiences and to let him know that he is wanted. Certain key Scouters are better able to show Webelos Scouts the various elements of Boy Scouting. So we need to include everyone, starting with the Webelos Scouts themselves. That makes the transition plan an unlimited opportunity.

The boy's Webelos badge and Arrow of Light Award reach into the requirements bordering on Scouting skills, giving him a view of Boy Scouting advancement. He sees boy leadership at work and senses his own potential as a junior leader. He becomes more confident and enthusiastic about the patrol method, a district camporee, about summer camp, and maybe even a national jamboree.

In short, the boy's desire for troop membership is the result of this whetting of his appetite for troop-oriented activities.

HOW THE TRANSITION PLAN HELPS LEADERS

For the troop leader, it means *more boys*—boys already versed in Boy Scout and Tenderfoot requirements and boys whose families have been supporting them in pack activities.

For the Webelos den leader, it means fulfillment. It means direct help with advancement requirements and Webelos overnights, as well as a pleasant association with the troop. The time spent with a boy is productive as seen in the boy's desire to continue.

To the Cubmaster it means assurance of a stable Webelos den, more graduations and better ceremonies, ready access to den chiefs, and pack meetings that feature a lively Webelos den and Boy Scout troop guests.

KEY LEADERS IN THE TRANSITION PLAN

For complete information on the qualifications and responsibilities of leaders, see chapter 4, *Cub Scout Leader Book*, No. 3220A.

Webelos Den Chief

A registered Boy Scout, active in the troop and selected by his Scoutmaster to serve with the Webelos den as a program assistant to the Webelos leader. He is trained either by the troop junior leaders or by the Webelos den leader. He should be at least a First Class Scout and skilled in conducting ceremonies, leading songs, teaching skills, giving demonstrations, leading games, and helping to prepare the Webelos Scouts in advancement for the troop experience ahead.

Troop Assistant Scoutmaster

Appointed to be liaison between the troop and the Webelos den. He helps the Webelos den leader to plan joint pack and troop activities, including exciting graduation ceremonies. His principal job is to ensure smooth transition of Webelos Scouts into the troop by working closely with the den chief, Webelos den leader, and Scoutmaster.

Webelos Den Leader Coach

In packs having more than one Webelos den, he is the coordinator between dens. He plans activities, selects resources, contacts Scoutmasters, participates with Webelos dens at pack meetings, and keeps the Cubmaster informed.

Activity Badge Counselor

This adult is usually a family member of a Webelos Scout and has knowledge in one of the activity badge areas. Recruited by the Webelos den leader or the Webelos den leader coach, this person serves as a den helper at various times of the year. Not to be confused with merit badge counselors in Boy Scouting, activity badge counselors help Webelos Scouts gain self-confidence in dealing with new subjects and adults.

In A Nutshell . . .

The transition plan utilizes key people in specific roles designed to attract Webelos Scouts into the Boy Scout troop.

It creates a team spirit for the Webelos den leader, the Cubmaster, and the Scoutmaster, and it enhances the "Scouting family" concept both in and out of the chartered organization.

HAVE YOU HEARD ABOUT THE JOINT LEADERS' ROUNDTABLES?

The Webelos-to-Scout transition plan calls for a joint roundtable for Webelos den leaders and Boy Scout troop leaders to be held twice a year—one in October and one in March or April.

With the Boy Scout leaders' roundtable staff serving as the host and with the knowledge of the Cub Scout leaders' roundtable staff, Webelos den leaders are invited to attend and cover major subjects related to pack-troop demonstrations.

This serves as a primary opportunity for Webelos den leaders and Scoutmasters to meet and to share mutual program ideas affecting Webelos graduations. The agenda is designed to promote good pack/troop or Webelos den/troop happenings and thereby hold the Webelos Scouts in the program until they reach Boy Scouting age.

The participants get an opportunity to share with the group successes in joint activities and graduation ceremonies.

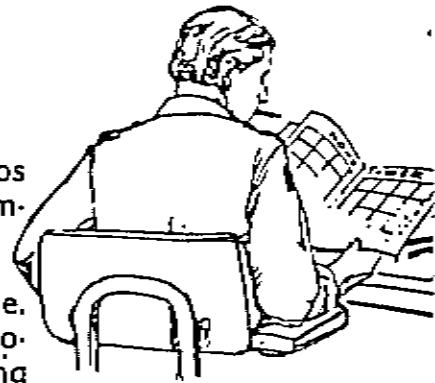
SUGGESTED JOINT PACK-TROOP ACTIVITIES

1. Invite the Webelos den 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 or Scout Sabbath.
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 leader to help with overnights for the Webelos den.
11. Plan joint den/troop activities—roller skating, bowling, miniature golf, swim parties, etc.
12. Invite the den to attend a troop skilloree.
13. Hold two or more joint campouts.
14. Invite the Webelos den to attend a performance of the Order of the Arrow dance team.

The First Things to Do . . .

SCOUTMASTER

- Get the names, addresses, and phone numbers of the Webelos den leader and Cubmaster in your neighborhood from your commissioner or from your council service center.
- Contact them and set up a meeting time and place, if possible. Establish a plan for regular communication through specific people such as the den chief, assistant Scoutmaster, etc., regarding advancement, graduations, joint pack-troop activities, and troop visitations.
- Set up a plan for the troop to assist with Webelos overnights in equipment and junior (or adult) leadership.
- Maintain an up-to-date schedule of Webelos graduations so a troop representative can be on hand to welcome new boys into the troop.



Now That Things Are Moving

- Have a heart-to-heart talk with your Scouts about personal relationships with Webelos Scouts. Share with them your concerns about veiled threats of initiations or harassment, even in jest.
- Invite the Webelos den leader and his Webelos Scouts to courts of honor, even campfires, troop meeting demonstrations, to participate in a Good Turn, etc.
- Promote the recruitment of an assistant Scoutmaster if there is none. Explain to the troop committee the need for close contact with the Webelos den.
- Recruit a Webelos den chief for the neighboring Webelos den. Check into the earliest opportunity for den chief training and help to make it happen.
- Participate in Webelos graduation ceremonies after contacting the Cubmaster and Webelos den leader.
- Recruit an adult assistant to work closely with Webelos overnights and to oversee the loan and use of equipment.
- Recognize the Webelos den chief in front of the troop and reward his continued accomplishment with the Den Chief Service Award.
- Recruit troop junior leaders to assist the Webelos den leader and the den chief where needed.
- Visit the Webelos den personally, perhaps once every 2 months.
- Each month, contact the assistant Scoutmaster and den chief about any changes in Webelos graduations.



WEBELOS DEN CHIEF

- Attend a den chief conference or ask the Webelos den leader to give personal training. Secure a *Den Chief Handbook* and work closely with the Webelos den leader.
- Participate in the yearly Webelos den program planning meeting.
- Participate in district or council Webelos Woods activities and all joint pack-troop events
- Assist with Webelos overnights, recruiting one or two junior leaders from the troop to show equipment, proper use, health and safety, skills, etc.
- Study the Webelos badge and Arrow of Light Award requirements in order to assist the Webelos Scouts with their advancement needs. Help with Boy Scout-related requirements.
- Assist the activity badge counselors at Webelos den meetings.
- Represent the Webelos den to the patrol leaders' council and the troop to the Webelos den. Show enthusiasm, especially when explaining about the patrol method.
- From time to time, compare notes with the assistant Scoutmaster regarding graduations and joint pack-troop activities.
- Attend pack meetings and assist the Webelos Scouts in their ideas for participation: den preparation, skits, stunts, songs, activity badge demonstrations, etc.



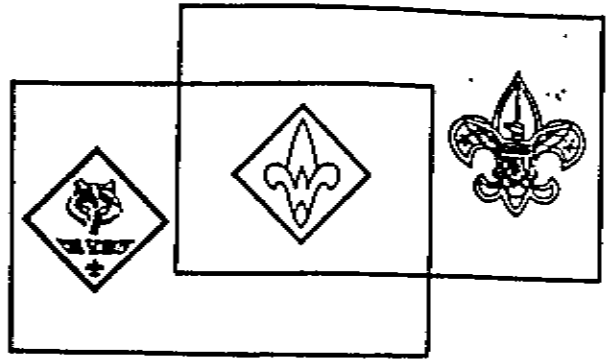
TROOP COMMITTEE CHAIRMAN

- Take Boy Scout leader training at the earliest opportunity.
- Learn all you can about the Webelos-to-Scout transition plan and see that the Scoutmaster is equally aware of the Webelos den as a source of new boys in the troop.
- With the help of the Scoutmaster, recruit an assistant Scoutmaster to serve as a troop Webelos resource person. Share with him his responsibilities as outlined in the plan. Check with him at each troop committee meeting.
- At each monthly troop committee meeting, inquire about Webelos den chiefs, Webelos graduations, joint pack-troop activities, and the needs of the Webelos den.
- From time to time, ask the unit commissioner for suggestions on pack-troop relationships and improved graduations into the troop.
- Encourage adult troop leaders to attend roundtables and go with them.
- Contact the pack committee chairman, sharing with him or her the objectives in promoting Webelos graduations into the troop.

ASSISTANT SCOUTMASTER

- Visit the Webelos den at your earliest opportunity. Let your Scoutmaster and unit commissioner know before you go.
- If you do go alone, introduce yourself to the Webelos den leader. Explain your job as the adult troop emissary.
- On your first visit to the Webelos den, ask the den leader (not during the meeting) how the troop can help the Webelos den to succeed.
- With the Scoutmaster, arrange for Webelos den assistance—troop visitations, joint activities, Webelos overnights, graduation ceremonies, activity badges, and den chief support.
- Attend at least one Webelos den meeting each month, if possible.
- Help to recruit activity badge counselors for the Webelos den from troop parents and leaders.
- Help to orient Webelos parents at graduation ceremonies and to be sure the parents meet the Scoutmaster.
- Attend the monthly troop committee meeting and report on progress of pack-troop relationships and Webelos graduations.
- Check with the Webelos den chief at intervals to review with him his effectiveness with the Webelos Scouts.
- As a team, the assistant Scoutmaster and the den chief can be excellent resources for Webelos Scouts who graduate into the troop.





WEBELOS

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RANSITION

The Transition Plan

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 transition 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 transition 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 in a transition partnership, 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 transition 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 the transition 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 - TO - SCOUT Graduation Plan

INSTRUCTIONS FOR THE CUBMASTER

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.

- Step 1 Tear off the blue sheet (The Pack's role). Discuss, plan and implement at your monthly pack committee meetings, beginning **in October.**

- Step 2 Tear off the goldenrod sheet (Webelos Leader's Role), the white sheet (Tracking List), and the prepaid mailing envelope; and give to your fifth grade Webelos Leaders(s) **in October.**

- Step 3 Tear off the green sheet (Scoutmaster's Role) and give to a Scoutmaster from a troop near your Pack location **in October.**

- Step 4 Keep the yellow sheet (Cubmaster's Role). Read and implement.

WEBELOS - TO - SCOUT

Graduation Plan CUBMASTER'S ROLE

CUBMASTER:

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 found that the 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 Scoutmaster (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.

THIS MONTH:

- ▶ Encourage your fifth grade Webelos Leaders to complete and mail their roster (tracking list) to the Scout Service Center 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 with the graduation ceremony.
- ▶ With Webelos Leader and Scoutmaster, plan a top-notch Webelos graduation for the February Pack Meeting. See Den and Pack Ceremonies beginning on Page 144. February is preferred to later months, so that new Boy Scouts have Troop Meetings in March-May to get acquainted and adjusted.

February:

- ▶ Conduct your Webelos graduation at the Pack Meeting. Webelos should register and become Boy Scout in the troop.

IMPORTANT NOTE:

Funds raised by 5th grade Webelos while in the Pack, should be transferable 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. If you have questions about this, or the graduation plan, please contact your District Executive.














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.

Webelos - to - Scout Graduation Plan

Fifth Grade Webelos 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	Task
 Sept/Oct	Have your den select a Scout patrol name, get patrol patches to wear, make a patrol flag, and elect a patrol leader. (Check the <u>Scout Handbook</u> for ideas).
 October	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 meeting.
	Meet with the local Scoutmaster(s) for transition planning.
 Oct/Nov	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.
 February	Graduate your Webelos into Boy Scouts. Have them complete a Scout application and register with the troop. New Scouts should have a <u>Scout Handbook</u> at this time.
	"Webelos" should attend the Winter Camporee/Klondike Derby with their new troop.
 Feb/Mar	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 did not yet join a troop.


WEBELOS - TO - SCOUT
Graduation Plan
Scoutmaster's Role


Knowing that 70% of all boys who join Boy Scouts were Webelos first, it makes good sense to "go after" those 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 the Webelos Graduation Plan.


Target Date	Task
<input type="checkbox"/> October	Choose and make reservations for your troop's summer long-term camp, hopefully a week at Camp Daniel Boone - if you have not already done so.
<input type="checkbox"/>	Meet with your Unit Commissioner and let him/her know your desires for increasing the troop size.
<input type="checkbox"/>	Appoint <i>good Scouts</i> to be Webelos Den Chiefs to help get Webelos in nearby pack(s) interested in joining your troop.
<input type="checkbox"/>	Identify a Webelos Resource Chairman for the troop to help as liason with nearby packs and Unit Commissioner.
<input type="checkbox"/> November	Invite Webelos to visit a troop meeting.
<input type="checkbox"/>	Have a Webelos parents' night to promote the troop's summer camp plans - and get Webelos ready to participate. Give them an information sheet with schedule, fees, and general camp information.
<input type="checkbox"/> December	Plan to be a part of the pack's February meeting and Webelos graduation.
<input type="checkbox"/> February	Attend the pack meeting in February and help conduct the graduation ceremony.
<input type="checkbox"/>	Webelos should register as Scouts with your troop.
<input type="checkbox"/> Mar/Apr/ May	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.
<input type="checkbox"/>	Be sure all new Scouts have the troop schedule so that they can begin participating in troop activities.

WEBELOS-TO-SCOUT

GRADUATION PLAN

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

-  Have a troop parent's 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 your 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 your Unit Commissioner or District Executive.

Webelos - to - Scout

Graduation Plan

The 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	Task
<input type="checkbox"/> Oct/Nov	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.
<input type="checkbox"/>	Encourage your Webelos leader(s) to meet with Scoutmasters in the area.
<input type="checkbox"/> December	Plan for a top-notch Webelos graduation at the February pack meeting. (See <u>Den and Pack Ceremonies</u> , 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.
<input type="checkbox"/>	Invite the Scoutmaster(s) to your <i>Blue and Gold Banquet</i> as an honored guest. Have him/her sit with the Webelos den/patrol, and assist with the graduation ceremony.
<input type="checkbox"/> February	Webelos graduation at your pack meeting. Assist with graduation ceremony.
<input type="checkbox"/>	Ensure Webelos complete a Boy Scout application and register with a troop.
<input type="checkbox"/> March	Assist the Webelos leader(s) in follow up with any of your Webelos as to why they did not yet join a troop.

Important Note:

- ◆ Funds raised by fifth grade Webelos while in the pack, should be transferable to the troop, for those boys who become Scouts. They will need the funds they raised to help pay their summer camp fees, etc. This is the fairest policy. If you have questions about this, or the graduation plan, contact your Unit Commissioner or District Executive.

Webelos - to - Scout Graduation Plan

(For Fifth Grade Webelos)

District Executive's Role

By Date	Item	
August 30	District Webelos Graduation Chairperson recruited and oriented.	Membership Chairperson or D.E.
October 1	Graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee Chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.	Staff Advisor
October District Commissioner Meeting	Graduation plan and job descriptions are reviewed with all leaders. Time to begin working the plan!	W.G.C.
November Roundtable	Every pack turns in a Webelos Tracking Sheet, including those with no fifth grade dens.	W.G.C. or D.E.
November Roundtable	1. All Scoutmasters receive letter and Webelos rosters of eligible boys to be invited to visit troop. 2. 100% of packs have been followed up on and all rosters are completed and in.	W.G.C. or D.E. W.G.C. and Commissioners
December	100% of Webelos leaders, Scoutmasters and Unit Commissioners have met. Their pack's February graduation plan and camp promotion meeting should be completed.	Commissioners and W.G.C.
March/April	All February graduations are recorded, new Scouts registered.	W.G.C., D.E. and Commissioners
April 30	100% of untransitioned Webelos have been contacted and encouraged to join a troop.	W.G.C.
June 30	Final graduation report is prepared, recording unit by unit numbers and percentages of graduated Webelos.	W.G.C.
June District Commissioners Meeting	Webelos Graduation Chairperson reports to graduation. Discussion on improvement for next year.	W.G.C.

Webelos - to - Scout

Graduation Plan

Unit Commissioner's Role

Our best source of interested boys 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 Month	Task
Oct/Nov	Ensure that Webelos leaders complete and return their 5th grade Webelos-to-Scout Transition Tracking List to you, or the district Webelos Transition Chairman no later than November Roundtable. Please forward any lists that you collect to your district Webelos 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 start in activities 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 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.
Dec/Jan	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 troop's program and meeting schedule.
	Assist troops to turn in applications and any Webelos graduation report to the Scout Service Center.
March	Begin follow up with boys who have not yet joined. Get them invited to visit another troop.

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

WEBELOS - TO - SCOUT GRADUATION PLAN

1996-1997 Chairman's Challenge

Target Date	Task
<input type="checkbox"/> October	Collect and compile a list of Webelos leaders, Scoutmasters, Pack committee Chairman and their phone numbers for all units in your district. (Ask your District Executive if you need help).
<input type="checkbox"/>	Attend District Commissioners meeting.
<input type="checkbox"/>	Recruit an Assistant District Webelos Graduation chairperson and/or committee to assist you (use Commissioner staff, district volunteers, new volunteers).
<input type="checkbox"/> November	Contact all packs for current number of fifth grade Webelos. (Collect tracking lists from all packs).
<input type="checkbox"/>	Contact all troops to determine their desire to receive new Scouts.
<input type="checkbox"/>	Attend District Commissioners meeting.
<input type="checkbox"/> Nov/Dec	Arrange for Webelos leaders and Scoutmasters to meet in joint session at Roundtable.
<input type="checkbox"/>	Working with your District Executive, ensure that copies of all fifth grade Webelos' rosters are sent to appropriate Scoutmasters.
<input type="checkbox"/>	Encourage troops to have a Webelos/parent camp promotion meeting. Also encourage troops to invite Webelos to the Winter Camporee/Klondike Derby.
<input type="checkbox"/> December	Attend District commissioners meeting.
<input type="checkbox"/> Jan/Feb	Graduations and transitions!
<input type="checkbox"/> March	With your assistant and committee, make post graduation contacts to all packs and finalize transitions. Begin contacting all boys who have not joined a troop.
<input type="checkbox"/> April	Continue follow-up on all fifth grade Webelos.
<input type="checkbox"/> June	Complete final graduation report for your July District Commissioners meeting. Compile records/recommendations on how we can improve the process in 1996.

Webelos-to-Scout Graduation District Chairperson

Position Description

The Daniel Boone Council Webelos-to-Scout Graduation Chairperson is responsible for the graduation of all fifth grade Webelos into the Boy Scout program in the spring.

1. Host and conduct the bi-monthly meetings of the Council Webelos-to-Scout Graduation committee. (January, March, May, June)
2. Working through the District Webelos-to-Scout Graduation Chairpersons, communicate the Council's youth membership priorities and programs to all volunteer Scouting leaders.
3. Working with the council staff advisor and the District Webelos-to-Scout Graduation Chairpersons, assist in the implementation and delivery of the Webelo-to-Scout Graduation plan.
4. Achieve the council's annual Webelos-to-Scout Graduation goal as determined by the Webelos-to-Scout graduation committee.
5. Professional staff support will be provided by Johnnie Wadsworth, Field Director.

Application for
Webelos to Scout Graduation Certificate

Webelos Den Leader _____ District _____

Phone # _____ Pack # _____

of Webelos Graduated to Boy Scouts _____

Please List All Graduated Webelos And Troop Number

Name/Troop #

Name/Troop #

Please return to Council Service Center
P O Box 8010
Asheville, NC 28814

Daniel Boone Council

Boy Scouts of America

Congratulations

to

for graduating the entire Webelos den into the Boy Scout program

**Council Webelos-to-Scout
Graduation Chairperson**

**District Webelos-to-Scout
Graduation Chairperson**

Date

RECORD OF WEBELOS BADGE REQUIREMENTS

WEBELOS SCOUT >>>>																					
1. PARENT HAS READ & SIGNED THE PARENT GUIDE																					
2. ACTIVE MEMBER OF WEBELOS DEN FOR 3 MONTHS																					
3. KNOW & EXPLAIN THE MEANING OF THE WEBELOS BADGE																					
4. AND EXPLAIN THE PARTS OF WEBELOS UNIFORM TELL WHEN TO & WHEN NOT TO WEAR UNIFORM																					
5. EARN FITNESS ACTIVITY BADGE AND TWO OTHERS FROM DIFFERENT GROUPS																					
6. PLAN & LEAD A FLAG CERMONY IN YOUR DEN																					
7. SHOW YOU UNDERSTAND THE REQUIREMENTS TO BE A BOY SCOUT.																					
* UNDERSTAND & INTEND TO LIVE BY: SCOUT OATH																					
SCOUT LAW																					
SCOUT MOTTO																					
SCOUT SLOGAN																					
* KNOW THE FOLLOWING & WHEN TO USE THEM:																					
SCOUT SIGN																					
SCOUT SALUTE																					
SCOUT HANDCLASP																					
* UNDERSTAND & AGREE TO FOLLOW THE OUTDOOR CODE																					
8. EARN THE RELIGIOUS EMBLEM OF YOUR FAITH OR DO TWO OF THE SIX OPTIONS ON RELIGION LISTED IN THE WEBELOS HANDBOOK																					
1. 2. 3A. 3B. 4. 5. 6A. 6.B.																					

AT LEAST 4

OUTDOOR GROUP

SCOUT ↓

FORESTER

OUTDOOR GROUP

SCOUT ↓

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OUTDOORSMAN

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NATURALIST

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OUTDOOR GROUP

SCOUT ↓

WORLD FORESTER

CONSERVATION NATURALIST

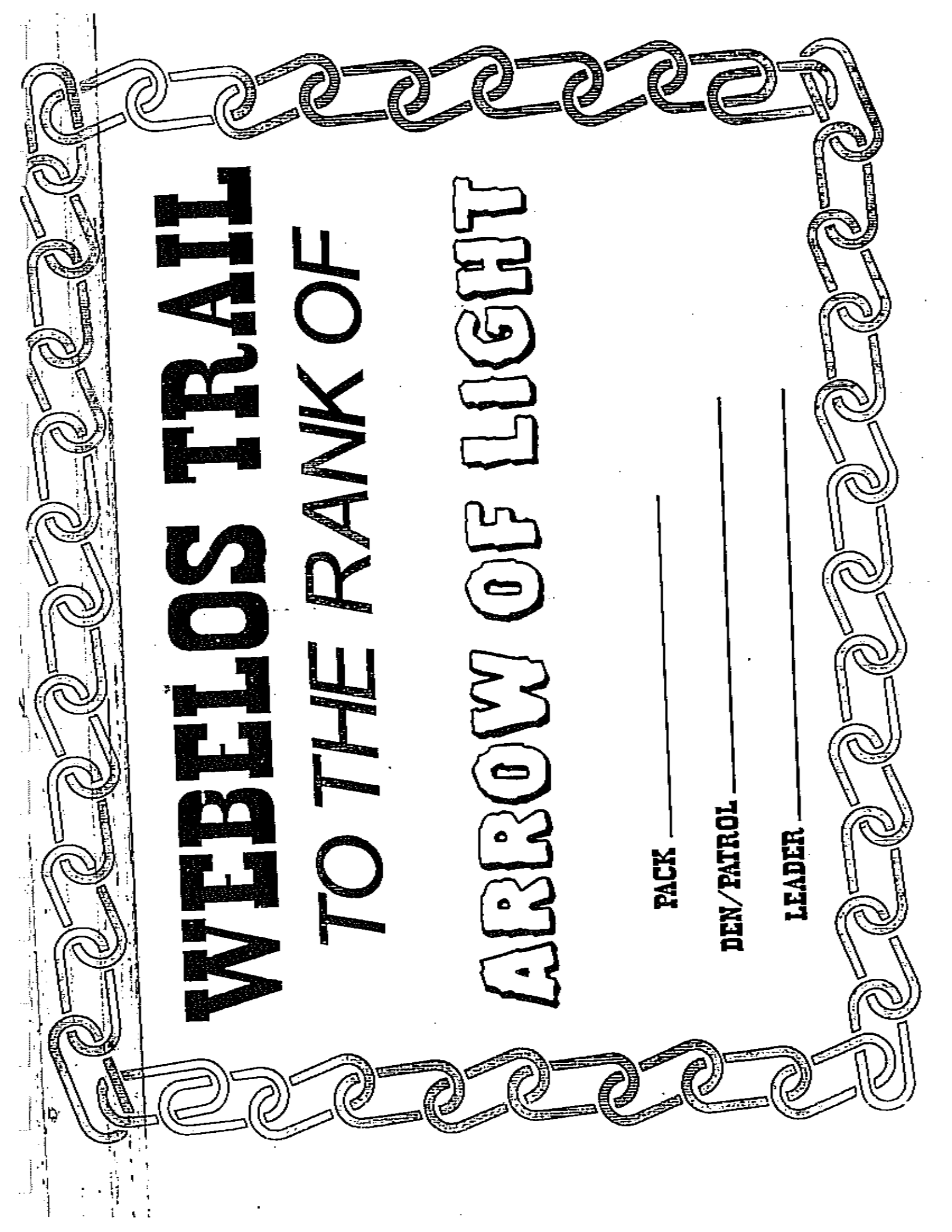
OUTDOORSMAN

AWARD CONSERVATION PROJECT

DATE EARNED

OUTDOOR GROUP

SCOUT ↓



WEBELOS TRAIL
TO THE RANK OF
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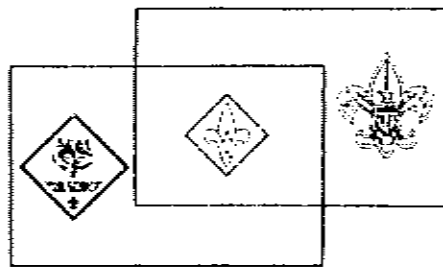
PACK _____

DEN/PATROL _____

LEADER _____

APPENDIX E

Webelos-to-Scout Transition for Webelos and Pack Leaders



Webelos-to-Scout Transition for Webelos and Pack Leaders

A source of new boys is vital to the continuance of the Boy Scout troop, and troop leaders are looking to your Webelos den

Troop Leaders Need Your Webelos Scouts

The troop is in constant need of new members. Your graduating Webelos Scouts are exactly the kind of prepared, active, and interested members they want. Moreover, troop leaders can appreciate your needs, and are willing to help.

Troop Leaders Can Help

Ask troop leaders to assist on Webelos overnights, Webelos badge and Arrow of Light Award advancement, and joint activities.

Cooperative Involvement

When the Webelos-to-Scout transition plan is used, Webelos Scouts want to join Boy Scout troops. As a part of this program, Boy Scout leaders can give you help and support, participate in joint meetings and campouts, supply a den chief, and establish a permanent pack/troop relationship.

Are You Interested?

What's in It for You?

HOW THE TRANSITION PLAN HELPS THE BOY

Many Webelos Scouts will go on to Boy Scouting with no help at all. But at least half of them need to know more about their opportunities for fun and adventure in the Scout troop.

That's really the purpose of the Webelos-to-Scout transition plan: to give the Webelos Scout a sampling of the troop program, troop leadership, personal advancement, a training and learning experience, and an appreciation of troop organization and relationships.

It will be the boy's (and his family's) decision (to continue Scouting) so we owe it to him to demonstrate some of the fun experiences and to let him know that he is wanted. Certain key Scouters are better able to show Webelos Scouts the various elements of Boy Scouting, so we need to include everyone, starting with the Webelos Scouts themselves. That makes the transition plan an unlimited opportunity.

The boy's Webelos badge and Arrow of Light Award reach into the requirements bordering on Scouting skills, giving him a view of Boy Scouting advancement. He sees boy leadership at work and senses his own potential as a junior leader. He becomes more confident and enthusiastic about the patrol method, a district camporee, about summer camp, and maybe even a national jamboree.

In short, the boy's desire for troop membership is the result of whetting his appetite for troop-oriented activities.

HOW THE TRANSITION PLAN HELPS LEADERS

For the troop leader, it means *more boys*—boys already versed in Boy Scout and Tenderfoot requirements and boys whose families have been supporting them in pack activities.

For the Webelos den leader, it means fulfillment. It means direct help with advancement requirements and Webelos overnights, as well as a pleasant association with the troop. The time spent with a boy is productive, as demonstrated by the boy's desire to continue.

To the Cubmaster, it means assurance of a stable Webelos den, more graduations and better ceremonies, ready access to den chiefs, and pack meetings that feature a lively Webelos den and Scout troop guests.

KEY LEADERS IN THE TRANSITION PLAN

For complete information on the qualifications and responsibilities of leaders, see chapter 4, *Cub Scout Leader Book*, No. 3220A.

Webelos Den Chief

A registered Boy Scout, active in the troop and selected by his Scoutmaster to serve with the Webelos den as a program assistant to the Webelos leader. He is trained either by the troop junior leaders or by the Webelos den leader. He should be at least a First Class Scout and skilled in conducting ceremonies, leading songs, teaching skills, giving demonstrations, leading games, and helping to prepare the Webelos Scouts in advancement for the troop experience ahead.

Troop Assistant Scoutmaster

Appointed to serve as liaison between the troop and the Webelos den. He helps the Webelos den leader to plan joint pack and troop activities, including exciting graduation ceremonies. His principal job is to ensure smooth transition of Webelos Scouts into the troop by working closely with the den chief, Webelos den leader, and Scoutmaster.

Webelos Den Leader Coach

In packs having more than one Webelos den, he is the coordinator between dens. He plans activities, selects resources, contacts Scoutmasters, participates with Webelos dens at pack meetings, and keeps the Cubmaster informed.

Activity Badge Counselor

This adult is usually a family member of a Webelos Scout who has knowledge in one of the activity badge areas. Recruited by the Webelos den leader or the Webelos den leader coach, this person serves as a den helper at various times of the year. Not to be confused with merit badge counselors in Boy Scouting, activity badge counselors help Webelos Scouts gain self-confidence in dealing with new subjects and adults.

In a Nutshell . . .

The transition plan utilizes key people in specific roles designed to attract Webelos Scouts into the Boy Scout troop. It creates a team spirit for the Webelos den leader, the Cubmaster, and the Scoutmaster, and it enhances the "Scouting family" concept both in and out of the chartered organization.

HAVE YOU HEARD ABOUT THE JOINT LEADERS' ROUNDTABLES?

The Webelos-to-Scout transition plan calls for a joint roundtable for Webelos den leaders and Boy Scout troop leaders to be held twice a year—one in October and one in March or April.

With the Boy Scout leader roundtable staff serving as the host and with the knowledge of the Cub Scout leader roundtable staff, Webelos den leaders are invited to attend and discuss major subjects related to pack/troop relations.

This serves as a primary opportunity for Webelos den leaders and Scoutmasters to meet and to share mutual program ideas affecting Webelos graduations. The agenda is designed to promote good pack/troop or Webelos den/troop happenings, and thereby hold the Webelos Scouts in the program until they reach Boy Scouting age.

The participants get an opportunity to share successes in joint activities and graduation ceremonies with the group.

SUGGESTED JOINT PACK/TROOP ACTIVITIES

1. Invite the Webelos den 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. Attend religious services together on Scout Sunday or Scout Sabbath.
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 overnights for the Webelos den.
11. Plan joint den/troop activities—roller skating, bowling, miniature golf, swim parties, etc.
12. Invite the den to attend a troop skillorama
13. Hold two or more joint campouts.
14. Invite the Webelos den to attend a performance of the Order of the Arrow dance team.

The First Things to Do

WEBELOS DEN LEADER AND CUBMASTER

- Get the name, address, and phone number of the leader of a Boy Scout troop in your neighborhood.
- Call the Scoutmaster and arrange to sit down with him to share mutual needs and set up a plan for regular communication, through the assistant Scoutmaster, regarding Webelos graduations.
- Secure assistance with equipment and/or leadership from the troop for your next Webelos overnighiter.
- Be sure to give the Scoutmaster the latest schedule and an invitation to attend the Webelos graduation ceremonies.
- Ask the Scoutmaster to recruit a Webelos den chief, if none exists.



Now That Things Are Moving . . .

There are some other things that might be done by den and pack leaders:

WEBELOS DEN LEADER

- Use the Parent Talent Survey sheets to identify potential activity badge counselors.
- Train the Webelos den chief or help him register for and attend a den chiefs' conference.
- Recognize the Webelos den chief in front of the pack or Webelos den.
- Complete Webelos den leader training as soon as possible.
- Work with the assistant Scoutmaster and Cubmaster to conduct effective graduation ceremonies at the pack meeting.
- Attend joint Webelos leader and Boy Scout leaders' roundtables twice a year.

WEBELOS DEN CHIEF

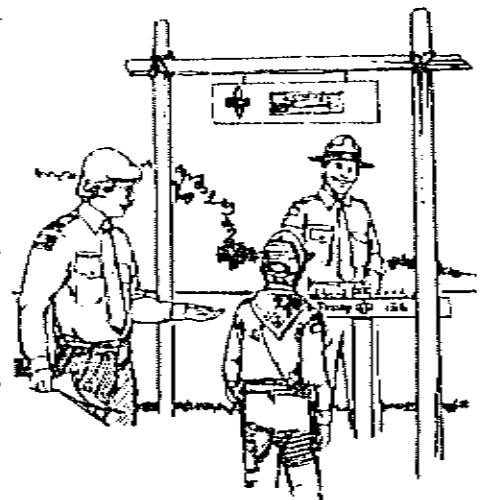
- Receive training from the Webelos den leader and attend a den chief conference. Secure a *Den Chief Handbook*.
- Participate in the yearly Webelos program planning meeting.
- Be familiar with the Webelos badge and Arrow of Light Award requirements in order to assist Webelos Scouts in their advancement.

- Attend all Webelos den meetings and participate in district or council Webelos Woods activities.
- Assist with all pack (or den)/troop activities and participate at pack meetings with Webelos Scouts in skits, stunts, songs, demonstrations, etc.
- Assist with Webelos overnights, showing Webelos Scouts the proper use of troop equipment.
- Secure help from troop junior leaders.
- Assist activity badge counselors at Webelos den meetings, as needed.
- Represent the Webelos den to the patrol leaders' council and the troop to the Webelos den. Explain the patrol method, enthusiastically.
- Participate with the pack, Webelos den, and troop in joint activities.



CUBMASTER

- Complete the basic Cub Scout leader training at your earliest opportunity.
- Sit down together with your unit commissioner, Scoutmaster, and Webelos den leader to determine what needs to be done to improve Webelos graduations.
- Assist in planning and conducting stimulating graduation ceremonies, involving the parents, Scoutmaster, den chief, Webelos den leader, and boy leaders of the troop.
- Conduct Webelos den induction ceremonies and Arrow of Light Award ceremonies.
- Support the Webelos den leader in pack/troop activities.
- Help establish and maintain strong pack/troop relationships.
- Encourage high advancement standards for the Webelos Scouts.
- Include Webelos den participation in pack meeting activities.
- Attend joint roundtables twice a year with the Webelos den leader.
- Recognize the den chiefs at the pack meeting.
- Support the year-round Webelos den program.
- Help recruit activity badge counselors.



MERIT BADGES

January 1989

Check the merit badges that you can help Boy Scouts earn.

- | | | | |
|---|---|--|--|
| <input type="checkbox"/> Agribusiness | <input type="checkbox"/> Cycling | <input type="checkbox"/> Landscape Architecture | <input type="checkbox"/> Reading |
| <input type="checkbox"/> American Business | <input type="checkbox"/> Dentistry | <input type="checkbox"/> Law | <input type="checkbox"/> Reptile Study |
| <input type="checkbox"/> American Cultures | <input type="checkbox"/> Dog Care | <input type="checkbox"/> Leatherwork | <input type="checkbox"/> Rifle Shooting |
| <input type="checkbox"/> American Heritage | <input type="checkbox"/> Drafting | <input type="checkbox"/> Lifesaving | <input type="checkbox"/> Rowing |
| <input type="checkbox"/> American Labor | <input type="checkbox"/> Electricity | <input type="checkbox"/> Machinery | <input type="checkbox"/> Safety |
| <input type="checkbox"/> Animal Science | <input type="checkbox"/> Electronics | <input type="checkbox"/> Mammal Study | <input type="checkbox"/> Salesmanship |
| <input type="checkbox"/> Archery | <input type="checkbox"/> Emergency Preparedness | <input type="checkbox"/> Masonry | <input type="checkbox"/> Scholarship |
| <input type="checkbox"/> Architecture | <input type="checkbox"/> Energy | <input type="checkbox"/> Metals Engineering | <input type="checkbox"/> Sculpture |
| <input type="checkbox"/> Art | <input type="checkbox"/> Engineering | <input type="checkbox"/> Metalwork | <input type="checkbox"/> Shotgun Shooting |
| <input type="checkbox"/> Astronomy | <input type="checkbox"/> Environmental Science | <input type="checkbox"/> Model Design and Building | <input type="checkbox"/> Signaling |
| <input type="checkbox"/> Athletics | <input type="checkbox"/> Farm Mechanics | <input type="checkbox"/> Motorboating | <input type="checkbox"/> Skating |
| <input type="checkbox"/> Atomic Energy | <input type="checkbox"/> Fingerprinting | <input type="checkbox"/> Music | <input type="checkbox"/> Skiing |
| <input type="checkbox"/> Aviation | <input type="checkbox"/> Firemanship | <input type="checkbox"/> Nature | <input type="checkbox"/> Small-Boat Sailing |
| <input type="checkbox"/> Backpacking | <input type="checkbox"/> First Aid | <input type="checkbox"/> Oceanography | <input type="checkbox"/> Soil and Water Conservation |
| <input type="checkbox"/> Basketball | <input type="checkbox"/> Fish and Wildlife Management | <input type="checkbox"/> Orienteering | <input type="checkbox"/> Space Exploration |
| <input type="checkbox"/> Beekeeping | <input type="checkbox"/> Fishing | <input type="checkbox"/> Painting | <input type="checkbox"/> Sports |
| <input type="checkbox"/> Bird Study | <input type="checkbox"/> Forestry | <input type="checkbox"/> Personal Fitness | <input type="checkbox"/> Stamp Collecting |
| <input type="checkbox"/> Botany | <input type="checkbox"/> Gardening | <input type="checkbox"/> Personal Management | <input type="checkbox"/> Surveying |
| <input type="checkbox"/> Bugling | <input type="checkbox"/> Genealogy | <input type="checkbox"/> Pets | <input type="checkbox"/> Swimming |
| <input type="checkbox"/> Camping | <input type="checkbox"/> General Science | <input type="checkbox"/> Photography | <input type="checkbox"/> Textile |
| <input type="checkbox"/> Canoeing | <input type="checkbox"/> Geology | <input type="checkbox"/> Pioneering | <input type="checkbox"/> Theater |
| <input type="checkbox"/> Chemistry | <input type="checkbox"/> Golf | <input type="checkbox"/> Plant Science | <input type="checkbox"/> Traffic Safety |
| <input type="checkbox"/> Citizenship in the Community | <input type="checkbox"/> Graphic Arts | <input type="checkbox"/> Plumbing | <input type="checkbox"/> Truck Transportation |
| <input type="checkbox"/> Citizenship in the Nation | <input type="checkbox"/> Handicap Awareness | <input type="checkbox"/> Pottery | <input type="checkbox"/> Veterinary Science |
| <input type="checkbox"/> Citizenship in the World | <input type="checkbox"/> Hiking | <input type="checkbox"/> Public Health | <input type="checkbox"/> Water Skiing |
| <input type="checkbox"/> Coin Collecting | <input type="checkbox"/> Home Repairs | <input type="checkbox"/> Public Speaking | <input type="checkbox"/> Weather |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Horsemanship | <input type="checkbox"/> Pulp and Paper | <input type="checkbox"/> Whitewater |
| <input type="checkbox"/> Computers | <input type="checkbox"/> Indian Lore | <input type="checkbox"/> Rabbit Raising | <input type="checkbox"/> Wilderness Survival |
| <input type="checkbox"/> Consumer Buying | <input type="checkbox"/> Insect Study | <input type="checkbox"/> Radio | <input type="checkbox"/> Wood Carving |
| <input type="checkbox"/> Cooking | <input type="checkbox"/> Journalism | <input type="checkbox"/> Railroadng | <input type="checkbox"/> Woodwork |

Other Skills and Activities I Could Assist in for the Older-Scout Program

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Backpacking | <input type="checkbox"/> Free-style biking | <input type="checkbox"/> Rappelling | <input type="checkbox"/> Survival |
| <input type="checkbox"/> Basketball | <input type="checkbox"/> Golf | <input type="checkbox"/> Sailing | <input type="checkbox"/> Swimming |
| <input type="checkbox"/> Bowling | <input type="checkbox"/> Hockey | <input type="checkbox"/> Scuba diving | <input type="checkbox"/> Tennis |
| <input type="checkbox"/> Business | <input type="checkbox"/> Kayaking | <input type="checkbox"/> Shooting sports | <input type="checkbox"/> Video/photography |
| <input type="checkbox"/> Cross-country skiing | <input type="checkbox"/> Mechanics | <input type="checkbox"/> Slow-pitch softball | <input type="checkbox"/> Volleyball |
| <input type="checkbox"/> Cycling | <input type="checkbox"/> Mountain man | <input type="checkbox"/> Snow camping | <input type="checkbox"/> Whitewater canoeing |
| <input type="checkbox"/> Downhill skiing | <input type="checkbox"/> Orienteering | <input type="checkbox"/> Soccer | <input type="checkbox"/> Windsurfing |
| <input type="checkbox"/> Fishing | <input type="checkbox"/> Rafting | <input type="checkbox"/> Spelunking | |

