

## **Webelos to Scout Transition Program**

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**Piedmont-Appalachian College of Commissioner Science**

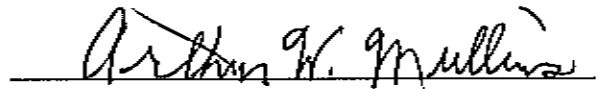
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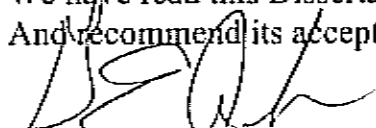
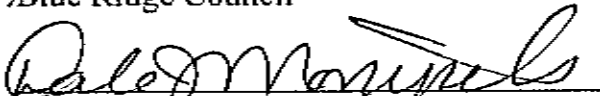

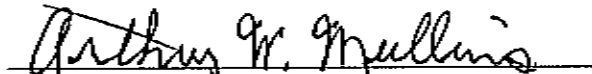
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I am submitting herewith a Dissertation written by Lee Dingman, entitled "Webelos to Scout Transition Program". I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

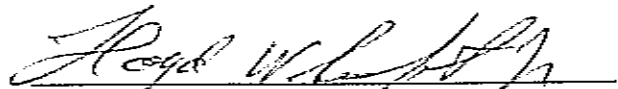


Dr. Arthur Mullins

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## ABSTRACT

The purpose of this how to manual is to provide information to individual interested in running a successful Webelos to Scout Transition at the district level. The information is organized in a chronological order to allow for a year long program. This creates a program that has both structure as well as a method of gathering information for subsequent years.

## WEBELOS-TO-SCOUT TRANSITION

### Introduction

In recent years statistics have shown that approximately seventy to eighty percent of youths who joined Boy Scouts participated in a Cub Scout program first. For this reason it is very important to cultivate a good working relationship between units and to have a transition program that involves individuals at both the district and unit level. And the best way to do that is by using a wide range of communications and data tracking sources.

The purpose of this project is to develop a how to guide for tracking Webelos Scouts as they graduate into Boy Scout Troops and to give information that Commissioners can use in developing and working a transition plan. The materials needed may be computer generated or obtained at the local Council office. It is also recommended that the chairperson for this program attend any council training that is offered. However, if such training is not available this project will provide suggestions for how to implement a well-organized efficient program and who should be of assistance.

The Webelos-To-Scout transition program provides a clear trail into Boy Scouting. The partnership that is created between the Packs and the Troops will allow the Webelos Scout the opportunity to sample some of the Boy Scout activities and to become acquainted with the process of rank advancement. It is

vital to the life of the Boy Scout Program that new scouts enter its ranks each year. Also, it is important that every Webelos Scout have the opportunity to make that transition in the best possible environment and that he is well received into his new troop. In addition, it is important that the volunteer leadership of both the pack and the troop be comfortable with the process.

Many Webelos Scouts make the transition to Boy Scouts with the need of very little help. However, there are some scouts who need to know more about the opportunities, fun and adventures offered by a troop. At the chronological age of the Webelos Scout it is important that he feel that he is wanted and needed. That is why the Webelos-To Scout Transition program is vital to the success of the overall Scouting program.

### **Key Leadership Responsibilities**

There are five key leadership groups that will make or break the Webelos-To-Scout Transition program. It is important for the Webelos-To Scout chairperson to work with each one of the leaders by using encouragement throughout the year. They are: Webelos Den Leaders, Webelos Den Chiefs, Scoutmasters, Assistant Scoutmasters and Unit Commissioners. Each of these groups has different responsibilities and should approach the Transition Program from their own area of strength.

The Webelos Den Leaders should work with both the Scoutmaster and Assistant Scoutmaster responsible for the new Scouts in a Boy Scout troop. The leaders should encourage Webelos advancement over the two year Webelos program. A solid advancement program should use the Program Guide provided in the *Scouting* magazine. It is a helpful tool and the ideas can be incorporated through out the pack. They should make sure that since it is the culmination of the two year program that the graduation ceremony at the Blue and Gold Banquet is an impressive and memorable experience. The chairperson should offer suggestions as requested. It is not his/her job to run the den but simply to be the best possible resource.

It is the job of the Webelos Den Chiefs to lead by example. This Scout should truly like working with younger scouts. He should have enough maturity to prevent activities that would have a negative effect on the scouting program. He should be willing to lead games and songs, teach scouting skills, and conduct demonstrations to mention only a few. He is the single most important person to influence the Webelos to make the transition to a Boy Scout troop. Because of the role this Scout plays in the process it is important that his selection be made with great care. He should exemplify the Scout Law and Promise. The chairperson will probably have little contact with this person.

The Scoutmaster as the primary leader of a troop must establish a working relationship with the Cubmaster. This is a place where the chairperson can be a



valuable assistant by bridging the gap between the two programs. The Scoutmaster should encourage multiple joint activities with the den through out the year. The Scoutmaster or a designee should be present for the graduation ceremony and should welcome each new Scout into the troop. (Appendix G) It is a good idea for the chairperson to offer suggestions that this person present each new scout with a gift of recognition into the troop. In addition, it is the job of the Scoutmaster to select Boy Scouts to serve as Den Chiefs. This should be done with great care.

A major role of the Assistant Scoutmaster for new Scouts is to work directly with the Den Leader to insure a smooth transition. This individual must also work with the Scoutmaster in making preparations for a memorable graduation. It is also important that this person work with Troop Guides. The Troop Guides will continue the support given by the Den Chief as the new scouts begin their trail through scouting. The chairperson most likely will contact these leaders for follow up information and to offer encouragement as needed.

Each Unit Commissioner should provide program support to packs and troops. He/she should serve as a resource by providing some suggestions for joint activities, graduation ideas, and general encouragement. The Unit Commissioner should be informed concerning any district or council transition activities and should then pass them along to the packs and dens. This is the individual who the

chairperson will have the most contact with. This should take place monthly at either the District Committee meeting or the Roundtable.

### **The Process**

There are seven steps that the chairperson for this program should complete. They are: Make presentations at the fall Roundtables for Scoutmasters, Cubmasters and Webelos Leaders. Insure that Cub packs with second year Webelos complete a tracking list by November. (Appendix D and E) Contact every Cubmaster with second year Webelos and match them with a local troop. Confirm that during the early spring a graduation ceremony is included in the Cub Packs Blue and Gold Banquet. Complete the Webelos Graduation Tracking form and return it to the District Executive. Track the percentage of second year Webelos Scouts who actually join a troop. And lastly report the results to the Council Office by the end of March or April. (Appendix C and I)

### **Presentations at Fall Roundtables**

It is important to provide both the Scoutmasters and the Cubmasters information about how this program works. A short presentation to the leaders explaining why and how a partnership between the two programs is important and is an excellent way to help the transition be a smooth one for each of the units. In many cases these partnerships are already in place but it is very important to

review the guidelines and bring new leaders into the program. This will create new energy for both the troop and the pack. However, there may be some Webelos Dens that do not have a partnership in place and it is very important to find such a link with a troop. The reverse may also be true. A troop without a feeder program will also need some help because without new scouts their program will not have yearly growth and eventually die. The Arrow of Light requirements state that a scout must visit at least three different troops. This requirement is in place to allow the scout and his family locate the best possible fit there individual needs. Even when there is a close relationship with a troop the experience is valuable.

A Joint Roundtable for Webelos Leaders and Boy Scout Leaders is the perfect place to distribute the tracking forms (Appendix D or E). The best month to do this is October. By reviewing why the information is important and allowing both leadership groups to interact a partnership is either formed or renewed. The real success of this program is the establishment of this working relationship. The shared plan for the activities in the coming year will allow both units to have interaction into the planned events. This will make the Webelos Scouts program more complete. There are two BSA pamphlets that may be distributed to help with this process. They are *Webelos-To-Scout Transition # 18-086* (Appendix B) and *A Year-Round Guide to Boy Scout Recruiting#18-748* (Appendix A). The *Webelos-To-Scout Transition* also contains a good time line that can be discussed

at the Roundtable. This will allow all individuals to have a visual understanding of the total process.

At the end of the meeting it is important to remind the Webelos leaders that the Transition Form (Appendix E or I) is needed by the next Roundtable. A clear method of collecting these forms is essential to gathering the data needed for the final report for the district.

Another opportunity to present the Webelos-To Scout transition materials might be at the fall Pow-Wow. This is a great time to introduce the program to Wolf and Bear Den leaders so that in a couple of years they will have a base of knowledge that will prepare them for the program.

### **Tracking Forms Collected By November**

Tracking lists are very important to the program. (Appendix D or I) It is a good idea to obtain a list of the Cubmasters and Webelos Den Leaders from the District Executive in order to develop a phoning list as a follow-up on the information. All too often the leadership changes and by having both the Cubmasters and Webelos Den Leader lists one is better able to make the correct contact. When the chairperson or a member of the Webelos-To-Scout Transition Committee makes a one on one contact it is possible to offer suggestions and guide the leaders with any problems they may be experiencing. A second advantage of this contact is there may be additions to the Webelos list. Lastly, the

District can begin to build a data base with information on why some scouts make the transition and why some do not. This information is helpful in the maintenance of balanced growth.

There are any number of ways to make a tracking form however the simpler the better. The form should contain some basic information that is in an easy to read format. Make sure that there is a place on the form for the following: Pack and Den number; Den Leaders and their phone number; Webelos name, address, and phone number; and their advancement. One easy way to make such a form is to use a spread sheet program and then copy the page for each den and/or pack. Replacing information in this way is easy and a monthly copy can be printed and distributed to the District Committee, District Chairperson, District Executive and District Membership Chairperson.

One of the main reasons for this tracking report is to measure the health of the district. It is important that there be incoming Boy Scouts because they sustain the troop activity. Another reason is that it will provide multiple year statistics which can be useful for recruitment.

The Transition Chairperson should begin to make monthly report to the District Committee on the current status of the program by November. (Appendix)

### **Matching Cub and Troop Units**

Because of the unique nature of the scouting program it is possible for some scouts to choose one troop over another one. For this reason it is a good idea to make as many personal contacts as possible to Den meetings. Many troops will provide Den Chiefs to Cub packs. This is an excellent way for Webelos to become acquainted with the older boys and later to have a familiar face in their new troop. The presence of these older boys allows interaction and discussion about troop activities. Further more this will allow Webelos to be active participants in some troop activities. One way is with a Webelos Den and Troop campout. This serves as a means to show each Scout what to expect when they join a troop. A second possible activity is for a Webelos Den to attend a Troop Court of Honor. This activity allows creates an emphasis on the importance of rank advancement and merit badge completion. By helping the parents understand the types of activities the Scout may be involved in it better allows them to select a troop that meets the needs of all members of the family. When the time comes for the Scout to move into a troop there is no fear of the unknown. Instead, he is moving into a friendly and familiar environment.

It is the job of the Transition Chairperson to suggest more than one troop to visit. This will allow the future Boy Scout and his parents to better select a troop placement that is a good fit for him. In addition this is a requirement for the Arrow of Light.

By being able to showcase activities and future plans of the troop the adults can also make a good transition. Since many of the Den Leaders will move up to Boy Scout leadership roles it is another good way for troops to gain interested and experienced leadership.

### **Early Spring Graduation at the Blue and Gold Banquet**

The Webelos Scout advancement pattern was developed to provide a natural progression through the Webelos badge in the fourth grade and the Arrow of Light in the fifth grade. The Chairperson for Transition should recommend that each of these be accomplished by February of the fourth grade year and February of the fifth grade year to allow for the crossover to take place in March or April of the second Webelos year. (Appendix F)

The Transition Chairperson should make contacts with each Webelos Den Leader to be sure that there are plans for a Blue and Gold Banquet. At this time it is good to confirm the number of Webelos that will be crossing over to the Boy Scout program. The perfect situation is a 100% graduation rate. If less than 100% are graduating then it is important to find out why. (Appendix H)

A meaningful graduation or crossover ceremony is an important part of the Blue and Gold Banquet for several reasons. This should be the highlight of the banquet. It should be held after all other Cub Scout awards have been presented. The Arrow of Light ceremony should take place just prior to the bridging

ceremony. The local Order of the Arrow is a valuable resource in this ceremony. With the OA members in full regalia this serves a dual purpose by leaving a lasting impression on the both the younger scouts and the boys crossing over to Boy Scouts. The younger scouts are encouraged to seek their Arrow of Light and the older boys are more likely to become members of the Order of the Arrow.

The Transition Chairperson should strongly recommend that a Leader from the troop be present to receive the new scout and present him with his Boy Scout Red Loops, handbook, and neckerchief.

When a whole den moves into a Boy Scouts Troop it is a good idea for the Transition Chairperson to recommend that the den be kept together. This will allow them to continue to provide friendship and support to each other. Secondly, it will also allow the leaders who move from the Webelos Den to the Troop Patrol to continue to work with the new Scouts.

### **Completion of the Webelos Graduation Tracking Form**

It is important for the Council to have a clear picture of the health of the whole scouting program in an area. For this reason some type of accounting form must be used. (Appendix C or J) This form should be easy to follow and provide up to date information on the number of fifth grade Webelos as well as the number who join a troop. A place for contact information is very helpful. Such a form can be easily generated using any type of spreadsheet application. Follow-up



should be planned to maintain contact with each Scout until he has joined a troop. This job can be delegated to the Unit Commissioner, or the District Membership chairperson or another delegated person on the District Committee.

Once this information is compiled it is important that the District Executive check it. If there are any special situations that warrant his attention then it is his job to follow-up on them before turning the information over to the council.

#### **Track the percentage of joining scouts**

It is the job of the Transition Chairperson or District Executive or his designee to compile the information forms for all of the units in the district. With this information the District executive may offer suggestions for continued growth or methods for improving the success rate of the Webelos-To-Scout Transition program.

Once the district information is compiled then it should be forwarded to the council representative over the transition programs.

#### **Submission of All Data Forms**

It is the responsibility of the District Executive to submit all data to the Council Office. It is a good idea to keep multiple copies of this information. This information is used to determine the Council and District Quality Awards. Over

several years the data can also be compared with previous years to assure balanced growth.

By Studying the data from all the districts in the council the health of the council can be measured. In addition, the council data can be compared to national data to determine how it ranks nationally.

### **Conclusion**

It is important to keep in mind that all of this effort is done with volunteer help. For this reason it is necessary to find an individual who is well suited at keeping track of details and who is willing to commit to a yearlong job. This should also be the primary responsibility for this individual because to the time involved. Cheerful and genuine personality traits are important characteristics necessary for this job. It is equally important to have a strong committee to assist in the gathering of data and the presentations that should be made.

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## **Appendix**

### **Webelos to Scout Transition Program**

- A. A Year-Round Guide to Boy Scout Recruiting #18-748
- B. Webelos-To-Scout Transition #18-086
- C. Webelos Graduation Report Form
- D. Webelos Tracking Form
- E. BSA Webelos-To-Scout Tracking List Form
- F. BSA Graduation Plan
- G. BSA Graduation Plan Scoutmasters Role
- H. BSA Graduation Committee Form
- I. BSA Webelos Graduation Tracking Form
- J. BSA Graduation Report Form

# A Year-Round Guide to Boy Scout Recruiting



# WEBELOS TO SCOUT

One of Scouting's greatest challenges is to make the next level of Scouting readily available for a young man once he meets the joining requirements.



BOY SCOUTS  OF AMERICA

# Appendix C

Due in the Scout Service Center 3/31/0

## WEBELOS GRADUATION REPORT

District \_\_\_\_\_

Chairman \_\_\_\_\_

PACK #	#5 <sup>th</sup> Grade webelos (A)	# who join a troop (B)	% of boys who transition (B divided by A)	key contact person who confirmed this information
<u>TOTALS</u>				

Appendix D

**Webelos Tracking Form - District**

Pack \_\_\_\_\_ Den \_\_\_\_\_ 1<sup>st</sup> Year  2<sup>nd</sup> Year  Date \_\_\_\_\_

(Please complete all columns as appropriate. Use additional sheets as necessary. This form is intended to be updated throughout the Webelos program.)

Name	Address	Telephone	Parent's Names	Date of Webelos Badge	Date of Arrow of Light	Grad. Date	Troop Joined

**Den Leaders**

Name	Position	Phone Number

**Den Chief**

Name	Troop
Webelos from our pack typically crossover to the following troop(s):	



# WEBELOS ⇒ TO ⇒ SCOUT GRADUATION

## Tracking List Fifth-Grade Webelos Only

Webelos Graduation Date \_\_\_\_\_

Pack # \_\_\_\_\_ Webelos Den/Patrol \_\_\_\_\_ District \_\_\_\_\_ Date \_\_\_\_\_

Our pack has no fifth-grade Webelos. \_\_\_\_\_ Our Pack has \_\_\_\_\_ fifth-grade Webelos.

Cubmaster \_\_\_\_\_ Phone # \_\_\_\_\_

<u>Webelos Leader</u>	
Name _____	_____
Address _____	_____
City _____	Zip _____
Phone (H) _____	(B) _____

<u>Assistant Webelos Leader</u>	
Name _____	_____
Address _____	_____
City _____	Zip _____
Phone (H) _____	(B) _____

\*Return this completed list to the district Webelos Transition Chairman, (your unit commissioner, or district executive) at roundtable or Scout Service Center *no later than October 30.*

Webelos Name	Address	City	Zip	Phone#	Birthdate
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

If your den is larger than 10 check here and list on the back.

# WEBELOS ⇒ TO ⇒ SCOUT

## Graduation Plan

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

### 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
October	<input type="checkbox"/> Choose and make reservations for your troop's summer long-term camp - 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 good Scouts 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 liaison with nearby packs and unit commissioner.
November	<input type="checkbox"/> 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.
December	<input type="checkbox"/> Plan to be a part of the pack's February meeting and Webelos graduation.
February	<input type="checkbox"/> Attend the pack meeting in February and help conduct the graduation ceremony.
	<input type="checkbox"/> Webelos should register as Scouts with your troop.
Mar/Apr/ May	<input type="checkbox"/> 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 COMMITTEE

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COUNCIL CHAIRMAN

STAFF ADVISOR

DISTRICT CHAIRMAN

# WEBELOS GRADUATION TRACKING

PACK NO.	GRAD. DATE	CONTACT & PHONE	SM CONTACTED

**Instructions:** This page becomes a worksheet for District Webelos Graduation Chairman (WGC) to track with Webelos den leader and Scoutmaster the actual graduation of each pack.

## WEBELOS GRADUATION REPORT

DATE \_\_\_\_\_ REPORT # \_\_\_\_\_

DISTRICT	Registered 5th Grade	Webelos Number Goal	% Goal	% Verified Transition	Yet to go for Goal	%	LAST YEAR AT THIS TIME
<b>COUNCIL</b>							
<b>PREVIOUS YEAR ACTUAL</b>							