

Graduate Webelos Scouts into a Troop

The year-round growth plan is designed to facilitate Scout recruitment and pack-troop relations. To carry out the plan, the troop membership chair will need to remember some important guidelines:

1. Work closely with a nearby Cub Scout pack.
2. Prepare an effective Webelos-to-Scout plan.
3. Make new Scouts and their parents feel welcome.

At the beginning of the recruitment process, the troop should align with a Cub Scout pack in the community. If more than one troop draws its new Boy Scouts from this pack, contact the leadership of the other troops and design a plan to work together with the pack. Offer the use of your troop's equipment and expertise to the Cubmaster and the Webelos den leaders, and work with them to develop an effective Webelos-to-Scout plan, following the year-round calendar provided on this Web site.

Use the *Second-Year Webelos Scout Tracking form* to collect information on each second-year Webelos Scout. The information will be invaluable as the year-round plan is implemented. The form helps track the Webelos Scouts' progress toward becoming Boy Scouts.

Lastly, ensure that the Scouts and their parents have a smooth transition from the Webelos den to the Boy Scout troop. Make the Scouts and their parents feel welcome and at ease in the new troop environment, and recruit parents of the new Boy Scouts to become assistant Scoutmasters and troop committee members.

The activities recommended in this plan will help stimulate youth interest in the Boy Scout program. Implementing the plan involves the active involvement of adult and youth leaders of the Boy Scout troop as well as the leadership of the Cub Scout pack.

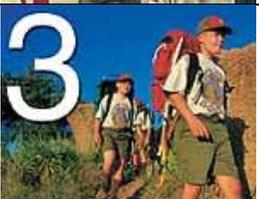
For more information on graduating Webelos Scouts into a troop, see the *Webelos-to-Scout Transition DVD and brochure*, No. AV-02V012. For more information about joining Scouting, see <http://www.thescoutzone.org>.

Webelos-to-Scout Plan

Key:

- CM-Cubmaster
- PLC-Patrol leaders' council
- SM-Scoutmaster
- SPL-Senior patrol leader
- TCC-Troop committee chair
- TG-Troop guide
- TMC-Troop membership chair
- WDL-Webelos den leader

	August		Person Responsible
	1	Get names, addresses, and telephone numbers of second-year Webelos Scouts. Record the information on the Webelos Scout Tracking form.	TMC, WDL, CM
	2	Plan a joint Boy Scout troop/Webelos den camping trip for October.	SM, PLC, CM, WDL
	3	Plan a program of upcoming events to present at a Webelos den meeting visit in November.	TMC
	4	Select a den chief for each Webelos den.	SM, SPL, CM
	September		Person Responsible
	1	Mail a letter of introduction from the Boy Scout troop to second-year Webelos Scouts to introduce them to the troop.	TMC, SM
	2	Put second-year Webelos Scouts on the mailing list to receive the troop newsletter.	TMC
	3	Continue planning the joint camping trip for October.	SM, PLC, CM, WDL
	October		Person Responsible
	1	Conduct the joint camping trip with the Webelos den.	SM, TMC, SPL, CM

	November 1 Attend a Webelos den meeting to teach the Webelos Scouts how the Boy Scout troop works. 2 Have den chiefs attend a local council or district training course.	Person Responsible SM, TMC, SPL SM
	December 1 Set a date for Webelos Scouts and their parents to visit a Boy Scout troop meeting in January. 2 If desired, send a small holiday gift to each Webelos Scout.	Person Responsible SM, WDL SM, TMC
	January 1 Host Webelos Scouts and their parents at a Boy Scout troop meeting. 2 Plan a bridging ceremony for the blue and gold banquet in February to welcome graduating Webelos Scouts to their new troop. 3 Attend a meeting of first-year Webelos Scouts to introduce them to Boy Scouting.	Person Responsible SM, SPL SM, CM, TMC, SPL SM, TMC, CM
	February 1 Hold the bridging ceremony at the blue and gold banquet. 2 Get new Scouts actively involved with the troop through troop activities. 3 Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.	Person Responsible SM, CM, SPL, TMC TMC, SM, CM TCC, SM
	March 1 Plan a troop activity for new Scouts to get them involved with their new troop.	Person Responsible PLC, SM, TMC, TG
	April 1 Conduct summer camp orientation to encourage troop involvement. 2 Attend a meeting of Bear Cub Scouts to introduce them to Boy Scouting. 3 Sponsor a troop activity for the new Scouts.	Person Responsible SM SM, TMC, CM SM, TMC, TG, PLC
	May 1 Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun. 2 Work on rank advancement with new Scouts.	Person Responsible TMC SM, SPL, TG
	June 1 Ensure that all new Scouts attend summer camp.	Person Responsible TMC, SM
	July 1 Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun. 2 Work on rank advancement with new Scouts.	Person Responsible TMC SM, SPL, TG

Other Points to Consider:

The Chief Scout Executive recently stated that there is a 58 percent loss of boys between Webelos and Boy Scouts (though 93 percent of all Boy Scouts were Cub Scouts), and that, when asked if their son is crossing over, parents are known to reply, "We've 'done' Cub Scouts. I'm not sure we are going to 'do' Boy Scouts."

When Cub Scouts was started in 1930, its main purpose was to prepare boys for Boy Scouts. It now appears that they are being thought of as two separate entities instead of one continuing program, making it very obvious that the Webelos-to-Scout Transition is more important than ever.

There are six "W's" required for Webelos-to-Scout transition to be successful:

- The first and most important **"W" is Webelos**: Boys who have completed third grade but not completed fifth grade, or are age 10 but not yet 11½. They may have been a Tiger Scout or joined the pack as a second-year Webelos Scout. They have experienced Scouting in a pack (adult-run) and are ready for Scouting's next adventure—being part of a boy-led Boy Scout troop. It is a natural progression for a boy to go from Webelos Scout to Boy Scout as he goes from elementary school to middle or junior high school.
- The second **"W" is Webelos-to-Scout transition**: The passage from a Cub Scout pack to a Boy Scout troop. The goal should be for all Webelos Scouts to join a Boy Scout troop.
- The third **"W"—"Who is responsible for Webelos-to-Scout transition?"** Answer: the Cubmaster, Webelos den leader(s), Webelos Scout parents, Scoutmaster, assistant Scoutmaster(s), unit commissioner, district Webelos transition chair.
- The fourth **"W"—"When does Webelos-to-Scout transition occur?"**
 - **Pack**: From the time a boy becomes a Tiger, Wolf, Bear, or Webelos Scout, he should be made aware of the adventures of being a Boy Scout and anticipating his turn to cross over.
 - **Troop**: Webelos-to-Scout transition is yearlong. It doesn't start two or three months before the blue and-gold banquet. Pass out and review "Graduate Webelos Scouts into a Troop."
- The fifth **"W"—"Where does Webelos-to-Scout transition happen?"**
 - Den chiefs assisting the den leaders at den and pack meetings; joint pack and troop activities (campouts, service projects for the sponsoring institutions, etc.), camporees, the Order of the Arrow conducting bridge crossing ceremonies. Ask the participants for other examples of pack and troop activities.
- The sixth **"W"—"Why bother with Webelos-to-Scout transition?"**
 - Webelos Scouts have already experienced Scouting and should be eager to join a Boy Scout troop, as opposed to boys who have never been Scouts.
 - All requirements for the Scout rank must be completed as a member of a troop. If you have already completed these requirements as part of the Webelos Scouting Adventure, simply demonstrate your knowledge or skills to your Scoutmaster or other designated leader after joining the troop.

Methods that work...

- Ask troop leaders how many Scouts they currently have, and how many new Scouts they would like to recruit.
- Ask troop leaders what percentage of new Scouts they retain at the end of year one, and at the end of years two and three.
- Provide an introduction to the key volunteers in the Webelos-to-Scout transition process and their responsibilities:
 - Webelos den leader
 - Cubmaster
 - Scoutmaster and assistant Scoutmaster
 - Unit commissioner
- Troop leaders need to form relationships with multiple packs in their area to facilitate the process of having Webelos visit troop meetings and events.
 - Visiting several units is better than visiting only a few. Also, a Webelos Scout will gain more insight from attending regular troop activities than from going to events specifically designed for Webelos visits.

- Emphasize that roundtable provides a great opportunity to meet pack leaders and initiate connections.
- Ask unit commissioners for assistance in initiating dialogue and forming connections with various packs and Webelos dens.
- Coordinate a recruiting plan with unit commissioners who can provide insight to many of the packs and Webelos dens in a troop's area.
- Act as a resource in actively promoting outdoor program to Webelos dens.
- Troops should invite Webelos dens to attend events and outings where troop activities are showcased and Webelos Scouts can be introduced to the patrol method.
- Provide support to Webelos Scouts participating in outdoor activities. Be prepared to provide equipment to Webelos dens for their use in camping, and be willing to host a Webelos group on a troop campout.
- Troop leaders should be ready and willing to provide Scouts who will serve as Webelos den chiefs in support of the Webelos program and to promote Boy Scouting.
- Troops need to provide a dedicated assistant Scoutmaster and troop guide(s) to serve the new-Scout patrol, or to serve new Scouts if they are placed in different patrols after crossover to the troop.
- Troops should provide an opportunity for each Webelos Scout to have a Scoutmaster conference before joining a troop.
 - It is important to emphasize that each individual boy can select the troop he wants to join. The goal is to keep boys in the program, not to push them into any specific troop.
 - Some leaders will resist the idea that there are no “feeder packs” recognized by the BSA. Instead, focus should be placed on helping each potential new Scout find the unit where he is most likely to succeed personally and stay in the program.
- Once the troop is informed by a pack about Webelos Scouts who intend to cross over, the troop leadership should plan to take part in the crossover ceremony and provide the new Scout with distinctive troop numerals, neckerchief, a *Boy Scout Handbook*, and a calendar of troop meetings and activities for the year.
- Troops should plan to have an individual Boy Scout sponsor for each of the Webelos Scouts crossing over to provide a “first point of contact” for the new Scout. The sponsor will act to introduce the new Scout to the fully assembled troop at the next regular meeting.
- Ensure that each new Scout and his parent(s) are quickly engaged in the troop, and that all those who have crossed over receive communications about troop meetings and events.

BSA Reference Materials

- 2016 CubCast, January 2016—Preparing for the Webelos-to-Scout Transition: www.scouting.org/Scoutcast/Cubcast/2016/
- Troop Open House: www.scouting.org/scoutsorce/BoyScouts/TroopOpenHouse/
- Patrol Plus: www.scouting.org/scoutsorce/BoyScouts/Resources/PatrolPlus
- Commissioner Training—Bachelor Courses: www.scouting.org/scoutsorce/Commissioners/training/BachelorsCourses
- Council Membership Plan: www.scouting.org/scoutsorce/Membership/Youth_Recruitment/PlanningStrategies
- 2009 CubCast, Webelos-to-Scout Transition and MyScouting Interviews: www.scouting.org/Scoutcast/Cubcast/2009
- Webinars, Podcasts & Newsletters—Webelos to Scout Transition: www.scouting.org/Home/Membership/Podcasts
- Annual Program Planning: www.scouting.org/scoutsorce/BoyScouts/ProgramPlanning
- 2016 JTE Troop Scorecard: www.scouting.org/filestore/mission/pdf/2016_JTE_Troop_Scorecard.pdf
- 2016 JTE Pack Scorecard: www.scouting.org/filestore/mission/pdf/2016_JTE_Pack_Scorecard.pdf
- Developing the Plan - The Growth-Planning Schedule: www.scouting.org/filestore/membership/doc/developing_the_plan.doc
- *Webelos-to-Scout Transition* DVD and brochure, No. AV-02V012