

TROOP 354 – ANNANDALE, MN

BOY SCOUTS OF AMERICA



**WE BELIEVE TO SCOUT
RECRUITMENT GUIDE**

Table of Contents

Overview	3
WTS Challenges & Solutions	4
Leader Responsibilities	5 - 6
Timeline.....	7 - 8
Skills Night	9 - 15
Webelos Den Chief Position Description.....	16
Sample Crossover Ceremony	17 - 18
Sample Unit Visit Program Plan	19
Sample Campout Program Plan.....	20
Sample District WTS Letter to Parents.....	21 - 22
Sample Troop Letter of Introduction to Parents.....	23
Values of Men and Boys in America.....	24
F.O. Belzer Unit Award.....	25 – 26
WTS Den Tracking Sheet.....	27

Note: Information in this booklet can be copied as needed.

Webelos to Scout Graduation Overview

Boy Scouting is designed for boys' ages 11 through 17, who are old enough to be on their own in the out-of-doors. While adults serve as key leaders, Boy Scouts hold leadership positions and plan the troop's program.

The passage from Cub Scout pack to Boy Scout troop should be smooth, with no time lost in between. By the time Webelos Scouts are ready to cross over, they and their families should be familiar and comfortable with the youth and adult leaders of the troop, their role in the troop and troop activities, and feel excited about beginning this new adventure. The Webelos Scout's graduation ceremony should clearly signify his graduation to a new level of Scouting, and could include the presentation of his Arrow of Light Award, a Boy Scout Handbook, and a troop neckerchief.

A Webelos Scout who has earned the Arrow of Light Award has now completed all the requirements for the Scout badge and may join a Boy Scout troop.

The key factor to improved Webelos graduation is the ongoing working relationship of the leaders of a Cub Scout pack and a Boy Scout troop. Ideally a community organization would have both a pack and a troop with leaders who work together to help move Webelos Scouts into a Boy Scout troop the same way schools move students from elementary school to middle school. Regardless of your situation, it is important that leaders take a responsibility in graduating boys from a Cub Scout pack to a Boy Scout troop even if they do not go to the troop where the volunteers are from.

There are a number of ways a pack and troop can work together to enhance the Scouting experience of their boys. To help assure maximum graduation requires cooperation between the:

- **Cub Scout Pack**
 - It should be the goal of the Cubmaster and Webelos den leaders to graduate every Webelos Scout into a Boy Scout troop. The key to accomplishing this is to begin promoting Boy Scouting when Cub Scouts are still in their Tiger, Wolf, and Bear dens, and to sell the sizzle of the great outdoors. Scouting should be viewed as an ongoing adventure, and the progression should be as normal as moving from elementary school to middle school.
- **Boy Scout Troop**
 - Boy Scout troops should assign an assistant Scoutmaster or a troop committee member to be responsible for new Scouts, which would include developing a relationship with local Cubmasters and the Webelos den leaders. This person serves as a resource during Webelos overnight activities and builds enthusiasm among boys and their parents for the exciting challenges that await them in Boy Scouting. One of a troop's greatest challenges is to make the next level of Scouting readily available for a young man once he meets the joining requirements.
- **Unit Commissioner**
 - The unit commissioner is the connecting link in the chain between the troop and the pack. Often, the same unit commissioner will serve both a pack and troop in the same community.
- **District Webelos to Scout Graduation Chair**
 - A key person to successful Webelos graduation is the district Webelos graduation chair. This person is a member of the district membership committee and is charged with making sure every Webelos Scout is given an opportunity to join a troop.

The information contained in this guide will help each of the groups listed above in being successful with their tasks. Additional resources can be found on the National Council website at

www.scouting.org/boyscouts/improvedwebelostransition.aspx .

Webelos to Scout Graduation Challenges & Solutions

An effective Webelos to Scout Graduation plan is essential for retaining our current Cub Scouts by moving them up into a Boy Scout troop. The graduation from Cub Scouts to Boy Scouts is where we lose a large percentage of our membership. This is due to a number of factors. To have an effective plan, each of these reasons needs to be addressed. Below are some reasons why Webelos do not graduate and how they can be overcome.

- Youth, after being in the Cub Scout program for up to 5 years are tired of the program. They do not have an understanding of the Boy Scout program and that it is truly different than Cub Scouts.
 - Invite the Webelos den to attend at least 1 troop meeting, Skills Night, and 1 campout during their 5th grade year.
 - Have the Webelos II dens between their 4th grade and 5th grade year have a “field trip” to Many Point Scout Camp for one day during the summer. Have someone from your troop give them a tour of camp.
 - Conduct “Webelos Talks” within the Webelos dens telling them about the fun and exciting things they get to do within your troop. Share your annual program plan of outdoor adventure including monthly campouts, canoe trips, backpacking trips, etc.
 - Assign a den chief from your troop to each Webelos den. This den chief ideally would serve at the “Troop Guide” once this group moves up into your troop.
- Webelos Leaders know little about the Boy Scout program and are not encouraging their boys to move on. They see it as an end of their volunteer involvement in Scouting.
 - Talk to the Webelos leader early on about the Boy Scout program. Invite them to be an Assistant Scoutmaster within your troop for the new boy patrol.
 - Encourage the Webelos leader go through Scoutmaster Leader Specific Training and Outdoor Leader Skills while still in Cub Scouting.
 - Invite the Webelos Leader and den to participate in troop campouts.
 - Have leaders within the troop help the Webelos leader teach the activity pins.
- More activities competing for time.
 - “Build it and they will come”. A well-planned program full of outdoor adventure will attract youth. Communicate your troop annual program plan to the Webelos and their parents early on. Invite them to participate in activities with your troop. If they see the fun and adventure firsthand, they will pick our program over someone else’s.
 - Talk to the parents about the “Values of Scouting”. Scouting teaches leadership skills, problem solving skills, communication skills, ethical decision-making, and more. Share the Harris Study “*The Values of Men and Boys in America*” to show Scouting’s importance over sports and other youth activities.
- Boy Scouting is not seen as “cool” among their friends.
 - Most youth think camping, canoeing, rock climbing and rappelling, backpacking, swimming, and sports are cool. Communicate your well-planned annual program plan to the Webelos and their parents. Sell the program!
- They are not asked.
 - Many times a Webelos and his parents are simply not asked to join a troop. Studies show that a boy has to be asked 6 times to join before he feels invited.
 - Have your new Scout patrol “mentor” a Webelos II den. Encourage them to finish their activity pins, invite them to troop campouts, and personally invite them to join the troop.

Webelos to Scout Graduation Pack and Webelos Den Leader Responsibilities

- Develop a working relationship with the leadership of a Boy Scout troop or troops in the community. Most troops should have either an assistant Scoutmaster or a committee member assigned to new Scouts. Your unit commissioner can help put you in contact with troop leaders.
- Compare calendars of troop and pack activities to coordinate activities. Community events can be done together, and planning can help prevent conflicts in use of equipment and facilities.
- Work with troop leaders to secure den chiefs for each Webelos den and Cub Scout den.
- Work with troop leaders to plan and conduct Webelos overnight activities.
- Work with troop leaders to plan visits to troop meetings, Skills Night/New Parent Orientation and summer camp. Never show up without first calling in advance.
- Invite the Scoutmaster and troop youth leaders to special pack activities. This will help create familiarity and a level of comfort for the Webelos Scouts and their parents as they ease into the troop.
- Plan a meaningful crossover ceremony at the pack's blue and gold banquet. Include troop leadership to be present to accept the Webelos Scouts as they graduate to Boy Scouts.
- Webelos den leaders should be strongly encouraged to move into the troop with the boys, either as assistant Scoutmasters or troop committee members. This will give the new Scouts a familiar face at troop meetings and a connecting link to Boy Scouts.
- If a troop does not exist in your community, discuss with the head of the pack's chartered organization the possibility of organizing a troop. A graduating Webelos den can form the nucleus of a new troop.

Webelos to Scout Graduation Troop-Scoutmaster Responsibilities

- Select Scouts to serve as den chiefs for each Webelos Scout den and Cub Scout den. Arrange for Den Chief Training.
- Serve as a resource for overnight activities. The troop can be of service to provide equipment, leadership, and logistics for Webelos parent-son campouts.
- Conduct an orientation in the Bear Cub Scout dens to explain the changing role as boys become Webelos Scouts. Explain how being a Webelos Scout will help prepare them for Boy Scouts.
- Webelos den-Scout troop campouts should show Webelos Scouts and their parents what to expect when they move into the troop. The troop should cook and camp by patrol, and use skills in which the Webelos Scouts can participate.
- Arrange for Webelos dens to visit a troop meeting, Skills Night/New Parent Orientation and summer camp. This should be planned several weeks in advance.
- Provide each Webelos Scout with a copy of the troop's activities and calendar for the upcoming year.

- Work with Webelos den leaders to encourage them to plan to move into the troop with their Webelos Scouts and to serve either as committee members or assistant Scoutmasters.
- Conduct a Scoutmaster conference under the guidance of the Scoutmaster or the assistant designated by the Scoutmaster. This conference should cover the Scout Oath and Law, the advancement program, troop camping, the patrol method, summer camp, and personal equipment. (See *Scoutmaster Handbook*, pages 136-139.)
- Work with the Cubmaster in planning a meaningful crossover ceremony at the pack's blue and gold banquet. Coordinate the ceremony and arrange for each Webelos Scout to receive a troop neckerchief and a *Boy Scout Handbook* or other token of the troop.

Webelos To Scout Unit Commissioner Responsibilities

- Be a catalyst in developing good relationships between troop and pack leaders.
- Promote communication by scheduling a meeting of key volunteers.
- Help plan a Webelos den visit to a troop meeting, Skills Night/New Parent Orientation, summer camp and other joint activities.
- Keep the pack and troop on schedule as plans develop for the crossover ceremony at the blue and gold banquet.
- Attend the crossover ceremony.
- Be sure new Scouts have a copy of the troop's activities, and that they know when and where the troop meets.
- Work with the pack and troop in their charter renewal process to help ensure Webelos Scouts are moved from pack rosters to troop rosters.
- Work with the Webelos graduation chair to follow up on boys who have not yet joined a troop. Make sure they are invited to join a troop.
- Be sure Webelos Scouts join a troop in time to prepare for Boy Scout summer camp.

Webelos to Scout Graduation District Webelos Graduation Chair Responsibilities

- Contact all packs in early fall to update a list of all fifth-grade Webelos Scouts.
- Coach Cubmasters, Webelos den leaders and Boy Scout leaders in the graduation process at roundtables, training courses, and through personal contact.
- Report to the membership committee chair, and keep the district committee informed.
- Track and maintain records of Webelos graduation by using a wall chart that lists the graduation record of each pack.
- Work with unit commissioners to follow up on Webelos Scouts who have not joined a troop.
- Work toward 100 percent Webelos graduation.

Webelos to Scout Graduation Timeline

We have heard time and again that if you “fail to plan, you plan to fail.” This proverb holds true for many Scouting activities—camping trips, meetings, fundraisers and even Scoutmaster Minutes. Our volunteer leaders go through hours of training so that they are prepared to do their jobs well if and when the need exists. In much the same way, it is helpful for us, the Webelos to Scout graduation team, to have a plan to get boys from Cub Scouts to Boy Scouts. The timeline below will give you key benchmarks and tasks to keep in mind for each month of the graduation cycle.

June/July

- Troop leader ensure that all new Boy Scouts (former 2nd year Webelos) attend summer camp
- Troop leader and Senior Patrol Leader visit their affiliated Webelos den(s) at Webelos Adventure Camp
- Webelos den visits their affiliated troop at Boy Scout summer camp
- After consulting with Pack Leaders, the troop appoints Den Chiefs for Webelos dens'
- District updates contact information for troops, new second year Webelos Scouts and pack leaders
- District graduation team mails letter to parents of new second year Webelos Scouts

July

- Troop leader hold informal individual conferences with parents of new Boy Scouts to provide an opportunity for feedback on troop and patrol operations
- Troop leader continue to work closely with the new Boy Scouts in an effort to instill self-confidence and comfort in participation within the patrol and troop
- Troop leader/Commissioner/WTS Chair get names, addresses and phone numbers of second-year Webelos Scouts, record the information on the Webelos to Scout Tracking Form

August

- All leaders should attend the District Program Kick Off and Webelos to Scout Graduation training
- If the troop has website, develop slide show or video with summer camp photos
- Mail introductory letter from troop to Second-Year Webelos Scouts
- Put Webelos on list to get troop newsletter
- Webelos leader/troop leaders plan joint patrol/den, troop/pack activities
- Troop leader plan for den visits in November to present program calendar

September

- Troop leader/Webelos leader continue planning joint activities
- Troop has a strong showing at Boy Scout Camporees, Cub Scout events for Cub Scout observation (entire troop should attend)

October

- Troop conduct joint camping trip and skills night with Webelos den
 - During these activities, explain to Webelos Scouts the Patrol Method, and point out examples of how it is being used
 - Let Webelos Scouts participate just as the Boy Scouts, within BSA guidelines

November

- Webelos leader contact any Webelos that have stopped coming to meetings
- Troop leader presents program calendar at a Webelos den meeting
- Troop leader makes sure Den Chiefs register for and attend training at POW WOW

December

- Troop leader/Webelos leader set a date and invite Webelos Scouts and their parents to visit a troop meeting in January
- Troop leader follows up the invitations with personal phone calls to the parents of the Webelos Scouts

January

- Troop leader attend a meeting of first year Webelos Scouts to introduce them to Boy Scouting
- Host second year Webelos Scouts and their parents at a troop meeting and ask them to commit to joining the troop
- Plan a bridging ceremony for the Blue and Gold Banquet in February to welcome graduating Webelos Scouts into their new troop

February

- Troop leader/Webelos leader schedule a skills night for March / April for Webelos, prospective new Scouts and their parents
- Hold the bridging ceremony at the Blue and Gold Banquet
- Troop leader recruits parents of new Scouts to become Assistant Scoutmasters or Troop Committee Members.

March

- Ensure all second year Webelos have officially joined Boy Scouts. Webelos can transfer into Boy Scout troops in March for \$1.00
- Plan a May troop activity for new Scouts to get them involved with their new Troop
- Make sure Troop Guides and Patrol Advisors are clear on their responsibilities regarding the new Scouts

April

- Webelos Graduation Team follow up with any Webelos Scouts who have not joined a Boy Scout troop
- Conduct skills night for first year Webelos and a concurrent informational meeting for parents (invite them to summer camp for one day) Follow up with all new Boy Scouts to ensure they are going to summer camp
- Conduct summer camp orientation to encourage Troop – and especially new Boy Scout – involvement.
- Troop leaders be certain new Boy Scouts know where they can turn for help by giving them time to become familiar with their Troop Guide and Patrol Advisors

May

- Sponsor a troop activity that focuses on new Boy Scouts, work closely with new Scouts and parents after their graduation to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun
- Troop leader works on rank advancement with new Scouts

SKILLS NIGHT/New Parent Orientation

Skills Nights/New Parent Orientation

Each spring and fall the troop should host a Skills Night for Webelos in conjunction with a parent orientation for their parents. The Skills Night should include hands-on, Scout skill oriented activities for Webelos, and “showcase” your troop’s programs and inform Scouts and their parents about the Boy Scout program. A suggested back dater and agenda for the troop Skills Night is in this manual and on the Council web site. In addition to inviting Webelos Scouts and their parents to the Skills Night, troops should also use these events as opportunities for recruiting new Scouts and/or inviting back Boy Scout aged youth who are no longer registered.

The advancement program in Boy Scouts is boy-driven. While this means that a boy could join a Boy Scout troop at any point during the year, many troops have found that it is easiest to have new boys join their troop at the same time as when the Webelos crossover. This timing allows for all new youth to be trained in the ways of the troop and keeps all of the adult leaders focused on helping boys attain the First Class rank within their first year of being in the troop. In addition to making it easier for the volunteer leaders, this timing also allows for the brand new Boy Scouts (the second year Webelos Scouts that just crossed over) to invite their friends to join Scouting with them.

The backdater below, agenda on the next page, and the kits available at your local Scout service center will assist your unit in planning a successful Skills Night that the boys in your community will not soon forget.

TIMELINE

Recruiting Event minus 4 weeks – Scoutmaster sets “Skills Night” date with the District Membership team. Invite first and second year Webelos den(s) to participate, Webelos Scouts, leaders and parents should attend the Skills Night. Share the Skills Night program materials with the troop’s youth leadership to prepare and practice for the Skills Night. The District Membership team can provide contact information for Webelos den leaders and Scouts. The Skills Night is a good opportunity to recruit youth who are not currently registered in Scouting, lists of separated Scouts and lists of potential new Scouts from High Adventure Surveys may be obtained from your District Scout Executive. You may also chose to conduct a peer to peer recruiting campaign.

Minus 1 week – Scoutmaster confirms Webelos II den will attend school night. During the patrol meeting part of the troop meeting, review the names that your troop brainstormed during summer camp, list of separated Webelos, list of separated Boy Scouts, and names from High Adventure Surveys. Have each Scout sign up to personally invite one or two boys on the list to the Skills Night. Review and plan the Skills Night program. Make assignments to youth and adults. Provide Boy Scout recruiting fliers to schools and church bulletin inserts (template available at www.crossroadsbsa.org) highlighting your troop’s programs and inviting youth to the Skills Night.

Minus 1 or 2 days – The District Scout Executive will conduct boy talk at local 6th, 7th, and 8th Grades and obtain names and phone numbers of boys interested in joining. Personally follow up within 24 hours with each interested boy to invite to recruiting event. A Skills Night “kit” is available from the council service center.

Day of event – Make fun, exciting, and hands on.

Within 1 week – Boys should attend 1st troop meeting to prepare for 1st campout, get an introduction to some of the requirements for Tenderfoot, and introduce the patrol method. A sample agenda for this meeting and sample personal equipment list is included in this guide. Follow up with any guests who were suppose to attend but did not and invite them to your troop meeting.

Within 2 weeks – first outing (sample agenda for the first campout is included in this guide).

Troop skills night Agenda

1. Pre-Opening _____

- Conduct a simple action game for early arrivals.

2. Opening _____

- Flag Ceremony _____
- Welcome to the guest _____

3. Activity Time _____

A. Skill time for youth _____

- Hot spark _____
- Knot relay _____
- Map and Compass _____
- Initiative Games _____
- First campout equipment list demonstration _____

B. Parent Orientation _____

- Explain the ideals and values of Scouting _____
- Introduce the troop leadership and its organization.
- Distribute the troop calendar.
- Explain the summer camp opportunity.
- Thoroughly explain the costs of troop membership.

4. Joining Process _____

- Youth and parents complete applications to join Scouting.
- Announce information about the next troop meeting.

5. Closing _____

- Scoutmaster's Minute Scoutmaster _____
- Closing Ceremony _____

6. Refreshments (Optional) _____

Skills Night Kit's

Contents:

6 Hot Spark kits
half bag Cotton balls
3 Aluminum pie pans
6 6' lengths of rope for knot tying
4 "*Knots and How to Tie Them*" pamphlet
1 Topographic map
1 Compass
1 Instruction sheet for initiative games
1 Set of 4 posters for parents meeting
10 Copies of "*Your First Outdoor Campout*" personal equipment list handout
1 Boy Scout Handbook
10 Youth Applications
10 Adult Applications
1 box pens

Fire Starting – Have an adult or older Scout demonstrate how to properly use a hot spark. Sit a cotton ball in the middle of an Aluminum pie pan and have youth try to ignite it. **Have a way to quickly extinguish the fire nearby!** Best to use something you can simply press down on cotton ball to smother flame. Also wise to have water nearby.

Knot Tying – Give each youth a "*Knots and How to Tie Them*" pamphlet and a length of rope. Demonstrate and let the youth practice tying the following knots: square knot, bowline, taut-line hitch, and two ½ hitches. Discuss how and why each knot is used.

Orienteering – Orientate the map. Locate a river, ridge, valley, county road, gentle slope, cliff, steep slope, and lake.

Initiative Games – These are team games that are fun, but also teach teamwork.

First Campout Equipment List – Show youth an example of the personal camping equipment they will need for their first campout and hand them the sample personal equipment list located in this guide. Each boy should bring the items on the list to their first troop meeting (sample first troop meeting located in this guide).

Parent's meeting – While youth are participating in the round-robin skills instruction, Scoutmaster or Committee Chairman should talk to the parents about the Aims and Methods of Scouting, how parents should be involved, and share the annual program plan including meeting dates and campouts. Give list of materials needed for first campout.

Initiative Game List

Helium Stick

- Deceptively simple but powerful exercise for learning how to work together and communicate in small to medium sized groups.
- Line up in two rows which face each other.
- Introduce the Helium Stick - a long, thin, light rod. (Dome tent poles work great!)
- Ask participants to point their index fingers and hold their arms out.
- Lay the Helium Stick down on their fingers. Get the group to adjust their finger heights until the Helium Stick is horizontal and everyone's index fingers are touching the stick.
- Explain that the challenge is to lower the Helium Stick to the ground.
- The catch: Each person's fingers must be in contact with the Helium Stick at all times. Pinching or grabbing the pole is not allowed - it must rest on top of fingers.
- Reiterate to the group that if anyone's finger is caught not touching the Helium Stick, the task will be restarted. Let the task begin....
- Warning: Particularly in the early stages, the Helium Stick has a habit of mysteriously float up rather than coming down, causing much laughter. A bit of clever humoring can help - e.g., act surprised and ask what are they doing raising the Helium Stick instead of lowering it! For added drama, jump up and pull it down!
- Participants may be confused initially about the paradoxical behavior of the Helium Stick. The secret (keep it to yourself) is that the collective upwards pressure tends to be greater than the weight of the stick. Often the more a group tries, the more it floats.
- Some groups or individuals (most often larger size groups) after 5 to 10 minutes of trying may be inclined to give up, believing it not to be possible or that it is too hard.
- The facilitator can offer direct suggestions or suggest the group stops the task, discusses their strategy, and then has another go.
- Less often, a group may appear to be succeeding too fast. In response, be particularly vigilant about fingers not touching the pole. Also make sure participants lower the pole all the way onto the ground. You can add further difficulty by adding a large washer to each end of the stick and explain that the washers should not fall off during the exercise, otherwise it's a restart.
- Eventually the group needs to calm down, concentrate, and very slowly, patiently lower the Helium Stick - easier said than done.



Processing Ideas

- What was the initial reaction of the group?
- How well did the group cope with this challenge?
- What skills did it take to be successful as a group?
- What creative solutions were suggested and how were they received?
- What would an outside observer have seen as the strengths and weaknesses of the group?
- What did each group member learn about him/her self as an individual?
- What other situations (e.g., at school, home or work) are like the Helium Stick?

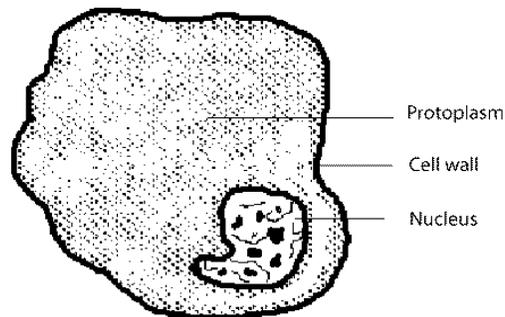
Mine Field

- A popular, engaging game involving communication and trust. Works for groups of various types and sizes. Moderately complex. The task is very flexible.
- The goal is to traverse, with eyes closed or blindfolded, a designated area full of obstacles without touching any obstacle or any person.
- Select a "playing field". Go outside, if possible. But can be done inside, even in rooms with fixed furniture (which can become objects to be avoided).
- http://www.wilderdom.com/store/index.php?main_page=product_info&cPath=2_68&products_id=17 Distribute "mines" e.g., balls or other objects such as bowling pins, cones, foam noodles, books, backpacks, etc.
- Establish a concentrating and caring tone for this activity. Trust exercises require a serious atmosphere to help develop a genuine sense of trust and safety.
- Participants can begin by trying to cross the field by themselves. In a second round, participants can then ask someone else to help them traverse the field by "talking" them through the field.
- Participants operate in pairs. Consider how the pairs are formed - it's a chance to work on relationships. One person is blind-folded (or keeps eyes closed) and (optional) cannot talk. The other person can see and talk, but cannot enter the field or touch the person.
- The challenge is for each blind-folded person to walk from one side of the field to the other, avoiding the mines, by listing to the verbal instructions of their partners.
- Be wary of blindfolded people bumping into each other. The instructor(s) can float around the playing area to help prevent collisions.
- Decide on the penalty for hitting a mine. It could be a restart (serious consequence) or time penalty or simply a count of hits, but without penalty.
- Allow participants a short period (e.g., 3 minutes) of planning time to decide on their communication commands. It can help participants if you suggest that they each develop a unique communication system. When participants swap roles, give participants some review and planning time to refine their communication method.
- Allow participants to swap over and even have several attempts, until a real, satisfied sense of skill and competence in being able to guide a partner through a minefield develops.
- The activity can be conducted one pair at a time (e.g., in a therapeutic situation), or with all pairs at once (creates a more demanding exercise due to the extra noise/confusion).
- Can be conducted as a competitive task - e.g., which pair is the quickest or has the fewest hits?
- The facilitator plays an important role in creating an optimal level of challenge, e.g., considers introducing more items or removing items if it seems too easy or too hard. Also consider coaching participants with communication methods (e.g., for younger students, hint that they could benefit from coming up with clear commands for stop, forward, left, right, etc.).
- Be cautious about blind-folding people - it can provoke trust and care issues and trigger post-traumatic reactions. Minimize this risk by sequencing Mine Field within a longer program involving other get-to-know-you and trust building activities before Mine Field.



Amoeba Race

- A fun game, using a basic biology concept of a cell
- Requires cooperation, competition and close physical interaction. Useful as a simple activity to help groups get comfortable with one another.
- Explain how to create an amoeba. There are 3 parts:
 - a lot of protoplasm
(people who don't mind being close, gather together)
 - a cell wall
(people who like to contain themselves & others, surround the protoplasm, facing outward, linking elbows)
 - a nucleus
(someone with good eyesight and the ability to keep on top of things should be the nucleus, seated on the shoulders of some of the protoplasm)
- Once the amoeba is formed, try taking a walk through a field or around the block. A rhythmic chant might be helpful for coordinating movements. (What sort of sound does a one-celled creature make?)
- Finally, try a little cell division. Split into two, create a second nucleus and have an Amoeba Race.



Your First Outdoor Campout Personal Equipment List

- _____ **Backpack** (and/or large sports equipment bag, and/or duffel bag. Line it with a lawn bag first, to keep contents dry.)
- _____ **Sleeping Bag** (or blankets)
- _____ **Closed-cell foam camp sleeping pad**
- _____ **Raincoat or Poncho**
- _____ **Warm Jacket**
- _____ **Extra pair of pants**
- _____ **Sweater and/or Sweatshirt**
- _____ **Long sleeve shirt**
- _____ **Short sleeve shirt**
- _____ **Underwear**
- _____ **Hat**
- _____ **Mess-kit (bowl, cup, fork, spoon, plate)**
- _____ **2 one-quart water bottles**
- _____ **Flashlight and extra batteries**
- _____ **Small first aid kit**
- _____ **Pen and pocket notepad/ Boy Scout Handbook**
- _____ **Personal Toiletries** (Toothbrush, toothpaste, small hand soap, comb, towel toilet paper, etc.)

Webelos Den Chief Job Description

The Webelos Den Chief is a current Boy Scout who gives leadership to a Webelos Den in the pack in which the troop is affiliated. The den chief has the following duties and responsibilities:

- Know the purposes of Cub Scouting and helps the Webelos Den achieve those purposes.
- Serves as an activities assistant for the Webelos Den.
- Set an example for the Webelos with proper attitude and proper informing.
- Be a friend to the Webelos Den.
- Help the Webelos Den Leader lead the weekly den meeting and help the den participation in the monthly pack meeting.
- Meet regularly with the Webelos Den leader to review meeting plan.
- Help Webelos earn activity pins by assisting the activity badge counselor(s).
- Teach the Denner and assistant Denner leadership skills.
- Attend Den Chief training at the University of Scouting or in your district.
- Help plan and carry out den outdoor activities including joint programs/meetings with the troop, campouts, and field trips, and district camporees.
- Work with Scoutmaster and Cubmaster to plan a crossover ceremony for the den.
- Attend all den meetings and pack meetings.

Webelos to Scout Graduation Sample Crossover Ceremony

Setting: A bridge is in the center stage. One side of the bridge is represented as the Cub Scout side and the other side as the Boy Scout side. You can use your imagination on how to symbolize each side so it is apparent which side is which. Use of Boy Scouts with candles lighting the path is very impressive. Cubmaster and Scoutmaster standing appropriate sides.

CUBMASTER: Tonight we mark a great occasion, the graduation of _____ Webelos into Boy Scout Troop____. We are sad to see them leave because they have been a great help to our pack, but we are happy for them because they are going on to the great adventure of Boy Scouting. These Webelos have worked hard for this night and have advanced well. As a symbol of their hard work, each Webelos will be given an arrow. As I call your name, will each Webelos come forward with your parent(s)?

(Call each boy's name off.)

Reader: The arrow alone gives meaning to each of these Scouts. The wooden shaft gives the arrow strength; just like the strength the Scout Promise gives each boy. The fletching helps guide the arrow on a straight and true path; just like the Scout Law guides the Scout on a straight and true path. The arrowhead points the way to the target; just like Webelos badge and Arrow of Light requirements have pointed the Scout to the ways of Boy Scouting.

Each arrow has these parts, but each arrow is different, it is individual. Each arrow represents his individual trail through Cub Scouting.

(Give each boy his arrow.)

It has been a long trail. As you look at the arrow you can look back and see how far you have traveled. Your first trail led you across the Bobcat Ridge, where Akela took you into the Pack as a Bobcat. The yellow mark tells that this boy completed his Bobcat requirements. You may have then climbed the steep Wolf Mountain. The red mark means he has completed the Wolf badge. After that there may be gold and silver marks for the arrow points that you may have earned. After finding your way through Bear Forest, you may have earned your Bear rank. The green mark shows you have gained your Bear achievements, and again you may have earned a gold and silver arrow points. Your trail next may have led you to Webelos Rank...first earning three activity pins shown by three black marks, then your Webelos badge, which is marked in blue. The Arrow of Light trail may have been hard and rugged. You first earned another four activity pins. Then came the highest Cub Scout Achievement, the Arrow of Light, which is signified by the white marking on the arrow. The twelve beads will remind you of the twelve points of the Scout Law. The red and white feathers not only stand for the troops colors, but also for devotion and honor.

Your trail in Scouting does not end in Cub Scouting; it is only the beginning, for all of you have prepared yourself for the crossing over to Boy Scouts.

The bridge before you is a symbol of your crossing from Cub Scouting to Boy Scouting. The bridge is a structure carrying a pathway or roadway over a depression. It is a means of connection or transition from one side to another, as this bridge represents how our Pack is connected to our Troop. As I call each boys name, please come stand before your Cubmaster where he will remove your Webelos neckerchief.

(Cubmaster is calling over to the Scoutmaster.)

CUBMASTER: Hello, Boy Scouts of Troop _____.

SCOUTMASTER: Hello, Cub Scouts of Akela. What do you desire?

CUBMASTER: We have several Webelos who have prepared themselves for entrance into your Troop.

SCOUTMASTER: Bring them and their parents forward to the bridge that joins our Pack and Troop. I will send two of my Scouts over to escort the boys and their parents over the bridge.

(Boy Scouts cross over to Pack's side and then escort the new Scouts and their parents to the other side.)

Webelos leader (*Speaking to the Scoutmaster*): These are your new Scouts, ready for the adventures ahead of them. They are going to call themselves the patrol.

Webelos leader (*speaking to the boys*): As I call each of your names, please come forward to your Scoutmaster, where he will place on you the Neckerchief of your new Troop.

(One at a time, place troop neckerchief on new Scout)

SCOUTMASTER: I'd like to welcome the new patrol and their families to our Troop. (*Lights on*)

SCOUTMASTER: Will the Troop please form your patrols/ (*Have SPL lead all Scouts in the Scout Promise*)?

Webelos to Scout Graduation Sample Unit Visits Program

Program ideas for when the Webelos II Den visits a Troop meeting.

Activity	Description	Run By	Time
Pre-Opening 10 Minutes	Hand out copies of your troop's annual program plan; introduce Webelos to troop members, exchange email addresses, Highlight past troop activities.	Senior patrol leader, Den Chief	6:55-7:05
Opening 5 Minutes	Pledge of Allegiance, Scout Oath, Scout Law	Senior patrol leader	7:05-7:10
Skills Instruction 25 Minutes	Skills instruction round robin. 1. Allow the boys to try and start a cotton ball on fire using a hot spark kit. 2. Allow the boys to set up a tent. 3. Have boys build a stretcher and have a stretcher relay by first putting a splint on the "victims" leg.	Select Boys within the troop	7:10-7:35
Patrol Meetings 15 Minutes	Show summer camp promotion video to Webelos. Talk about what the Webelos can expect from Summer Camp.	Senior patrol leader, den chief	7:35-7:50
Inter-Patrol Activity 10 Minutes	Select a game out of " <i>Troop Program Resources.</i> "	Senior patrol leader	7:50-8:00
Closing 5 Minutes	SPL thanks Webelos for attending meeting. Leads in closing Flag Ceremony.	Senior patrol leader	8:00-8:05
After the meeting	Scoutmaster thanks Webelos for attending.	Scoutmaster	

- **Program ideas for when the Troop visits a Den meeting.**

- Help the Webelos Den Leader teach requirements of the activity pin for the month.
- Bring a *Power Point* slide show showing pictures of the fun and adventure your troop does throughout the year (5 minutes max).
- Show Ransburg/Krietenstein Summer Camp promotion video.
- Give a "Firecrafter" demonstration.

Webelos to Scout Graduation Sample Campout Program Plan

Program ideas for joint Webelos Den/Troop Campout. (The theme is Athletics)

Time	Activity	Run By
Friday evening	Load gear at meeting location, leave for campsite. Plan only light meal en route. (Make sure Webelos and parents have enough gear).	Senior Patrol Leader
	Arrive at campsite. Off-load equipment. Set up patrol sites. Stow gear and set up camp. (Have troop guide and an assistant Scoutmaster help Webelos and their parents set up their patrol site.)	Patrol Leader / Senior Patrol Leader
Saturday 6:30 a.m.	Cooks and assistants up. Prepare breakfast. (Cooks should be working on First and Second Class requirements). The older boy patrol also makes breakfast for Webelos and their parents.	Cooks, assistants
7:00 a.m.	Everyone else up. Take care of personal hygiene, air tents, and hang out sleeping bags.	
7:30 a.m.	Breakfast	
8:00 a.m.	Clean up	Cooks
	Patrols set up gear for morning activities, clean up patrol site	
8:30–11:30 a.m.	Conduct athletic skills events (See page 27-28 in <i>Troop Program Features Volume # 1</i>). <ol style="list-style-type: none"> 1. Frisbee Golf 2. Obstacle Course 3. Volleyball 4. Softball 5. Bicycle race 6. Patrol Dash 7. Bike relay 8. Erect a Tent 9. Kim's Game 	SPL
11:30 a.m.	Sack Lunch	
Noon	Continue Events	
4:30 p.m.	Start Dinner preparation	Cooks
5:30 p.m.	Meal	
6:00 p.m.	Clean up	Cooks
8:00 p.m.	Campfire	Senior Patrol Leader
9:00 p.m.	Cracker barrel	
10:00 p.m.	Lights out	
Sunday 6:30 a.m.	Cooks and assistants up. Prepare breakfast. (Cooks should be working on First and Second Class requirements).	Cooks
7:00 a.m.	Everyone else up. Take care of personal hygiene, air tents, and hang out sleeping bags.	
7:30 a.m.	Breakfast	
8:00 a.m.	Clean up	Cooks
8:30 a.m.	Worship service	
9:30 a.m.	Break camp	
Special equipment needed	Cameras, pens, troop camping equipment, athletic gear needed for events	

Sample District Webelos to Scout Transition Letter to Parents



Dear Webelos parents,

This year your son will be making a decision that will impact the balance of his Scouting career – which Boy Scout Troop he will join. We are providing this guide to help you assist your son as he makes this decision. It includes brief answers for many of the questions you may have for each Troop and suggests other questions you and your son might want to ask. The choice of a Troop is a personal decision. All members of a Patrol need not join the same Troop. Nor is there a designated Troop that your boy *must* join, although Packs should have a close affiliation with a particular nearby Troop. Troops welcome any new Scout that would like to join them.

As part of his Arrow of Light requirement as a Webelos, your son must visit at least one Troop and complete an application to join a Troop. We recommend he visit several Troops, so he can see how different Troops do things. To earn the F.O. Belzer Award, additional visits are required. If possible, you and your son should attend an overnight campout as a guest of a Troop. Usually, the Webelos leaders work with the Scoutmasters to set up these visits. When the initial round of your Den visits is over, if there are other Troops you would like to see, or if your son would like to re-visit a particular Troop, feel free to make the contact yourself by calling ahead.

During your visit, there are things to ask and observe. There are no “right” answers to these questions, but you want a Troop with which you and your son feel comfortable. Don’t be afraid to ask about the Troop. They will be proud to tell you about themselves.

<<<<<>>>>

How many registered Scouts are in the Troop? How many registered Leaders?

Troops will vary in size. Bigger is not necessarily better. In any Troop, there should be an appropriate number of Assistant Scoutmasters (at least 1:8 or 10) relative to the number of Scouts.

What is the age range of the Scouts? Is the Troop currently able to hold the interest of the older, as well as, the younger Scouts? Do they offer any “High Adventure” Scouting?

Younger Scouts traditionally work on their rank requirements so that can advance through the Tenderfoot, Second Class, and First Class ranks in their first year of Scouting. Much of their attention in meetings and on campouts is devoted to their basic Scout skills for these requirements. Not much Merit Badge work is done during this time. As the boys get into their teens, it is necessary to keep them challenged. Scouting has established “High Adventure” programs for these older Scouts. These may be within the confines of the Troop, or may be accomplished through an associated Venture Crew. They will choose to do things like high level canoeing, rock climbing, sailing, and travel to Philmont Scout Ranch or Florida Sea Base, or other high adventure sites – even a National Jamboree.

Who are the adult leaders in the Troop? Are the Scoutmaster, Assistant Scoutmasters and Committee Chairman trained? What trainings have they attended?

To be considered trained, a Scout leader must have completed a basic training course in common Scout knowledge, and leader specific knowledge, plus an outdoor skills training course. Anyone who has completed this minimum training is entitled to wear the “Trained” patch below his or her badge of office. An advanced training is available and recommended for all Scouting leaders (Cub, Boy & Venture leaders) called Wood Badge, which is conducted by the local Council annually. Wood Badge provides adult leaders the skills to create a better program for their Scout unit.

Is the Troop “boy run”? What is their feeling about boy leadership?

In Boy Scouting, Troops should aim to train their boys for leadership. Each Troop has a Senior Patrol Leader (SPL), elected by all the boys in the Troop, who with his Assistant Senior Patrol Leaders (ASPL), takes the helm for leadership within the Troop. The Troop is organized into Patrols of 5 to 8 boys, who function together, similar to a Cub Den. They will have an elected Patrol Leader and Assistant Patrol Leader. In a young Troop, the boys may need more adult assistance in running meetings, etc., but in an established Troop with older Scouts, you should see evidence of “boys leading boys.”

What is their activity program like?

Ask to see their yearly program schedule. You’ll want to see how often they camp. Scouting recommends that Troops have a monthly outing. Do they participate in District and Council activities? You will find the Troops in Del-Mi District do have monthly outings.

What is a "typical" meeting like?

Is it "boy run"? Are the boys kept busy? Does it look like they are having fun? Do they show respect during the flag ceremony, during program time, and to the adults?

What are their uniform requirements?

Some Troops require full uniform for all meetings, District, and Council events. Troops as a whole choose whether to wear a neckerchief, and if so, the particular type. Others only require the uniform shirt. Others have designated uniformed meeting days. Others wear the activity (red polo) shirt, or a customized T-shirt. You will probably want to choose a Troop that feels the same about the uniform as you and your son do.

Does the Troop attend summer camp? What percentage of the Troop attended last year? Where do they go?

Summer camp is a wonderful opportunity for Scouts to experience the fun and excitement of camping while affording them the chance to achieve rank advancement and the completion of Merit Badges. Our Council operates Ransburg Scout Reservation (Bloomington). Most of our Troops routinely attend this camp – because it's the best! A few Troops choose to vary their summer camp experience and attend other camps in the Midwest. Summer camp begins on Sunday afternoon and ends on Saturday morning.

How do they utilize the advancement and Merit Badge program?

Some Troops use the advancement and Merit Badge program as the cornerstone of their program. Their campouts and meetings center on helping the boys advance within the format outlined by the Boy Scouts of America. Some focus meetings on Merit Badges. Other Troops may feel the advancement program is secondary (or resultant) and plan activities independent of advancement and Merit Badges. Their Scouts earn Merit Badges on their own. Either system can work well, and boys can work with either one to advance all the way to Eagle rank.

What can a parent expect in terms of fees?

Most Troops have an annual fee, or at least a joining fee, which covers membership and basic materials, including badges and awards. It usually does not cover uniforming, camping fees, meals, travel or other special activity costs. Troops are encouraged to use the Council sponsored Ideal Year of Scouting program for budgeting and having boys earn money needed for costs by using the annual Popcorn Sale, which can fully fund your son's year of activities. Most Troops have a system of boy accounts funneling a percentage of the Popcorn Sale to support activity fees. The Troop may have additional fundraisers for specific needs, such as Troop equipment. Troop equipment may include a trailer, tents, cook sets, dining shelters, and specialized light-weight backpacking gear.

Observe how the boys interact. How do they treat the visitors?

You'll want to join a Troop where your son feels welcome and comfortable. Does your son need a group where he already knows some of the boys? If he does not know other boys initially, do they seem like a group that will treat a newcomer well?

What can I do to help?

Troops require lots of adult support. This is still a family-based organization. There are many areas and levels of involvement in a Troop – leadership roles, serving on the Troop Committee, helping with campouts, driving to events, serving on Boards of Review, and being Merit Badge counselors based on experience in your vocation or other interests.

<<<<<>>>>>

We hope you will maintain or initiate involvement with your son as he continues in Scouting. It has been our experience that the most successful Scouts have parents who can make the time to be involved. The values of Scouting can impact your son to the extent of your and his commitment to the program. With this commitment, the values of the Scouting program can become for your son, as they have for many, a way of life rather than just a boyhood activity.

We hope this information gives you a starting point to help you assess the troops you visit. If you have other questions, and would like a sounding board, please feel free to contact any of the following people:

- | | | |
|--------|--|---------------|
| (Name) | District Webelos-to-Scout Graduation Chair | (phone/email) |
| (Name) | District Scout Executive | (phone/email) |
| (Name) | District Membership Chair | (phone/email) |

Good Luck from you District Membership Committee!

**Webelos to Scout Graduation
Sample letter of introduction from Boy Scout troop
to 2nd year Webelos (to be mailed in September)**

Name
Address
City, State, Zip Code

Date

Dear _____:

My name is _____ and I am the Scoutmaster for Troop _____. Over the next few months, you will be graduating from the Cub Scout program into the Boy Scout program. This is an exciting time, for many new fun and exciting adventures are ahead.

As a troop we go camping once per month. This year we are planning to *(use this paragraph to briefly describe your annual program plan. Tell the Webelos what you are doing: canoeing, climbing and rappelling, backpacking, fishing, etc.)*

Our troop meets weekly *(time/date/location)*. At these meetings, we have skills instruction time where we work on advancements. Our goal is that you would reach 1st class within a year of joining our troop. We also have time for your patrol to get together to plan for upcoming campouts and time for inter-patrol activities.

This summer, we are planning to attend Camp *(Ransburg/Krietenstein)* on *date*. Activities at this camp include canoeing, rowing, swimming, nature programs, sports programs, .22 shooting, archery shooting, and much more.

We are looking forward to having you as part of our troop. To aid in this graduation, we would like to invite you, your parents, and your entire den to a campout on October *(date)*. Our theme is Athletics and will play softball, volleyball, Frisbee golf, and have a bicycle race. Food and tents will be provided. All you will need to bring is personal gear (clothes, toiletries, sleeping bag/blankets) and your bicycle. We will be meeting at *location* at *time*. Please let your Webelos Leader know by *(date)* if you are able to attend.

Sincerely,

Your Name
Scoutmaster Troop _____

Webelos to Scout Graduation Values of Men and Boys in America

Louis Harris and Associates have conducted a number of scientific surveys commissioned by the National Council, Boy Scouts of America. The findings show how the Scouting program helps aid in positive youth development. Sharing this information with Webelos II parents will help them see the importance of keeping their children in the Scouting program.

- Boy Scouts with 5 or more years tenure are more likely than non-Scouts to:
 - Assume a leadership role in clubs or school organizations
 - Put the needs of others before themselves
 - Make the most honest, not the easiest, decisions
 - Value education and the environment
- Boy Scouts with 5 or more years tenure are more likely than non-Scouts to have greater future achievement:
 - They are more likely to graduate High School – 98% vs. 83%.
 - They are more likely to graduate College – 40% vs. 16%.
 - They are more likely to earn annual household incomes of \$50,000+ - 33% vs. 17%.
- The Boy Scout program teaches strong personal values and character. Parents cite the following reasons for wanting their sons in the program.
 - To learn moral values – 94%
 - To learn self-reliance – 95%
 - To become involved in community service – 90%
- The Boy Scouts program gives a Scout a positive sense of self worth and usefulness.
 - 50% of Scouts indicate setting personal goals of each meeting.
 - 51% of Scouts note that they have to rely on themselves to accomplish goals at the meeting.
 - 78% agree, “Being a Scout makes me feel more confident in myself.
- The Boy Scouts program provides/enhances a caring and nurturing relationship with parents, other adults, and peers. At a typical troop meeting:
 - 58% are encouraged to do their best by a leader/adult.
 - 48% receive verbal encouragement from other Scouts.
 - 65% work together, receiving help from other Scouts
- The Scouting program enhances a boy’s desire to learn. At a typical meeting:
 - 41% of Scouts teach another Scout
 - 39% of Scouts learn from another Scout
 - 53% learn new things
- Scouting is a productive/creative use of time. Boy Scouts agree that:
 - Scouting has taught me skills I wouldn’t have learned anywhere else – 88%
 - Scouting will help me get a good job – 85%
 - Scouting will help me get into college – 83%
- The Boy Scout program teaches Social Adeptness. During a typical troop meeting, Scouts:
 - Learn to be a team player – 51%
 - Democratic decision making – 43%
 - Planning activities – 41%
 - Taking responsibility for needed supplies/equipment – 31%

Webelos to Scout Transition **The F.O. Belzer Unit Award**

For outstanding efforts in the Webelos to Scout Transition process

The F. O. Belzer Unit Award recognizes those units that extend to the Webelos a welcome and exposure to the adventure of Boy Scouting. It is a program to ensure that every opportunity is extended to a Webelos so that he can experience one of the most wholesome and character building opportunities in his formative years.

The award is named in honor of F. O. Belzer, a dynamic moving force in the early days of Scouting in central Indiana. Through his vision and energy, thousands of boys were able to experience the fun and adventure of Scouting. His dedication and zeal to see that as many boys as possible should experience Scouting is the foundation of this program.

Those eligible for the award are the Webelos to Scout Transition Team (consisting of the Scoutmaster, Cubmaster, Webelos den leader, den chief, liaison leader, and unit commissioner). The participating units (dens and troops) can also earn and wear the award.

The F. O. Belzer Unit Award is worn in place of the council strip. The Transition Team and the units wear the same award except that the Transition Team award is edged in red as opposed to the unit award, which is edged in white. The unit awards can be purchased at the Scout Shop by qualifying units.

The award is easy to earn. Most units that have an effective transition process in place will complete the seven requirements whether they participate in the program or not. The commissioner staff stands ready to assist and aid you with the program.

Upon completion of the seven requirements, unit leaders should complete the application form and forward it to their district commissioner. The application will be processed and the awards presented at an appropriate ceremony. Any questions concerning the award requirements should be directed to the district commissioner.

F. O. Belzer was a dynamic moving force in the early days of Scouting in central Indiana. Through his vision and energy, thousands of boys were able to experience the fun of Scouting.

Your troop or den is challenged to become a ***F. O. Belzer Unit*** and carry on the tradition of bringing Scouting to boys! All Scoutmasters, Cubmasters, Webelos Den Leaders, Den Chiefs, transition liaison leaders, and Unit Commissioners will receive the **F. O. Belzer Unit Award** after the completion of all of the following requirements.

The F. O. Belzer Unit Award

Pack # _____ **Troop #** _____ **District:** _____

To qualify for the F. O. Belzer Unit Award, the den and troop must complete the following by June 1.

1. _____
Date Completed Webelos leader and Scoutmaster attends Webelos to Scout Transition Training conducted by the district at Roundtable or by the council at the University of Scouting
2. _____
Date Completed Units establish a pack/troop relationship to transition ***Webelos into Boy Scouting.***
3. _____
Date Completed Troop leadership visits a Webelos Scout Den meeting, Troop leader holds a parents meeting with Webelos II parents. Webelos visit a troop meeting
 _____ Den Visit Date
 _____ Parent Meeting Date
 _____ Troop Visit Date
4. _____
Date Completed Troop invites den to at least one troop campout.
5. _____
Date Completed Troop conducts a new parent orientation for all Webelos leaders and parents and asks them to join as an adult leader.
6. _____
Date Completed Troop participates in the Arrow of Light presentation and conducts a "crossing" ceremony into the troop.
7. _____
Date Applications 75% of Webelos transition into Boy Scouting.
 Turned into office along with Webelos to Scout Transition tracking form.

Please return this to your District Commissioner to receive your F. O. Belzer Unit Council Strip.

District Commissioner Signature

Date

