

SCOUTS-L

**WEBELOS
CEREMONIES &
TRANSITION**

Date: Sat, 3 Jun 1995 14:13:01 -0400 (EDT)
From: "Michael F. Bowman" <mfbowman@capaccess.org>
Subject: Re: Webelos to Scouts Transition

The idea of asking Webelos to register as Boy Scouts before getting their Arrow of Light in my opinion is a short-sighted approach that will only succeed in improving statistics for about a year or so. Predictably during the first year we will see a swelling in the number of Boy Scouts registered. The next amazing thing that we will see is that a huge percentage of Boy Scouts quit in the first year, which will signal to our critics that the program is failing across the board. Reaction will set in shortly thereafter and we as volunteers will be flooded with all manner of policy, direction and urgings to fix the problems. Why aren't the commissioners and leaders keeping the boys in Scouts?, etc. We'll end up being hounded about falling numbers, program quality, etc. The poor unit leaders will spend endless hours setting up patrols and programs for new Scouts that never intended to participate. Those Scouts that join and end up in two or three boy patrols will get cheated big time and probably drop out too. Net result will probably be a long term loss of membership.

Come on folks, lets not play with the numbers. Remember a Scout is Trustworthy. Lets stick to registering real Scouts who are participating in the program. Only by honestly assessing our membership will we have an idea of how we are doing.

Lets face this problem head on. Less than half the boys in Cub Scouts become Boy Scouts and less stay more than a year. Why? Lets work on that problem right now. Obviously these boys are making choices and Boy Scouts isn't for every one of them. But there are a lot of instances where the Boys don't really get a good bridging experience. Lets put emphasis on getting a better transition. Its high time that we realize that more emphasis needs be placed on this important phase of Scouting. Lets think about designing programs that encourage the transition.

Here in George Washington District, we make sure that we have a Camporee each year that has special Webelos Activities so that they can come and get a taste of what's to come. Lets do more about getting Scout Shows out where the boys, who don't belong or haven't decided, can see what's out there. Lets get camping promotion to the Packs and get them fired up to go to Scout Camp while they are still working on Webelos and/or Arrow of Light. There's plenty to be done that will have a long term positive effect without diddling with the numbers.

If all we can think of is playing with the numbers, then I suggest that we start registering graveyard Scouts, at least that way Scoutmasters won't

have to put up with expending unneeded efforts at setting up patrols that won't work out and programs that won't be attended. At least this would be more honest. No I'm not serious about registering the dead, but it makes about as much sense.

It comes down to focusing on PROGRAM, PROGRAM, AND MORE PROGRAM and not

focusing on accounting sheets. Yes, yes, we have to deal with funding and numbers are important. But sooner or later folks will figure out what's going on and pull funding, if its not really reflective of true membership. And what an embarrassment that would be for an organization that is trying to teach the virtues of honesty. We can and should do more to make these numbers better, because we should be getting Scouting out to more eligible boys and giving them real opportunities. Lets get out there and get going.

Speaking only for myself in the Scouting Spirit, Michael F. Bowman
Prof. Beaver, Nat. Capital Area Council, BSA mfbowman@CAPACCESS.ORG

Date: Tue, 6 Jun 1995 00:51:57 -0400 (EDT)
From: "Michael F. Bowman" <mfbowman@capaccess.org>
Subject: Re: Webelos to Scouts Transition
To: Kathie Cerveney <kathie@delta.eecs.nwu.edu>

Kathie,

Please read my words carefully. I purposely used the word "register" because that was what was up for consideration. Registration is more than going through the exercise of filling out the application to have it ready, if and when a Scout decides to cross-over. Registration also includes paying the fee for transfer and joining a Troop. My concern was that we don't get the cart before the horse.

I agree with all that you said regarding the importance of getting a Webelos to fill out an application, visiting Troops, etc. I am only too keenly aware of how important that is from my own work in the membership area and as a trainer. What is up for consideration now is much more, it is a requirement to join Boy Scouts as a condition precedent to being allowed to earn the Arrow of Light.

Speaking only for myself in the Scouting Spirit, Michael F. Bowman
Prof. Beaver, Nat. Capital Area Council, BSA mfbowman@CAPACCESS.ORG

Date: Tue, 6 Jun 1995 21:53:53 -0400 (EDT)
From: "Michael F. Bowman" <mfbowman@capaccess.org>

Subject: Re: Webelos to Scouts Transition

Chris,

The problems you mentioned are real and hit a lot of Councils. This all goes to planning and you are right - Scout Troops need to more of it. Many experienced Scoutmasters welcome the opportunity for incoming Webelos by making sure to reserve enough spaces at camp for Scouts in the Troop and estimated incoming Webelos. This really helps when a camp is often full very early in the year. Troops that don't want new Webelos to go to camp are missing the best opportunity to get new Scouts that they have. If denied this important opportunity, many will quit before the second chance comes around. Such a Troop may well dwindle.

The best Troops plan well in advance to be receptive to Webelos by having a strong den chief program, joint activities, meetings oriented to exciting the Webelos, and early meetings with prospective parents to arrange for the new Scouts to be able to go to summer camp.

However, it sounds like you haven't found such a Troop just yet. Talk to your Commissioner staff about other Troops and they should be able help you find one that takes membership seriously. Alternatively, if the Troops in your area are already saturated, I don't know of a DE that wouldn't jump at the chance to organize a new unit.

**Speaking only for myself in the Scouting Spirit, Michael F. Bowman
Prof. Beaver, Nat. Capital Area Council, BSA mfbowman@CAPACCESS.ORG**

**From mfbowman@CapAccess.org Tue Sep 19 00:36:09 1995
To: SCOUTS-L Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>
Subject: Re: Webelos Transition to Boy Scouts**

On Mon, 18 Sep 1995, bope, karen wrote:

- > We have a den of 9 boys who are in their last year of Webelos.**
- >**
- > We have the choice of joining an established Scout troop of**
- > approximately 26 boys, or reinstituting a troop that now has no**
- > members.**
- >**
- > Any advice on the pros and cons of starting our own troop vs. those of**
- > joining an established troop? Thanks in advance.**

I'm glad that you are considering both options. There is merit in both. If you restart a defunct Troop you may ultimately bring Scouting to more boys and do a lot of good. If you plan to do this, you should be aware that it will require considerably more parental effort to set up a committee, find a suitable Scoutmaster, etc. And in many ways a small growing vital Troop is much better than a larger one that is on the decline.

On the other hand by joining an established Troop, the Scouts will find a group with an established program and plans already underway for activities so that they can hit the ground running. And a Troop without new transitioning Webelos each year is apt to die out in a few years. If the existing Troop has a good program and the Scouts are interested in joining it will help them get the full benefit of the program without delay.

One thing you should do in weighing the options is to get a picture of how the Troop of 26 is doing and whether it will meet the needs of your Scouts. You also should be looking at whether not joining would contribute to its collapse in the next few years. It doesn't do much good to create a weaker Troop that has a higher risk of failure and deprive an older Troop of members insuring its failure, if it is dependent on your Pack for new members. This could lead to two failed Troops.

Talk with your District Commissioner's staff. They will have a pretty good idea about the vitality of the older Troop and whether starting a new one would be viable as well. Talk with the boys and parents about whether they would be willing to go the extra mile to start fresh.

In the final analysis ask the question of what is best for the nine Scouts you have. What is the best way of delivering the Scouting promise to them? Which will be most likely to ensure they join and stay long enough to benefit from the program?

**Speaking only for myself in the Scouting Spirit, Michael F. Bowman
DDC-Training, GW Dist. Nat Capital Area Council
mfbowman@CAPACCESS.ORG**

**Date: Tue, 19 Sep 1995 12:18:02 EST
From: Peter Farnham <pfarnham@ASBMB.FASEB.ORG>
Subject: Joining a new troop v. an established troop**

Hi all,

Karen Bope raised the issue of webelos joining a new troop or an established troop. I would look at the established troop first and make an assessment of its quality. There are several things you ought to look for in a troop.

1. Trained, two-deep, uniformed adults.
2. An active outdoor program, including summer camp?
3. Boy led.
4. Quality unit?
5. Participation in district activities?
6. Attention to proper uniforming?
7. Scout spirit?
8. Size. This last is perhaps a bit controversial, so let me expand on this a little bit in the hopes I can avoid being flamed. An article in SCOUTING magazine a couple of years ago talked about large units in a council in New Jersey. The quality units in this particular council were overwhelmingly those units that were larger. "Larger" for purposes of the article was defined as having 35 boys or more.

The point the article made was that a good program attracts attention, and scouts want to join it, which leads to large units. A troop in trouble is more likely to be small.

Now, before I get flamed by all of you out there in small troops, let me point out that there is not necessarily a correlation. I merely point out that small size may--repeat, may--be an indicator of a problem, especially if most of the first seven criteria in my list are not there.

I also point out that my troop had five boys when we rechartered last July. We are now up to seven. So my own unit is small as well. But our goal is to get us up to the large troop category, and my SPL (who

is a real gem) and I intend to do that through a quality boy-led program. The reason we were small when I came in was that the first seven criteria on my list were either entirely or mostly absent.

Anyway, the above criteria are not exhaustive, but I think they cover most of the major points. If the established troop meets most of these criteria, Karen has a good unit for her boys to join, it seems to me.

There are advantages to coming into a dying troop, or starting a new one, however. The main one is that you don't have any history to contend with, as in, "Oh, we've always planned the program for the boys, Ms. Bope. They like it that way. That way, they can concentrate on having fun. After all, they're just boys. They don't know how to plan a year long program."

Or: "You can't do that; Mr. Jones (the revered predecessor to the new SM) never did it that way."

In other words, you have the chance to get in on the ground floor and get a program going that is run properly. This would especially be an advantage, if the alternate route--i.e., the established troop--is not well run. A new, dynamic troop with a good program would also make the other troop better by virtue of the competition, because they'd start wondering why all the boys who used to join their troop now are going into the other one.

Anyway, just a few thoughts on this issue. My own preference would be to come into a new situation myself and set up a troop that was properly run, but that's just me. If you don't want to have to worry about that and just get your boys into a well-run, already-established troop, that's a good call too.

I want to close with the most important point, however--what do the weebies want to do?

YiS,

Pete Farnham
SM, Troop 113
GW District, NCAC
Alexandria, VA

pfarnham@capaccess.org

Date: Wed, 20 Sep 1995 18:16:53 -0400
From: "Larry R. Higgs" <LHScouter@AOL.COM>
Subject: Webelos Transition to Boy Scouts

Six years ago I formed my own troop. My son was in Webelos 1 when I saw what was happening to the partner Troop. The existing Troop wasn't "bad" but it wasn't giving the program for young scouts. This troop got into the habit of collecting papers every weekend. They had a troop policy that in order to go camping and do the "fun" things you must have a 70% attendance in meetings and paper drive. I couldn't see my 11 year old son spending 3 of the 4 weeks a month running behind a truck collecting papers throughout the city. My choice was to ask my church for partnership. I had no problems in organizing the troop. We started out with 5 scouts, 2 leaders and 3 committee members.

Four years latter, we had 35 scouts, 10 leaders and 8 committee members. The hardest part of a new troop is lack of boy leaders. It takes 4 - 6 years to train and have the scouts mature enough to realize they are the program planners and executers of the program.

Side note: Two years ago, our troop was asked by the council to take over the older existing troop. With over 60 years tenure, the charter partner didn't want to drop the troop and they wanted a program for their youth. After much sole searching, we went over. Because of the paper drive, we "inhereted" over \$30,000.00 and 3 late model step vans. A lot has happened to adjust this situation with the charted partner and much donation to them.

It just shows how a scout troop can stray from the original program. I am constantly reminded of this and try to strive to have a good program. [Yes, the money situation was resolved (I thought) before I accepted the existing troop.]

Personally I would have preferred to have my son enter an existing properly run troop. I would have been perfectly content in being on the committee or as an ASM. But over the years I have seen that there are as many scouting programs as there are Scoutmasters. By starting your own troop you can offer your scouts the program you feel will fulfill the objectives of the BSA. The only other personal burr I had was the statements from the District Committee staff, commissioner staff, and other Scoutmasters that I troop in the City could only be 6 - 10 boys strong because of all the other activities in the city and the disinterest in Scouting. I wanted to show this people how wrong they can be. All you need to do is turn on Adults and put on a good program, the boys will come.

YIS

Larry R. Higgs

Scoutmaster T-305

Reading, PA

"I use to be an Eagle" and watching an Eagle grow!

From mfbowman@CapAccess.org Wed Oct 4 00:31:54 1995

Subject: Re: Webelos den/patrol names

Carol, Alan and others:

Webelos are a tough crowd when it comes to picking a name. They are just getting to the point of wanting to be like Boy Scouts, but still have not reached the point where they can put aside a bit of selfishness in favor of group consensus - many can but there will be a few that can't and this is pretty normal for the age group. Don't be too distressed. Suggest to them that they be the Zoo Den and that each can pick a different den patch. This works when there is only one Webelos II den and they are the only ones to use the patch instead of number. The flag can then feature all the favorite animals. If you have a second den, get the Scouts to agree to a name like the "Great ones" "heros", etc. and use the patches of vikings, frontiersman, chief, flaming arrow, etc. for this group. Sure this is not uniform and some would get a fit over boys in the same den having different patches - they'll get over it. The important thing is for the Scouts to gain a sense of identity as a group and to learn alternative ways of handling problems. Part of character building and citizenship is learning these skills and the uniforming and patches, etc. are only tools. Keep your eye on the goals of Scouting and you won't go

far wrong. Be creative with them and you'll find that you can get a certain degree of harmony. Another approach in a larger Pack would be to get one group to be the reptiles, another to be the birds, etc. then each could pick a related patch. Try these alternatives to forced consensus on a single patch when it is clear they aren't able to achieve consensus.

Speaking only for myself in the Scouting Spirit, Michael F. Bowman
DDC-Training, GW Dist. Nat Capital Area Council
mfbowman@CAPACCESS.ORG

Date: Wed, 8 May 1996 22:40:50 -0400
Reply-To: SCOUTS-L - Youth Groups Discussion List
<SCOUTS-L@TCUBVM.IS.TCU.EDU>
Sender: SCOUTS-L - Youth Groups Discussion List
<SCOUTS-L@TCUBVM.IS.TCU.EDU>
From: "Michael N. Kazarinoff" <mnk1@CORNELL.EDU>
Subject: Webelos Badge Ceremony
To: Multiple recipients of list SCOUTS-L <SCOUTS-L@TCUBVM.IS.TCU.EDU>
Status: RO
X-Status:

>

>The 13 Webelos in our Pack just received their Webelos badges, and the other den leader and I wanted a special ceremony where each boy could participate. We took parts from several ceremonies and it turned out quite well- one visitor remarked, "Wow, I wonder what they'll do for their Arrow of Light ceremony?" Let me know if you try it with your boys.

>Yours In Scouting, Holly Kazarinoff

>

>Ceremony For Presentation Of Webelos Badge

>

>Set-Up: Cubmaster , Asst. Cubmaster or Den Leader, Webelos, Parents, fake fire, candleabra containing one large lit candle and thirteen empty holes. Boys are lined up at the back of the room, each holding an unlit candle. Appropriate background music adds to the atmosphere. Turn off music when boys begin to speak.

>

>Asst. Cubmaster: Akela, we have here some brave young men who would like to join our Council Fire.

>

>Cubmaster: Tell us what they have done to deserve such an honor.

>

>Asst. Cubmaster: When these boys became Cub Scouts, they worked hard to learn the ways of the Bobcat, the Wolf and the Bear. Now they are ready to

become Webelos.

>

>Cubmaster: Have them come forward to add their light to our Council fire and tell us what they did to earn this rank.

>

>(Cubmaster steps aside. Boys come forward and line up behind the table. Each boy steps forward in turn and reads his part. After reading, he lights his candle on the tall white candle and places his candle in the first empty hole of the candelabra and steps back to his place in line.)

>

>Cub #1: We didn't walk the Webelos trail alone. Our parents read the Parent Guide in our handbook so they could help us go and grow.

>

>Cub #2: We had to be active in our den and pack for three months. Our Cub Scout Spirit showed as we joined in the projects, games, and field trips.

>

>Cub #3: We had to explain the meaning of the Webelos badge. This badge has blue and gold symbols that show we are moving up from Cub Scouting to Boy Scouting.

>

>Cub #4: Webelos can wear either the blue or tan uniform. There are three special parts to our uniform: the Webelos cap, the Webelos neckerchief and the Webelos neckerchief slide.

>(Point to each part as it is said.)

>

>Cub #5: We earned three activity badges, including Fitness. For Fitness we had to exercise thirty days, study the food pyramid and talk about how drugs and alcohol affect us.

>

>Cub #6: We planned and marched in flag ceremonies in our den and pack. We learned to respect and honor the flag of the United States.

>

>Cub #7: We learned about the Boy Scout Promise which reminds us to be honorable and fulfill our duty to God, country, other people and ourselves.

>

>Cub #8: We learned that the Boy Scout Law has 12 points. Each point is a goal for every Scout, and he does his best to live up to the Law.

>

>Cub #9: The Boy Scout motto is "Be Prepared." That means we should always be ready in mind and body to do our duty and to face danger, if necessary, to help others.

>

>Cub #10: The Boy Scout slogan is "do a good turn daily." A good turn is an extra act of kindness, not just something you do because it is good manners.

>

>Cub #11: We learned the Scout sign which Scouts use anywhere in the world

(show sign),

>the Scout salute meaning respect and courtesy

>(show salute), and the Scout handshake, a token of friendship.

>

>Cub #12: We learned the Outdoor Code. It tells Scouts how to behave outdoors and to take good care of nature so that everyone who comes after us can enjoy it too.

>

>Cub #13: We did the religious part of the Webelos badge at home and in our churches. A Scout is reverent toward God and he respects the beliefs of others.

>

>(Cubmaster now steps forward to the center.)

>

>Cubmaster: Webelos Scout Parents, please come forward and stand behind your sons.

>(Parents move into place.)

>

>Cubmaster: I am very pleased that these boys are ready to join our Council fire as Webelos Scouts. I will present the badge to the parents. Please hold them until they have all been handed out. (Name boys and hand badge to parents. Boys and parents stay in place behind the table. Cubmaster stands aside when finished to allow for "photo opp.")

>

>Cubmaster: Now you may award your son his Webelos badge. (Pause) We are proud of the Scouts who have received the Webelos badge tonight. The final step as a Cub Scout before graduating to a Boy Scout troop will be to earn the Arrow of Light Award. I look forward to presenting this to you next year. Congratulations!

Date: Sun, 25 Aug 1996 00:14:17 -0400 (EDT)

From: "Michael F. Bowman" <mfbowman@CapAccess.org>

To: SCOUTS-L - Youth Groups Discussion List <Scouts-L@tcubvm.is.tcu.edu>

Subject: Webelos/Scout Retention

Marie,

Alan was recommending Webelos Leader Training, which goes by many names

depending on the Council. Though no longer required, it remains valuable where offered. But not all Districts offer the course. In fact our Council conducts the course as a Council course to combine resources and we are one of the larger Councils. I suspect that there are many other Districts that no longer offer this course and pool resources. Like

Alan, I encourage Webelos leaders to attend because it is valuable. I like Alan's idea of encouraging Webelos Leaders to also attend Boy Scout Leader training (Scoutmaster Fundamentals), which towards the end of the Webelos program may help them move quickly into an ASM slot.

Your statement that the Webelos program is an 18 month program, not a two

year program is not entirely accurate. A Cub who graduated from third grade in June 1996 was immediately eligible to join a Webelos Den. 21 months later in mid March 1998 he might cross over into Boy Scouts. Or in some Packs it might be in mid May - 23 months later. Officially the Scout can stay in a Webelos Den until he six months after he reaches his 11th birthday or until he completes fifth grade, whichever is later. For some boys who are held back, they could even stay a third year! if their parents felt it appropriate, though this is unlikely in most cases. In fact the Webelos program is one that is intended to span a two year developmental period. However, many Councils strongly encourage Packs to

have the Webelos crossover in February or March in order to prepare for summer camp and because experience has taught that many of the boys will

have earned all the activity badges by then. Still this is not an absolute rule - this is a guideline.

A great number of Packs prefer that the Blue and Gold Banquet be a time to celebrate the accomplishments of the Boys and especially those in the Webelos program, using it for an Arrow of Light ceremony. They see this as the one Pack Meeting where advancement recognition is a highlight and want to include as many Scouts as possible, feeling that the crossover - goodbye should come in March.

In your Council, you may have a policy of doing crossover ceremonies in February, but this is not universal.

As to ceremonies, this is an area where there are two camps of opinion. Ideally the Webelos program should be working to prepare the Webelos Scouts to become Boy Scouts and as soon as they've earned the Arrow of Light they should be going into a Troop without having to wait another month to have a separate ceremony on a different date. It is possible in a Pack Meeting to have several levels of advancement ceremony with clear distinctions or to have a two part ceremony that is both meaningful to the Scout and memorable. Others would argue for separate ceremonies on different dates to highlight the two events. I'm not sure that one line

of thought needs to be declared right and the other wrong. The key thing is whether the Scout is accorded recognition for both in such a way that it is clear he has achieved the highest rank in Cub Scouting and taken the additional step of graduating into a Troop.

You mention having a set time for AOL ceremonies and graduation. This may be good, provided that all the Webelos are moving at the same pace. In some Packs this may not be the case. When I was a Cubmaster with more than one Webelos den, I found we had a den that was ready to crossover in March and another that was barely ready in May. We also had a middle group and a few boys that wanted to stay longer to finish their AOL and others that wanted to crossover earlier. The solution was to adjust to the needs of the Scouts. We kept pretty busy with meeting their needs by having three AOL ceremonies and two crossover ceremonies that Spring. And we kept the time for the Pack Meeting to just under an hour and fifteen minutes by planning carefully. It meant a lot to the boys to be able to move at their own pace, whether fast or slow and still have full opportunity. As a result all but two boys ended up going into Boy Scouts. Now if we had hurried them up to a February crossover, we'd have lost about half of them.

While I think that it is better to cross them over sooner than later, I also am concerned that we look to what works for the unit and its Scouts. In some Councils the pressure is on for February/March crossover and in some it's a rule. If so, that is fine and the units know to adjust their programs. If not, then each unit has to look at the boys themselves and see what works. And if there is a slow Webelos Den, give them a bit of coaching and use the time to see that they make it too, even if it is a bit later than we'd like. :-)

Speaking only for myself in the Scouting Spirit, Michael F. Bowman
Dep. Dist. Commissioner-Training, G.W. Dist., NCAC, BSA (Virginia)
U. S. Scouting Service Project FTP Site Administrator (PC Area)
ftp1 or ftp2.scouters.com/usscouts E-mail: mfbowman@capaccess.org

Date: Sun, 8 Sep 1996 15:42:48 -0400 (EDT)
From: "Michael F. Bowman" <mfbowman@CapAccess.org>
To: SCOUTS-L - Youth Groups Discussion List <SCOUTS-L@TCUBVM.IS.TCU.EDU>
Subject: Webelos Transition, Was Univ. of Scouting

Linda,

One of the things that often gets overlooked in the Webelos-to-Scout transition amid the flurry of activity badges, is the importance of helping to see that each Webelos Scout gets a chance to find a good match with a Scout Troop. Too often there is an implied assumption that a Pack's graduating Webelos will all go to Troop X. It is far more important to give the Webelos exposure to area Troops with differing programs and help see what choices are out there. At a minimum, however, the Webelos Den Leader should be checking the following in considering which Troops his Webelos might visit (borrowed from Pete Farnham):

1. Trained, two-deep, uniformed adults.
2. An active outdoor program, including summer camp?
3. Boy led.
4. Quality unit?
5. Participation in district activities?
6. Attention to proper uniforming?
7. Scout spirit?
8. Size - right fit?

If a Troop checks out, then the chances are that if a Webelos joins the Troop he'll stay longer.

Speaking only for myself in the Scouting Spirit, Michael F. Bowman
Dep.Dist.Commissioner-Training, G.W.Dist., NCAC, BSA (Virginia)
U. S. Scouting Service Project FTP Site Administrator (PC Area)
ftp1 or ftp2.scouters.com/usscouts E-mail: mfbowman@capaccess.org

Date: Sat, 22 Feb 1997 08:36:28 EST
From: "David F. Delman" <71155.2447@COMPUSERVE.COM>
Subject: Transitions and Recruiting

Kelly

I agree it is handled poorly by most troops

They tend to create their own future death by lack of attention to the needs and hopes of their future customers. The adults, scouts, and den leaders that are in the Weblow dens just below them.

The troop I am in now practices a couple of neat ideas that create an intermixing effect.

**Den Chiefs Can be risky or fantastic
You have to pair up the right boy
with the right den leader
For next year weblows I would give the best.**

**October Weblows and Some Scouts Campout together
Camporee at a primarily Weblow event
-If the scouts have some project or activity
to perform this can work. Otherwise they are
bored with the kid stuff.
-We built a monkey bridge for the cubs to cross
The cubs couldn't believe this could be their future
-I encourage this early in the year mixing campout**

**February Early February
Meeting -Brings in the Den Intact, and
Inclusion -Hopefully the Den Leader**

**February Late February
Crossing**

**Patrol In the above manner the weblows come in
Created as a patrol already working together
scouts, adults etc.**

Recruitment: I feel should be done on a regular basis
We are missing so many young men that would
love scouts and be better scouts than some
that have fallen into the doldrums.
Most troops try recruitment only under crisis
when they are about to die and the bottom
is gone.
Some Patrol (Venture or Middle should be
assigned this task and do it twice a year.

-----Reference Message-----

Date: Thu, 20 Feb 1997 16:12:38 -0700
Reply-To: Kelly Parker <kelly_parker@MESAQM.SPS.MOT.COM>
Subject: Transitions and Recruiting
To: Multiple recipients of list SCOUTS-L <SCOUTS-L@TCUBVM.IS.TCU.EDU>

The comments on the AOL requirements have brought to mind another issue

or two with the transition process from Cubs to Boy Scouts.

First,
when does the troop allow the boy to join and participate? My pack has sent boys on to 3 different troops over the past 5 years, and each has a different policy. BTW, we normally cross our boys over in late April-early May.

One group will accept the boys immediately, and include them in their summer camp trip. The second has done the same, but only because the boys had older brothers in the troop who were going. The third unit only accepts new boys in September, so those who go to that unit do not go to camp with the troop. None of these troops has much in the way of a summer meeting schedule, so the month of May and the time at camp are all the new boys can participate in.

Second, it seems to me that troops in general have lost any desire to recruit. Many are the howls at RT about how this or that troop died because "their" Cub Pack sent Webelos elsewhere. School Night seems to be for the Cubs, only. Is this common? I did a small flier last year that exhorted our troops to give recruiting a try, with the note that "Just because he wasn't a Cub, he can still be a Scout!" Do any of you

go out and actively talk to and recruit sixth and seventh grade boys into your units?

Well, enough fat on the fire--I look forward to your comments.

Kelly Parker

CM, Pack 43, T-Bird District

Grand Canyon Council

Phoenix, AZ

Date: Sun, 23 Feb 1997 22:38:28 UT

From: Peter Kennon <Peter_Kennon@MSN.COM>

Subject: Re: Transitions and Recruiting

This is a very important topic. I see many troops do not take it as seriously

as they should. There are three types of troops; 1.) The troop no one knows about and needs new cub scouts, 2.) the older troop that has always gotten their cubs from one or more packs. All the cubs in this pack move into this troop. and 3.) the troop that is actively sought by packs for its program, adults and older boys.

I believe that your goal should be to become 3. There are three parts to integrating boys from cub scouts to boy scouts. 1.) The Arrow of light/informational/promotional section 2.) the cross over 3.) the first year.

The most important thing to keep in mind is that the boy will drop out if he

is not having fun. Not having fun can be caused by a number of things.

- He may not feel like he is prepared to enter BS
 - He may not feel like he is good enough to enter BS
 - He may not be interested in BS
 - He may be harassed his first few times
 - He may be bored his first few times
 - He may be overworked his first few times
 - He may not enjoy the adult and junior leadership
- These "go away" factors can be minimized.

The first thing is to start early connections to the den. Your troop should have a good relationship with the boys and the parents before they join the

troop. Have a least 1 den chief per den. Your den chief should be at least a star scout. Invite the den to at least 1 camp-out, 1 activity, 1 meeting and the parents to 1 committee/parents meeting. Then about 1 month before the Webelos cross over have the troop guides that will be working with them go to a den meeting and discuss the Boy Scout program with them. (an outline of this meeting is available upon request)

The next stage is the cross over. The key to this stage is planing. It should be short, meaningful and "cool". Talk with the den leader, cubmaster and parent to see what they want. Have your troop guides and ASM New Scouts make a brief presentation at the B&G about what this means. The cross over in FEBUARY (more on this later). The actual crossing over we do has many parts. First as the cubs cross the bridge they are given a book and the troop numerals from the scoutmaster. Then they move to the ASM New Scouts he gives replaces the Webelos neckerchief with the troop's new scout neckerchief. Then he moves on to the Troop guides the TG's replace his Blue shoulder loops with red ones. This should be quick, but meaningful.

The final, but most important stage is the first year program. This should be taught using a lesson schedule such as The Adventure To First Class 1997 (If you want more information about this E-Mail me) This should get them from Scout to 1st Class in under a year. The reason for crossing over in February is so they can be at about 2nd class when they go to summer camp. This way they have a lot more fun. The new scout patrols should have about 8 members with one Patrol leader that goes to troop JLT. The troop guides should be some of the most senior boys in the troop. They should be 1 troop guide per patrol

and if you have more than three NS patrols you should have a JASM in charge of the NS program and planing. The troop guides are the most important part of the entire program, they should be some of the best scouts you have.

Sample Schedule

May

All dens get a well trained Den Chief to began transition.

Sept

Dens attend fall Camporee

Nov.

Den Parents attend parents/committee meeting

Dec.

Dens attend court of honor

Jan

Dens attend meeting and Troop events

Troop Guides conduct welcome to Boys Scouting with Den

Feb.

Cross overs

March

NS program starts

Dec.

1st class for all NS

Peter Kennon

Peter_Kennon@msn.com

Eagle Class 1997

JASM Troop 171 Indianhead Council

SPL Jamboree Troop 1035

Medic, Crew Chief Eagan (MN) Fire Explorer Post

Staff 1997 Indianhead Council 1997 JLTC

Date: Mon, 24 Feb 1997 15:36:55 -0600

From: "Todd N. Tingblad" <ttingbld@PRESSENTER.COM>

Subject: Re: Transitions and Recruiting

Some more items that make the transition to the Boy Scout program from the Cub Scout program are below.

Many times, the new scout parents simply do not understand how the Boy Scout program functions because of the way Cub Scouting is run (Cub Scouts

-- Hands On Parents. Boy Scouts -- Boys Leading Boys). So even with a Den

Chief in the Webelos patrol working with the boys, parents also need help to transition into Boy Scouts. At the January 97 Roundtable for my district, I presented the following items in my Webelos Transition presentation. Many of the things I said and will list here, surprised those Scoutmasters so much, they started asking question on more details on

the subject. I don't thing they really understand the importance of them being part of the Cub Scout program until now.

So here goes:

*** Recuitement of Cub Scouts for Boy Scouts starts at School Night with the new Tigers (remember, every time I talk able a program area, I also mean to**

include the scout's parents). The Boy Scouts should do the openning (Flags). It is the Boy Scout program that is the Flagship program. It is this program why these Cub Scouts happen (check your Scouting History). It

is the program that the none Scouting educated sees as the camping & outdoors program. Remember, hiking and camping are the number one reason a boy joins Scouting.

*** Every single den...even Tigers...is to have a Den Chief. Look at your Scouting History and how gangs function today. It is always the younger ones looking up to an example as to what they what to grow up to be like. Better it be a Scout than some non-Scouting person doing non-Scout like activities. A Den Chief is a weekly recruiter in the den. These cubs all want to hear what that Boy Scout has done on the last troop outing. With Boy Scouts going out every month, this becomes really easy.**

*** Den Leader Training. It is the Scoutmaster's or assigned Assistant**

Scoutmaster's Job to train the Den Leader in how to use that Den Chief. Too many times, a Den Leader will not take a Boy Scout because all they see is another kid to watch and control. Remember, that Den Chief is there to learn to lead and to lead. Without this training, the Den Chief program and the recruitment they mean (don't forget the great example to the young cubs). Trained Den Leaders will use the Den Chief as a co-leader instead of some older trouble maker. The Den Chief needs to lead. That's why its a Leadership Position for Star, Life, and Eagle.

* Joint Activities. Yes!!! Do service projects together (Scouting For Food). Do a Fund Raiser together (Trailends Popcorn, Christmas Tree lot). Have a Welcome Back party as part of the start of School in the fall. Have a joint Blue & Gold/Court of Honor (Welebos Graduation). May Graduation of

Cubs from one program level to another. Have the Boys Scouts run the graduation. Move those neckerchiefs (Tigers to Wolves, Wolves to Bears, Baers to Webelos I, Webelos I to Webelos II). Remember, there is no neckerchief change from Webelos I to Webelos II. Those new second year Webelos need something. The Boy Scouts should present the Webelos a Boy

Scout Handbook. In the handbook, there is a label with the troop's name and meeting night, a contact person (SM or ASM) with phone number. This gives the Webelos and their parents a change to start learning how a Boy Scout troop and program functions. Many new parents just don't understand that Boy Leadership thing.

* Merge Webelos II with Boys Scouts. Have the Webelos II (5th grade Webelos) start meeting the same night at the same time at the same place as the Boy Scout troop does. Have joint Opennings and Closings. By doing this, you force the Webelos parents, that come to pickup their sons, to see the Boy Scout program functioning (Boys leading Boys). It also gives these parents a chance to talk to the troop adult leadership. Good time to start the recruitment of new parents. As the months go along, include the webelos in more and more of the troop meeting. By the time they get to a month or so before graduation, these webelos are meeting just like another Boy Scout patrol. They no longer need to move to their own room, they just go to a corner like the Boy Scouts do. By doing this with the Den Chief, recruitment of the Webelos Den Leader into the Asst. Scoutmaster for New

Scouts become much easier. See below on den/patrol organization. This also gets the parents and Scouts into the new idea of weekly troop meetings instead of monthly pack meetings.

* Invite those 5th grade Webelos on every Boy Scout campout. They still must function under the rules of Webelos camping, but they are out with the troop. Again, with the Webelos rules of camping in place, more Webelos parents get to see the Boy Scout program functioning, now in the outdoors. Introduce more boy cooking the more the webelos are out with the boy scouts.

* Webelos Graduation. After you have done all the recruiting, graduation should be a special time for everyone; Webelos, Boy Scouts, Den Chiefs, Parents, Webelos Den Leader, Scoutmaster Staff...everyone. Graduate everyone. As a Webelos crosses over the bridge, so too do his parents (remember, Scouting is a Family program...DON'T leave those parents on the other side of the bridge!!!!) Graduate that newly recruited Webelos Den Leader as a new Asst. Scoutmaster for New Scouts. Also graduate that Den Chief...he'll be that patrol's new Troop Guide. Now as the newest patrol in the troop, the Boy Scout program start with old friends. This makes being in the troop a lot easier. Than with the other joint functions, the younger Cubs Scouts will see their old friends functioning in the Boy Scout program. Again, recruitment is happening.

Den & Patrol Organization.

Remember, just a few years back when we lost Skill Awards and got this new

Troop Guide position and the New Scout patrol. Where did that come from?

Simple...Cub Scouting. Look at the organization of a Cub Scout Den and the New Scout patrol. Things look very much the same.

Cub Scout Den

Boy Scout Patrol

=====

Den Leader	New Scout Asst. Scoutmaster
Asst. Den Leader	2nd Asst. Scoutmaster
Den Chief	Troop Guide
Denner	Patrol Leader
Asst. Denner	Asst. Patrol Leader

Den Members

Patrol Members

It all relates one-to-one. That Asst. Den Leader and the 2nd Asst. Scoutmaster are very important for Youth Protection requirements.

Webelos Transition and Recuitement is a year-round function. Troops that do not see this see fewer and fewer new scouts. The goal is to give every Cub Scout a chance at being a Boy Scout. The lost of one Cub Scout is a lost of one Boy Scout. As we have seen in the Harris Survey, keeping a boy in Scouting, even one more year, can make a world of difference.

Special Note to Cub Scout Leaders:

If the local troop is not doing any of the above, get mad and get on your Unit Commissioner's case about it. Demand the best for your scouts. One of the function of a Unit Commissioner is to help with Webelos Transition. Work with the Unit Commissioner and the District Commissioner Staff to get that troop going in the right way for all Scouting in your community. No Boy Scout troop should assume that the Webelos from your pack will simply come walk in the door one day and sign up as Boy Scouts. Make them work for it as an active partner in Scouting for the kids.

Special Note To Boy Scout Leaders:

It is your responsiblity to do everything you can to keep everyone in the Scouting program. Total youth in Scouting should not have a big drop from Cub Scouts to Boy Scouts. Every boy that drops from Cub Scouting is one less for your troop. The national average troop size is about 20 boys. The average Cub Scout pack is around 40 boys. Where did the other 20 boys go? They are lost. We most likely will never see them again in the Scouting program. They are lost from having the greatest adventure of their life...Scouting.

Does the above work?

Yes. As a Unit Commissioner, the Pack and Troop I serve have seen a 100% transition of Webelos to Boy Scouts for the last 4 years. After one year in Boy Scouts, the troop has a 90% retention rate. That's one of the best in the district. I am now working to keep this going, get other units to

do the same and start getting own school night numbers even higher. Hopefully, this will result in having to form another Cub Scout Pack and Boy Scout Troop.

Hope this all helps as it has helped units in my district. Where did I get these ideas? Why from folks like you all. Visits to Philmont and other adult leader gathering activities and training. So this is not my idea, but all of our's. I just organized all the pieces to work together. Yes it does work.

YiS,

Todd N. Tingblad

LaCroix District Activities & Civic Service Chair -- retirement very soon
Unit Commissioner

Indianhead Council Webmaster <http://www.indianhead.org> yes, it needs work

Troop Committee Member, Troop 460, New Richmond, WI

P.S. I have change jobs and so my e-mail has changed. To my many friends

on Scouts-L, my new address is:

ttingbld@pressenter.com