

# French Creek Council, BSA

## Webelos-to-Scout Transition Recruitment Guide



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# Overview

All youth in the French Creek Council should have the opportunity to benefit from Scouting.

The transition from Cub Scouts to Scouts BSA is when we lose a large percentage of our membership. An effective Webelos to Scout Transition plan is essential for retaining our current Cub Scouts by moving them into a Scouts BSA Troop.

To have an effective plan, we must address the following issues:

- Youth are tired of the Cub Scout program after five years. They do not have an understanding of the Scout BSA program and we need to ensure that they do.
  - Invite the Webelos/AOL den to attend at least one troop meeting and one campout during their 5<sup>th</sup> grade year.
  - Have the Webelos/AOL dens between their 4<sup>th</sup> grade and 5<sup>th</sup> grade year take a “field trip” to camp for one day during summer camp to visit a local troop. Have someone from the troop give them a tour of camp.
  - Conduct “Webelos/AOL Talks” within the Webelos/AOL dens telling them about the fun and exciting things they get to do within the troop. Share the annual troop program plan of outdoor adventure including monthly campouts, canoe trips, backpacking trips, etc.
  - Assign a Den Chief from a troop to each Webelos/AOL den. The Den Chief ideally would serve as the “Troop Guide” once this group moves up into the troop.
  - Have monthly “connecting activities” between the pack and troop. Ideas are available in this guidebook.
- Webelos/AOL Leaders don’t know anything about the Scouts BSA program and are not encouraging their boys/girls to move on. They see it as an end to their volunteer involvement in Scouting. We need to change that misconception.
  - Talk to the Webelos/AOL Leader early about the Scout BSA program. Invite them to be an Assistant Scoutmaster within the troop for the New Scout Patrol.
  - Encourage the Webelos/AOL Leader go through Scoutmaster Leader Specific Training and Outdoor Leader Skills while still in Cub Scouting.
  - Invite the Webelos/AOL Leader and den to participate in troop campouts.
  - Have leaders within the troop help the Webelos/AOL leader teach the activity pins.
  - Teach our parents and leaders that Scouting is a continuous program from Cub Scouts through Scouts BSA that will yield greatest benefit for youth if parents and youth persevere.
- More activities competing for time. It is true, but we need to show them why Scouting is worth the stress and how the time can be managed.
  - We do not compete with other youth programs. Our program serves all boys and girls ages 6 through 18. Our youth should participate in soccer, baseball, basketball, swimming, Girl Scouts, 4-H, church youth groups, and similar activities as those activities support our mission of teaching youth to become participating citizens with respect for others and the environment.
  - “Build it and they will come.” A well-planned program filled with outdoor adventure will attract youth. Communicate your troop’s annual program plan to the Webelos/AOL and their parents. Invite them to participate in activities. If they see the fun and adventure firsthand, they will pick our program over another.
  - Talk to the parents about the “Values of Scouting.” Scouting teaches leadership, problem solving, communication, ethical decision-making, and more.

- **Be flexible in attendance requirements.** Encourage youth to participate in other programs and know they are always welcome to attend when their other program is done for the year. Offer a “Saturday” van to troop campouts for those who have Friday night commitments.
- Scouting is not seen as “cool” among their friends.
  - Camping, canoeing, rock climbing, rappelling, backpacking, swimming, and sports are cool. Communicate your well-planned annual program plan to the Webelos/AOL and their parents. Sell the program!
  - Use peer to peer recruiting. If their friends are in the program and they know it, they are more likely to join.
- They are not asked.
  - Many times a Webelos/AOL and his parents are simply not asked to join a troop. Studies show that a boy has to be asked six times to join before he feels invited.
  - Have your New Scout Patrol “mentor” a Webelos/AOL dens. Encourage them to finish their activity pins, invite them to troop campouts, and personally invite them to join the Troop.
  - Have last year’s crossovers personally call every member from this years Webelos/AOL dens to invite them to join the troop.
  - Ensure that the parents also know that they are welcome and that the current group of uniformed leaders is not exclusive but counts on their participation and support.

## Responsibilities

- Webelos to Scout transition is everyone's responsibility -- Webelos Leaders, Cubmasters, Scoutmasters, Parents, Commissioners and the District Committee.
- All must work together to ensure that Webelos/AOL and their parents know all the great fun and adventure in store for them when they become Scouts. Webelos/AOL is not the end of Cub Scouts.
- The transition from Webelos to Scouts BSA is a normal and expected part of the program.

Following are specifically assigned responsibilities to ensure the transition is smooth and effective:

### Troop Responsibilities

- Troop Committee Chair appoints a Troop Membership Chair (position description follows) and reports name and contact information to the District Membership Chair.
- Troop Membership Chair with the advice and agreement of the Scoutmaster selects Scouts to serve as den chiefs for each Webelos/AOL Scout den and Cub Scout den in Packs associated with your troop. Arrange for Den Chief training.
- Troop serves as a resource for overnight activities. The troop can be of service to provide equipment, leadership, and logistics for Webelos/AOL parent-youth campouts.
- Troop Membership Chair conducts an orientation in the Bear Cub Scout dens to explain the changing role as boys become Webelos/AOL Scouts, and then again as they become Scouts. Explain how being a Webelos/AOL Scout will help prepare them for Scouting. Take some Eagle Scouts with you.
- Webelos/AOL den/Scout troop campouts should show Webelos/AOL 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/AOL Scouts can participate.
- Troop Membership Chair arranges for Webelos/AOL dens to visit a troop meeting. This should be planned several weeks in advance.
- Troop Membership Chair provides each Webelos/AOL Scout a copy of the troop's activities for the upcoming year.
- Troop Membership Chair/Scoutmaster works with Webelos/AOL den leaders to encourage them to plan to move into the troop with their Webelos/AOL Scouts and to serve either as committee members or assistant Scoutmasters.
- Troop Membership Chair arranges to have a Scoutmaster conference for each Webelos/AOL under the guidance of the Scoutmaster or the assistant designated by the Scoutmaster. This conference should cover the meaning of the Scout Oath and Scout Law, the advancement program, troop camping, the patrol method, summer camp, and personal equipment.
- Troop Membership Chair works 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/AOL Scouts to receive a troop neckerchief and *Scout Handbook* along with his/her Arrow of Light Award. Members of the Order of the Arrow may assist in the ceremony.

## Unit Commissioner Responsibilities

- Be a catalyst in developing good relationships between troop and pack leaders. Ensure that each troop develops an association with one or more packs and each pack develops an association with one or more troops.
- Ensure that assigned packs and troops have a copy of this plan, understand this plan, and establish a Webelos/AOL to Scout transition program consistent with this plan.
- Promote communication by scheduling a meeting of key volunteers.
- Help coordinate Webelos/AOL dens visit to a troop meeting and other joint activities. Ensure every Webelos/AOL den leader informs Webelos/AOL and parents of the opportunity to visit troop meetings and to participate in joint activities with a troop.
- 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 completed a Scouts BSA application, that they 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/AOL Scouts are moved from pack rosters to troop rosters.
- Make sure that every Webelos/AOL Scouts are invited to join a troop.
- Be sure Webelos/AOL Scouts join a troop in time to prepare for Scout summer camp.

## Pack Responsibilities

- The Committee Chair and Cubmaster should ensure that Webelos/AOL leaders are properly motivated and focused to ensure that Webelos/AOL are prepared to and do cross-over.
- Develop a working relationship with the leadership of a Scouts BSA 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 the activities. Community events can be done together, and planning can help prevent conflicts in the use of equipment and facilities.
- Work with troop leaders to secure den chiefs for each Webelos/AOL dens and Cub Scout den.
- Work with troop leaders to plan and conduct Webelos/AOL overnight activities.
- Work with troop leaders to plan visits to troop meetings.
- Invite the Scoutmaster and troop youth leaders to special pack activities. This will help create familiarity and a level of comfort for the Webelos/AOL Scouts and their parents as they ease into the troop.
- Plan a meaningful crossover ceremony at the pack's blue and gold banquet. Samples are provided in this plan. Have troop leadership be present to accept the Webelos/AOL Scouts as they graduate to Scouts BSA.
- Webelos/AOL leaders should be strongly encouraged to move into the troop with their Scouts, 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 Scouting.
- If a troop does not exist in your community, discuss with the head of the pack's chartered organization, the District Membership Chair, and the District Executive the possibility of organizing a troop. A graduating Webelos/AOL dens can form the nucleus of a new troop.

## Webelos II Den Leader Responsibilities

- Be enthusiastic about the coming cross-over of your Webelos/AOL to Scouts BSA!
- Speak to your Webelos/AOL and their parents about troop visits beginning in September. Discuss options such as: various troops and their different programs; crossing-over as a group or to different troops based on personal preference; troop location and impact upon participation; existing/historic pack/troop relationship and the fact that no youth is required to cross-over to a particular troop, rather youth should cross-over to the troop that is the best fit. It is very important that every Webelos/AOL and parent know that completion of Webelos/AOL is the not the end of Scouting, it is just the beginning and that the real adventure is to be found in Scouts BSA.
- Ensure Webelos/AOL parents have copies of the forms at the end of the Recruiting Guide (“Questions to Ask When Visiting Troops,” “Webelos/AOL Troop Visit Checklist,” “Adult Troop Visit Checklist”).
- Ensure that parents of Webelos/AOL understand that they are welcome and encouraged to participate in the troop their son/daughter chooses.
- Ensure parents of Webelos/AOL understand the differences between Scouts BSA and Cub Scouts, particularly the different roles of parents.
- Plan for your transition to a leadership role in the Scouts BSA Troop your son/daughter chooses to join.

# Timeline

The time-line should be modified to accommodate the Webelos/AOL dens that complete all requirements and are prepared to cross-over to Scouts BSA, some as early as December.

## August

- Get names, addresses, and telephone numbers of second year Webelos/AOL and parents from the packs from which your troop recruits. Record the information on the Webelos/AOL to Scout tracking form.
- Plan a joint Scouts BSA Troop/2<sup>nd</sup> year Webelos/AOL Dens camping trip for October.
- Select a Den Chief for each Webelos/AOL Dens.

**Other “connecting” activities:** Scouts assist with Pack School Nights, organizing games for the incoming boys/girls while their parents sign registration forms.

Scoutmaster attends Pack Committee meeting to explain how the Den Chief program works and find out how many dens are interested in securing a Den Chief. This gives the Scoutmaster adequate time to recruit Den Chiefs and send them to Den Chief training.

## September

- Mail a letter of introduction from the Scouts BSA troop to second-year Webelos/AOL to introduce them to the troop.
- Pack distributes “Questions To Ask When Visiting Troops,” Webelos/AOL Troop Visit Checklist,” and “Adult Troop Visit Checklist” to parents and guardians of Webelos/AOL. Forms are at the end of this Recruiting Guide.
- Put second year Webelos/AOL on the mailing list to receive the troop newsletter.
- Continue planning the joint camping trip for October.

## October

- Conduct the joint camping trip with Webelos/AOL dens.
- Webelos/AOL leaders go through Scoutmaster Leader Specific Training and Outdoor Leader Skills.
- Send invitations to Webelos/AOL to visit troop.
- Discuss with Webelos/AOL leaders fund raising opportunities in which Webelos II may participate with the Troop to have funds for camp next summer.
- Encourage Webelos/AOL leaders to begin discussing Scout summer camp with Webelos/AOL's and parents. Troops should provide printed material for Webelos/AOL leaders to distribute.

**Other “connecting” activities:** Scouts BSA Troop should plan a Webelos campout and invite the first and second year Webelos. Troop could teach skills needed for a variety of Webelos activity pins, particularly ones that need to be done outside. Troop conducts a campfire with skits & songs.

## November

- Attend a Webelos/AOL dens meeting to teach the Webelos/AOL how the Scout BSA troop works.
- Have Den Chiefs attend Den Chief training.

**Other “connecting” activities:** Scouts attends the pack meeting to show camp video/pictures and “talk up” summer camp to the Webelos/AOL dens. The troop gives the Webelos/AOL families the dates the troop will be attending Summer Camp along with the annual troop program plan. The Scoutmaster should prepare a list of basic Scouting equipment that the brand-new Scouts will be needing, like flashlights, pocketknives, mess kits, sleeping bags, backpacks, etc., so that these items can be Christmas gifts. Help the parents by giving tips on best prices, best brands, best sources – remember the Scoutshop is the source for official BSA clothing and equipment.

## December

- Set a date for Webelos/AOL and their parents to visit a Scouts BSA Troop meeting in January if they have not already visited.
- Send a small holiday gift to each Webelos/AOL.

**Other “connecting” activities:** Troop Membership Chair or Webelos-To-Scout liaison should attend Pack Committee meeting to introduce themselves to Webelos/AOL Leaders. From now until February crossover, the Webelos-To-Scout liaison should work closely with the Den Leaders to assure that all boys will be earning the Arrow of Light and to get Scout applications completed. This person should attend a Den Meeting in January to explain troop operations, answer questions, and establish a good relationship with all Webelos/AOL parents.

## January

- All Webelos/AOL and their parents attend a Scouts BSA troop meeting.
- Plan a crossover ceremony for the Blue and Gold Banquet in February.
- Attend a meeting for 1<sup>st</sup> year Webelos/AOL to introduce them to Boy Scouting.
- Accommodate those Packs and Webelos/AOL that wish to cross-over early with an appropriate ceremony.

**Other “connecting” activities:** Have some Scouts from the troop attend the Pinewood Derby and act as announcers, interviewing winners and “calling” the races. Encourage interaction between the Scouts and all the Cub Scouts.

## February

- Hold the crossover ceremony at the Blue and Gold Banquet.
- Depending on troop policy/preference: form a new Scout patrol for the new Scouts; or complete assignment of new Scouts to existing patrols with specific mentors to help with the transition to Scouts.
- Get new Scouts actively involved with the troop through troop activities.
- Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.
- Conduct a summer camp orientation for the boys and parents to encourage attendance.

**Other “connecting” activities:** Scoutmaster and several Scouts attend the Pack’s Blue and Gold Banquet to welcome the Webelos/AOL into their new troop. Form an honor guard for the flag ceremony using a mix of graduating Webelos/AOL and Scouts for the honor guard. The Scouts should change out the Webelos/AOL’s shoulder loops and give them their new neckerchiefs, handbooks, etc. Don’t forget those Webelos/AOL Leaders, they need new red loops too!

## March

- Plan a troop activity for new Scouts to get them involved with their new troop.
- Start training new Scouts for camping, don’t forget proper equipment, first aid, and survival skills. Conduct a Scoutcraft competition with prizes. Do a campout tailored to new Scouts needs and to accommodate weather. Don’t scare them off by making it difficult or a “Bootcamp” type environment.

- Follow-up with the family by phone, email, and letter of every boy/girl that did not crossover into your troop from the packs where your troop recruits. Assure them it is not too late, describe the fun events scheduled, and invite them again.

**Other “connecting” activities:** Troop and pack committees should coordinate a service project activities so Scouts can work as teams and parents of new Scouts can get to know the other parents. Plan a pizza lunch for the whole crowd after the work is done.

## April

- Ensure all new Scouts are planning to attend summer camp. Provide additional briefings and summer camp materials for new Scouts and parents as necessary.
- Ensure new Scouts are working on requirements for Scout and Tenderfoot.
- Attend a meeting of Bear Cub Scouts to introduce them to Scouting.
- Attend a meeting of 1<sup>st</sup> year Webelos /AOL and pick a date with Den Leader for a field trip to summer camp one day during the week you are at camp.
- Sponsor a troop activity for the new Scouts. Camping is why they are there.

**Other “connecting” activities:** Troop invites Webelos (4<sup>th</sup> graders) to District Camporee or other district event. They can join with the recently crossed-over boys to learn basic Scoutcraft, which will meet Webelos/Arrow of Light requirements for the Webelos/AOL and Tenderfoot requirements for new Scouts. If the District Camporee isn't conducive to this, the troop could put on its own campout to teach these skills to the younger scouts. Invite any boys/girls who still have not crossed over and use this event as an "Invite a Friend" activity. Be sure to let the younger boys/girls help cook and help tend the campfire.

## May

- Work closely with new Scouts and parents during their transition to the Scouts BSA troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts. Ensure new Scouts are well on the way to Tenderfoot before camp.

**Other “connecting” activities:** Troop organizes a Webelos/AOL activity pin fair, setting up booths for several Webelos/AOL Activity pins. These booths would be manned by Scouts BSA and both pack and troop leaders who would teach the skills.

## June/July

- Make sure all new Scouts attend summer camp with the troop.
- New Webelos/AOL take a field trip to summer camp for one day the week you are at camp. Someone from the troop gives them a guided tour of camp.
- Troop offers Scouts to assist Webelos/AOL leaders at Webelos/AOL camp, for example the evening when there is cooking in the campsite.

# DRAFT

## Webelos/AOL to Scout Transition

### Den Tracking List – 5<sup>th</sup> Grade Webelos

Projected Webelos Transition Date: \_\_\_\_\_

Pack # \_\_\_\_\_ Webelos Den Leader \_\_\_\_\_ Email \_\_\_\_\_

Cubmaster \_\_\_\_\_ Email \_\_\_\_\_

Scoutmaster \_\_\_\_\_ Email \_\_\_\_\_

Name	Address	City	Zip	Phone	DOB	Date of Arrow of Light	Date Joined Troop

# Webelos Den Chief

## Job Description

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

- Know the purposes of Cub Scouting and helps the Webelos/AOL den achieve those purposes.
- Serves as an activities assistant for the Webelos/AOL den.
- Set an example for the Webelos/AOL with proper attitude and proper uniforming.
- Be a friend to the Webelos/AOL den.
- Help the Webelos/AOL den leader lead the weekly den meeting and help the den participate in the monthly pack meeting.
- Meet regularly with the Webelos/AOL den leader to review meeting plan.
- Help Webelos/AOL earn activity pins by assisting the activity badge counselor(s).
- Teach the denner and assistant denner leadership skills.
- Attend den chief training.
- Help plan and carry out den outdoor activities including joining programs/meetings with the troop, campouts, 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.

# Troop Membership Chair

## Job Description

(Can be filled by either an Assistant Scoutmaster or member of the Troop Committee)

### Position Concept

Membership is a shared concern of all adult leaders. However, the Troop Committee Chair must appoint a qualified individual to serve as the Troop Membership Chair who has the responsibility of coordinating these efforts.

### Responsibilities

1. Work with current Scouts to assist them in meeting the "Invite a Friend" requirement for First Class Rank. (This is easily accomplished through coordination with a "My Best Friend is a Scout" recruiting effort)
2. Schedule spring and fall recruiting events for your troop using suggestions found in the Scout Year-Round Recruiting Guide. The spring recruitment is especially effective for fifth graders and as follow-up for any Webelos/AOL that did not crossover to the Troop in February.
3. Work with the Webelos/AOL dens in your affiliated pack to ensure a high percentage successfully progress to Scouting. Assist the parents of the Webelos/AOL in finding an appropriate leadership role in the troop.
4. Recruit and train high quality Den Chiefs for Webelos/AOL dens affiliated with your troop.
5. Attend most committee meetings for both the pack and the troop and act as the liaison for the two groups, passing information along so that everybody stays "in the loop." Beginning in November or December, invite the Webelos/AOL Den Leaders to attend the Troop Committee meetings. Attend some of the Webelos/AOL Den meetings to answer questions of youth and parents, take an Eagle Scout or two with you.
6. When planning joint troop/pack activities, take care that the Scouts do not feel like they are babysitting. Keep them in an instructional role.
7. Consider recruiting Webelos/AOL crossover "Ceremonial Teams."

# Pack Membership and Re-registration Chair

## Job Description

### Position Concept

Membership is a concern of all adult leaders. However, the Pack Committee Chair must appoint a qualified individual to serve as the Pack Membership and Re-registration Chair who has the responsibility of coordinating these efforts.

### Responsibilities

1. Prepare reregistration papers and an annual report to the chartered organization. Secure signatures and registration fees for the coming year.
2. Ask the chartered organization representative to submit a charter application and annual report to the chartered organization for approval.
3. Help the Cubmaster and chartered organization representative plan and conduct the formal charter presentation.
4. Conduct an annual census of boys/girls in the chartered organization for systematic recruitment. Work with pack committee members to promote recruitment plans.
5. Visit new families in their homes. Review with them the Bobcat requirements and "Parent Guide" in their son's handbook. Emphasize the part that the family plays in their son's or daughter's advancement. Stress parent/guardian participation at all pack functions and see that new families are introduced and feel welcome at pack meetings.
6. Work with the Cubmaster and pack committee to develop and carry out a plan for year-round membership growth.
7. Work with the Cubmaster and pack committee to see that
  - a. eligible Tiger Cubs transition into a Wolf den at the appropriate time.
  - b. eligible Wolf Cub Scouts or 9-year-old Cub Scouts transition into a Bear den at the appropriate time.
  - c. eligible Bear Cub Scouts or 10-year-old Cub Scouts transition into a Webelos den at the appropriate time.
  - d. Webelos/AOL Scouts and parents or guardians have a smooth transition into a Scouts BSA troop.
8. Work with the Cubmaster in following up on former pack members who are now Scouts BSA and potential den chiefs.
9. Follow up on Cub Scout dropouts to help return them to full, active membership.

# Unit Visits Program Plans & Ideas

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

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

- Program ideas for when the Troop visits a Den meeting.
  - Help the Webelos/AOL Den Leader teach requirements of the activity pin for the month.
  - Teach such things as the Totin Chip and Webelos/AOL skills for advancement.
  - Bring a *Power Point* slide show or pictures of the fun and adventure your troop does throughout the year (5 minutes max).
  - Show the Summer Camp promotion video.

Program ideas for joint Webelos/AOL Den/Troop Campout. (Athletics Theme in troop program features)

Time	Activity	Run By
Friday evening	Load gear at meeting location, leave for campsite. Plan only light meal en route. (Make sure Webelos/AOL and parents have enough gear).	Senior Patrol Leader
	Arrive at campsite, unload equipment, set up patrol sites. Stow gear and set up camp. (Have Troop Guide and 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 arise and prepare breakfast. (Cooks should be working on First and Second Class requirements). The older Scout patrol also makes breakfast for Webelos/AOL and their parents.	Cooks & assistants
7:00 a.m.	Everyone else rises. 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"> <li>1. Frisbee Golf</li> <li>2. Obstacle Course</li> <li>3. Volleyball</li> <li>4. Softball</li> <li>5. Bicycle Race</li> <li>6. Patrol Dash</li> <li>7. Bike Relay</li> <li>8. Erect a Tent</li> <li>9. Kim's Game</li> </ol>	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	SPL
9:00 p.m.	Cracker barrel	
10:00 p.m.	Lights out	
Sunday 6:30 a.m.	Cooks and assistants arise and prepare breakfast. (Cooks should be working on First and Second Class requirements).	Cooks
7:00 a.m.	Everyone else rises. 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	
Equipment needed	Cameras, pens, troop camping equipment, athletic gear needed for events	

## Sample Letter of Introduction from Scouts BSA Troop to Webelos/AOL (to be mailed in September)

(Name)  
(Address)  
(City, State, Zip Code)

(Date)

Dear \_\_\_\_\_:

My name is \_\_\_\_\_ and I am the Senior Patrol Leader for Troop \_\_\_\_\_. Soon you will cross-over the Cub Scout program into the Scouts BSA program. This is an exciting time, many fun 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/AOL 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 1<sup>st</sup> class within a year of joining our troop. We also have time for your patrol to get together to plan for upcoming camp-outs and time for inter-patrol activities.

This summer, we are planning to attend *list name of camp here on date*. Activities at this camp include canoeing, rowing, swimming, nature programs, sports programs, .22 rifle shooting, archery shooting, and much more.

We are looking forward to having you as part of our troop. To aid in this transition, we would like to invite you, your parents, and your entire den to a camp-out 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/AOL Leader know by *(date)* if you are able to attend.

Sincerely,

(Your Name)  
Senior Patrol Leader Troop \_\_\_\_\_

## Sample Letter of Introduction from Scouts BSA Troop to Webelo/ AOL Parents (to be mailed in September)

(Name)

(Address)

(City, State, Zip Code)

(Date)

Dear \_\_\_\_\_:

My name is \_\_\_\_\_ and I am the Scoutmaster for Troop \_\_\_\_\_. In February, your son will be able to crossover into our troop. Much fun and adventure awaits him /her after he/she "crosses the bridge" into our troop.

You should encourage your son/daughter to continue his Scouting journey for the following reasons:

1. Scouting Builds Character – A Scout is "Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean, and Reverent."
2. Scouts are more likely than non-Scouts to value education, the environment and put the needs of others before themselves (According to a poll taken by Harris Interactive).
3. Scouting teaches leadership skills, problem solving skills, communications skills, and team building skills.
4. Scouting opens the door to possible lifelong career and hobby interests. With over 100 merit badges ranging over many different topics, many Scouts explore opportunities that they ordinarily would not have.
5. Scouting teaches youth to "Be Prepared". Whether it's for emergencies (1<sup>st</sup> aid, emergency preparedness), life skills (personal management, family life, communication), taking charge and leading others.
6. Scouting builds confidence. Scouting puts youth in charge of situations and allows them to overcome obstacles and challenges.

Scouting accomplishes these things through a fun-filled program in an outdoor education classroom. We go camping as a troop 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 when we work on advancements. Our goal is that your son would reach 1<sup>st</sup> class within a year of joining our troop. We also have time for your son's/daughter's patrol to get together to plan for upcoming camp-outs and time for inter-patrol activities.

We hope you and your son/daughter will join us on this exciting adventure!

Sincerely

Scoutmaster,

Troop \_\_\_\_\_

## Top Ten - Things to Look For in a Troop

1. **Fun** – It's got to be fun! Most of the activities within the troop have to be understood by the Scout as a fun, friendly, pleasurable, and rewarding experience. If a troop is too strict and regimented the Scout will lose interest.
2. **Program** – this is key to a well-run troop. The program has to be planned out by the troop committee with input from the Scouts. This should be done annually and tied to a budget. The program needs to include all the elements of Scouting, weekly troop meetings, monthly outings/events, weekend campouts, and yearly summer camps. The activities have to be new, exciting, and fresh to keep the Scouts interested.
3. **Adult Leadership** – All troops should have “Trained” adult leadership. Trained leaders are crucial to any well-run troop. The training provides the leader with the knowledge to understand the aims and methods of the Scouting program. The training presents a wealth of advice and recourses to run a successful program. When you visit a troop, look for the trained patch on the leader's uniform.
4. **Youth Leadership** – The Scouting program is designed to have the youth elected and appointed into leadership roles. A troop should have periodic elections to fill those positions. In addition, the troop should provide leadership training for those roles. The troop should conduct Junior Leadership Training (JLT) and/or send Scouts to council JLT training. Look for the trained patch on the youth leader's uniform.
5. **Scout- Run Troop** – the whole philosophy of Scouting is for the Scouts to run the troop. The adult leaders are there to provide guidance, counsel, and support. The weekly meetings, troop campouts, and troop activities should be planned and executed by the Scouts and the junior leaders. The troop should encourage and strive to have its junior leaders run the troop. When observing a troop in action, see if the Scouts are running the program or the adults.
6. **Patrol Method** – A troop should divide its Scouts into patrols of not more than 8. These patrols act like a team within the troop. They will elect a patrol leader and have periodic meetings either at the troop meetings or at a separate time and place. The troop should provide competitive activities at meetings and outings for the patrols to work as a team. This allows them to demonstrate their Scouting skills and plan for camping events or district camp-o-rees. The troop should also have functioning monthly Patrol Leaders Council, which plans the troop activities.
7. **Meetings** – Weekly troop meetings are pretty much the norm in Scouting. The troop should have a calendar for the year with the dates established for regular meetings.
8. **Uniform** – the field uniform is an important part of Scouting and should be required in troop functions, like: ceremonies, religious activities, troop dinners, and district & council events. An activity uniform, which usually consists of a scouting T-shirt and Scout shorts or pants, is commonly used for troop/ patrol meetings, day activities, and weeklong camps. Troops may define or require uniforms in different variations, but should have some defined requirements and periodic inspections.
9. **District & Council Involvement** - A troop should have representatives attending monthly district roundtable meetings. The district and council provide a wealth of experience and knowledge to help the troop run a great program. They are a wonderful resource for information on training, activities, advancement, planning, and ideas.
10. **Recruiting** - A troop needs to bring in new Scouts. New Scouts provide the older Scouts with opportunities to mentor and teach them what Scouting is all about. It helps them build leadership and charter. The best source for new Scouts is from the Cub Scouts Webelos/AOL program. A troop should have established a working relationship with local Cub Scout pack(s) to help bridge graduating Webelos to Scouts BSA.

# Questions To Ask When Visiting Troops

## Webelos should ask:

1. Is the Troop active? Do they do things I would enjoy?
2. What size is the Troop? What size of Troop would I like?
3. Are there other boys my age in the Troop?
4. Are any of my friends in or joining the Troop?
5. Does the Troop go to a summer camp? Which one(s)? Is it important to me where they go?
6. Should I / could I go to summer camp?
7. How often does this Troop do outdoor activities (i.e. camping)?
8. Will I have a say in decision making?
9. Does the Troop have advanced programs for older Scouts?
10. How often does the Troop meet?
11. Do I have a good chance of advancing to Eagle with this Troop?
12. Will I have fun?

## Parents should ask [Troops should tell parents if they don't ask]:

1. What values/skills will my son/daughter learn?
2. What are the other adult leaders like?
3. Can I participate in leadership if I desire?
4. Is this a "Scout run" Troop? Is that important?
5. Where, when, and how often does the Troop meet? Is it convenient for transporting my son/daughter?
6. What is the age ratio of the Scouts? Do the older Scouts help the younger Scouts?
7. How much will it cost? Camping? Summer camp? Fundraisers?
8. How often does the Troop camp? Do I have to camp with them?
9. Does the Troop go to a summer camp? Which one(s)? Is it important to me where they go?
10. Is the Troop active? Do they do activities my son /daughter would enjoy?

12. Will my son/daughter be encouraged/able to advance to Eagle in this Troop?
13. Can moms participate? Go camping? Go to summer camp?
14. Can this Troop provide a quality Scouting experience for my son/daughter and his/her friends?
15. What is expected of the parents and family by the Troop?
16. Will we have fun?

## Webelos Troop Visit Checklist

Troop Number: \_\_\_\_\_

Date of Visit: \_\_\_\_\_

Meeting Place: \_\_\_\_\_

Time: \_\_\_\_\_

Scoutmaster's Name: \_\_\_\_\_

Senior Patrol Leader's Name: \_\_\_\_\_

My Evaluation of this Troop:

Are all the Scouts in uniform?	Yes	No
Was the meeting organized?	Yes	No
Is the meeting run by the Scouts?	Yes	No
Do they have scouts of all ages?	Yes	No
Did I feel welcome?	Yes	No
Did their campouts sound like fun?	Yes	No
Do they have a calendar?	Yes	No
Do I already know Scouts in the troop? Are there plenty of adult leaders involved? Were the older Scouts helpful? Did they answer my questions?	Yes	No
Do they have a program for new Scouts?	Yes	No

Notes:

Things I liked about this troop are:

Things I did not like about this troop are:

# Adult Troop Visit Checklist

Troop Number: \_\_\_\_\_

Quality Unit: Yes No

Date of Visit: \_\_\_\_\_

How Long: \_\_\_\_\_

Sponsored by: \_\_\_\_\_

Scoutmaster's Name:

\_\_\_\_\_

Meeting Place:

Time: \_\_\_\_\_

\_\_\_\_\_

Meeting Run by: Youth Adults ?    Yes        No

Was the meeting organized?        Yes        No

Does the program schedule:

\_\_\_\_\_ change yearly

\_\_\_\_\_ remain similar with different summer camps

\_\_\_\_\_ remain similar from year to year

What special events does the troop participate in? (i.e. Scouting for Food, Scout Show)

\_\_\_\_\_

\_\_\_\_\_

## Leadership Corp:

Does the troop have an active Scout leadership corps?        Yes        No

How often do they meet: \_\_\_\_\_

How many Scouts in the leadership corps \_\_\_\_\_

How is the Scout leadership decided?

How often does the troop hold elections? \_\_\_\_\_

Elected by fellow Scouts.

Appointed by adults

Other: \_\_\_\_\_

Uniforms: Yes No  
Were the Scouts in uniform? Yes No  
Were the adults in uniform? Yes No

What are the uniform requirements of the troop? \_\_\_\_\_

How many uniforms will each Scout need: \_\_\_\_\_

Camping:

How often does the troop camp? \_\_\_\_\_

What type of camping does the troop do? (check all that apply)

Summer camp       In Council       Out of Council  
 Winter camp       Camporees       High Adventure  
 Backpacking       Canoeing

Most popular camp is located: \_\_\_\_\_

Do all the Scouts get to go on all of the outings? Yes No

Do camp-outs have a theme, merit badge or rank requirement focus? Yes No

Costs:

What are the joining costs? \_\_\_\_\_

What are the local troop costs? \_\_\_\_\_

Are there additional costs to join the troop? \_\_\_\_\_

What fundraisers are available for the scouts? \_\_\_\_\_

How are fund raiser earnings used in the troop? \_\_\_\_\_

Support the troop needs.

Applied to reduce expenses of Scouts who participated.