

**CROSSROADS OF AMERICA COUNCIL**

**BOY SCOUTS OF AMERICA**



**2005 RECRUITMENT GUIDE**

**WEBELOS TO SCOUT TRANSITION**

**SCHOOL NIGHT FOR BOY SCOUTING**

**TROOP OPEN HOUSE**

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

## Webelos to Scout Transition Overview

An effective Webelos to Scout Transition plan is essential for retaining our current Cub Scouts by moving them up into a Boy Scout troop. The transition 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 transition 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 and 1 campout during their 5<sup>th</sup> grade year.
  - Have the Webelos II dens between their 4<sup>th</sup> grade and 5<sup>th</sup> grade year have a “field trip” to Camp Ransburg or Camp Krietenstein 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 don't know anything 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 Transition Timeline**

### **April**

- Conduct a summer camp orientation to encourage youth involvement.
- Attend a meeting of Bear Cub Scouts to introduce them to Boy Scouting.
- Attend a meeting of 1<sup>st</sup> year Webelos and pick a date with den leader for a field trip to camp one day during the week you are at camp.
- Sponsor a troop activity for the new Scouts.

### **May**

- Work closely with new Scouts and parents during their transition to the Boy Scout troop, ensuring their needs are met and that their move has been natural and fun.
- Work on rank advancement with new Scouts.

### **June/July**

- Make sure all new Scouts attend summer camp with the troop.
- New Webelos II 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.

### **August**

- Get names, addresses, and telephone numbers of second year Webelos. Record the information on the Webelos to Scout tracking form.
- Plan a joint Boy Scout troop/2<sup>nd</sup> year Webelos den camping trip for October.
- Select a den chief for each Webelos den.

### **September**

- Mail a letter of introduction from the Boy Scout troop to second-year Webelos to introduce them to the troop.
- Put second year Webelos 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 den.
- Webelos leaders go through Scoutmaster Leader Specific Training and Outdoor Leader Skills.

### **November**

- Attend a Webelos den meeting to teach the Webelos how the Boy Scout troop works.
- Have den chiefs attend den chief training at Pow Wow.

### **December**

- Set a date for Webelos and their parents to visit a Boy Scout troop meeting in January.
- Send a small holiday gift to each Webelos II.

### **January**

- Host Webelos II and their parents at a Boy Scout troop meeting.
- Plan a bridging ceremony for the Blue and Gold banquet.
- Attend a meeting for 1<sup>st</sup> year Webelos to introduce them to Boy Scouting.

### **February**

- Hold the bridging ceremony at the Blue and Gold banquet.
- Form a new Scout patrol.
- Get new Scouts actively involved with the troop through troop activities.

- Recruit parents of new Scouts to become assistant Scoutmasters or troop committee members.

### March

- Plan a troop activity for new Scouts to get them involved with their new troop.

## **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



## Webelos 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 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 Transition 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 Transition Unit Visits Program Plans/Ideas

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

<b>Activity</b>	<b>Description</b>	<b>Run By</b>	<b>Time</b>
<b>Pre-Opening</b> 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
<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. 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
<b>Patrol Meetings</b> 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
<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 for attending meeting. Leads in closing Flag Ceremony.	Senior patrol leader	8:00-8:05
<b>After the meeting</b>	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.

- **Program ideas for joint Webelos Den/Troop Campout. (The October 2005 theme is Athletics)**

<b>Time</b>	<b>Activity</b>	<b>Run By</b>
<b>Friday evening</b>	Load gear at meeting location, leave for campsite. Plan only light meal en route. (Make sure Webleos 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
<b>Saturday</b> 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"> <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	Senior Patrol Leader
9:00 p.m.	Cracker barrel	
10:00 p.m.	Lights out	
<b>Sunday</b>	Cooks and assistants up. Prepare breakfast. (Cooks should be working on First and Second Class requirements).	Cooks
6:30 a.m.		
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	

**Webelos to Scout Transition**  
**Sample letter of introduction from Boy Scout troop to 2<sup>nd</sup> 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 transitioning 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 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 campouts and time for inter-patrol activities.

This summer, we are planning to attend Camp (*Ransburg/Krientenstein*) 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 transition, 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 Transition 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%

## **School Night for Boy Scouting Overview**

The purpose of the School Night for Boy Scouting campaign is designed to invite boys and their parents back to the school for an informational meeting to join Scouting. This campaign targets non-Scouts or former Scouts that are no longer in the program.

### **Elementary Schools**

When starting the 5<sup>th</sup> grade, many students are already 11 years old. Also, many of our council's elementary schools include 6<sup>th</sup> grade classrooms. A Boy Scout flyer should be handed to these boys inviting them back to the school the same night as the pack's school night for Cub Scouting. An 11-year old table should be set up in the cafeteria for these boys to sit at. After the opening ceremony and group sparkler, this table will be dismissed to the library or other pre-arranged room for a separate meeting. The Boy Scout troop should provide the opening ceremony and have at least 1 adult present as part of the School Night team to run the Boy Scout breakout portion of the meeting.

### **Middle Schools/Troop Open Houses**

These recruiting activities should take place centered on events or activities the boys want to participate in. This could include a Scout skills round robin (first aid, fire building, tent set up, rock climbing rappelling, etc), troop campout/outdoor activity, skating party, bowling party, pizza party, etc. Personal invitations should be sent out 2 weeks prior to the event with a follow up phone call/invitation from a Scout 1 week prior to the event.

### **Peer-to-Peer Recruiting**

Our current membership is our best recruiters. Scouts should be encouraged to invite a friend to troop meetings and activities (campouts etc.) throughout the year. An organized Peer-to-Peer recruiting campaign should happen at least annually inviting potential Scouts to a special recruiting event/activity or an open house.

### **Mom-to-Mom Recruiting**

Parents of existing Scouts should be encouraged to talk about the positive benefits of Scouting to their son's social group (neighbors, friends, Sunday School class, relatives, etc.). School directories could be used to organize a Mom's Call Night to talk to other parents about the Boy Scout program.

### **Where to get names of those interested in Scouting**

There are several ways to get a list of potential Boy Scouts to invite to a Troop Open House or special recruiting event/activity. High Adventure surveys conducted at local 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grades give a good list of boys that expressed an interest in Scouting and or those that expressed an interest in the things Scouts do. Your District Executive can provide you a list of "separated members;" those Webelos that did not cross over in to Scouting or those Scouts that dropped out of the program. Many will rejoin if asked. Conducting a "Peer-to-Peer recruiting campaign within your unit where current Scouts list the names of their friends they are going to invite to an upcoming meeting is also a great way to recruit.

# **School Night for Boy Scouting Timeline**

## **June/July**

- Select a date to have a special recruiting event/activity during the months of August/September. (In addition to attending your affiliated pack's school night.) Plan your annual program plan and budget for the 2005/2006 program year.
- During your week at summer camp, talk to the youth about inviting their friends to join Scouting with them. Talk about recruitment plans this fall. Have boys brainstorm names of people to invite. Write the names down and save for an upcoming troop meeting.

## **August**

- Attend your district's program kickoff. Pick up a list of boys that may have expressed an interest in Scouting through High Adventure Surveys your district executive conducted, a list of Webelos that did not move up into Boy Scouting last spring, and a list of Boy Scouts that did not re-charter with their troop last spring.

## **August/September**

- Attend your local feeder pack's School Night for Scouting to recruit any 11 year old boys that show up.

**Recruiting event minus 1 week** – During the opening session of a 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 youth sign up to personally invite one or two boys on the list.

**Recruiting event minus 1 or 2 days** – Conduct boy talk at local 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> Grades that you wish to recruit out of. Personally follow up within 24 hours with each interested boy to invite to recruiting event.

**Day of event** – make fun, exciting, and hands on.

**Recruiting event – within 1 week** – Boys should attend 1<sup>st</sup> troop meeting to prepare for 1<sup>st</sup> campout, get an introduction to some of the requirements for Tenderfoot, and introduce the patrol method.

**Recruiting event – within 2 weeks** – Boy's first outing

## Boy Scout Recruiting Research Findings

- Current Boy Scouts are significantly more likely than former or non-Scouts to play on an organized sports team.

<b>Sport</b>	<b>Current Boy Scout</b>	<b>Former Boy Scout</b>	<b>Never been a Boy Scout</b>
Soccer	50.7%	18.9%	17.6%
Baseball	48.8%	32.0%	22.6%
Basketball	42.3%	31.3%	17.6%
Football	40.9%	27.5%	18.4%

- 44% of all non-Scouts and former Scouts say that are very interested (9.5%) or somewhat interested (34.6%) in joining Boy Scouts. Of that 44%, 67% say they were never asked. That means that for every 100 youth that are NOT in Boy Scouting 44 are interested, 14 were asked to join and 30 were not.
- Boy Scouts need to do a better job marketing our program to Jr. High age youth and asking them to join our program. Local youth sports and local church organizations in almost all categories (except Web Site) do a better job in getting their word out. When ask: During the past 12 months, have you or your son received any information from the following sources about the youth groups listed?

<b>Organization</b>	<b>Newspaper</b>	<b>Flier/ Newsletter</b>	<b>Family/ Friends</b>	<b>Web Site</b>	<b>Have Not Received any info.</b>
Local Youth Sports	<b>13.5%</b>	<b>46.2%</b>	<b>23.9%</b>	5.2%	<b>32.0%</b>
Local church youth organizations	7.4%	<b>32.5%</b>	<b>27.3%</b>	3.7%	<b>43.6%</b>
<i>Boy Scouts</i>	<u>9.7%</u>	<u>31.7%</u>	<u>23.1%</u>	<u>5.9%</u>	<u>43.8%</u>
YMCA	<b>14.9%</b>	29.7%	11.9%	4.6%	45.8%
Boys and Girls Club	<b>10.8%</b>	17.9%	10.0%	5.0%	63.8%

- When ask what are the most important reasons why your son has not joined Boy Scouting, the top 5 responses were:
  1. Too Busy 54.2%
  2. Friends not in Scouts 44.9% - *Peer to peer recruiting*
  3. To focus more on sports 41.0% - *recruiting after season is over*
  4. Never though about it 28.0% - *ask to join*
  5. Never been asked 28.3% - *ask to join*

# 2005 Boy Scout Recruiting Pizza Party Plan

## Ground Rules

Crossroads of America Council, Boy Scouts of America, will help Boy Scout troops throughout the council by hosting a recruiting pizza party for each unit that meets the following criteria.

1. Is held during the months of August and September unless specifically targeting members of a sporting team (basketball, soccer, etc.) in which case the pizza party can be done immediately following the sports season.
2. Within one week prior to the pizza party, a member of the Boy Scout recruiting speaker's bureau comes to your troop meeting and speaks to your youth about Boy Scout recruiting and the pizza party. The following items will be accomplished at this meeting:
  - Scouts will list the top 5-10 things they enjoy about Scouting (Camping, backpacking, canoeing, etc).
  - Scouts will discuss possible prospects they would like to invite to join the troop. This could come from a number of sources: friends, list of former Scouts that have dropped out of the program, high adventure surveys completed at a local middle/intermediate school.
  - Each Scout will commit to inviting a least one prospective member (by name) by filling out a "My Best Friend is a Scout" commitment card to hand into the member of the speaker's bureau and an invitation card to give to their prospective member inviting them to join Scouting.
3. The pizza party will be held at a local Donatos (or other pre-approved pizza establishment for those areas who do not have a Donatos). Only the boys who "bring a friend", prospective member parents, and 2 adult leaders from the unit may attend the pizza party.
4. Member of the Troop with help from the Boy Scout recruiting speaker's bureau runs the pizza party program.

## Speaker's Bureau

The purpose of the Boy Scout recruiting speaker's bureau is to train/lead Boy Scouts of how to do peer-to-peer recruiting and to give a quality and consistent message to prospective members at the pizza party. The Boy Scout recruiting speaker's bureau will come from members of the White Stag Staff with member of district committee.

The speaker's bureau training will be held at district program kickoffs in August.

# School Night for Boy Scouting

## Script for program in conjunction with School Night for Cub Scouting

**I. Pre-Opening – 30 minutes before the opening .....School Night Coordinator**

- A. Have the Troop set up displays (picture boards, tents/canoes, awards, pioneering projects, etc. outside, in the hallway, and/or in the breakout room for the 11 year old boys). Have the Pack set up displays (picture boards, pinewood derby track, crafts, etc. Pack displays should be set up in the cafeteria or main meeting room for the school night. Put directional signs on entrance doors with directions to the meeting room.
- B. Be prepared with pre-opening activities to keep boys and parents involved.
  - 1. Meeting can be killed quickly with uncontrolled running, shouting and horseplay.
  - 2. Use the following suggestions to keep the group under control.
    - a. Have parents and boys stay seated together at their grade appropriate table
    - b. Sing songs
    - c. Have games
    - d. Perform skits
    - e. Show of Boy Scout displays (have boys climb on monkey bridge, etc.)
- C. Have table tents and den/patrol flags to tell people where to sit (by grade). Make sure to have plenty of pens at each table. Direct every boy over 11 years of age to the "Boy Scout" table
- D. Utilize current adult leadership to keep boys and parents in assigned room and out of the halls and other areas.
- E. Have parents fill out the attendance roster as they arrive (this is different than the den roster they fill out later).
- F. Distribute *Parent Orientation Guides*; Parent Talent Surveys, *Boys' Life* Mini Magazine, and any other pack information as people sign in (do **NOT** give out applications yet). For boys over 11 years of age, give them the Boy Scout *Parent Orientation Guide*, *Boys' Life* Mini Magazine, and other troop information as people sign in (do **NOT** give out application yet).
- G. Have parents fill out den/patrol roster sheet after they are seated at the correct table. This will be used by the Den Leader/Scoutmaster to find out who is in their den/troop and to make sure they are contacted about the first den/troop meeting.
- H. Be sure to start on time.

10 Minutes

**II. Opening.....School Night Coordinator**

**Good evening and welcome everyone. I am \_\_\_\_\_, and I have been a Scout leader for \_\_\_\_\_. I am looking forward to spending some time with you this evening and sharing with you how you can get involved with your son in a great family program.**

**Our goal this evening is to accomplish the three things outlined on the first page of the Parent's Guide:**

- **Inform you about the Cub Scouting or Boy Scouting program**
- **Sign up boys for Cub Scouting/Boy Scouting - now how many boys here want to be a Cub Scout/Boy Scout? Show me your hand.**
- **Organize our dens/patrols.**

**I would like to start off our evening with an opening ceremony by Scouts of Pack/Troop \_\_\_\_\_.**

(Scouts to conduct brief opening ceremony and/or posting of colors, Pledge of Allegiance, etc.)

(After the Pledge of Allegiance, 11 year olds are dismissed to another room for their portion of the meeting. Scoutmaster/Assistant Scoutmaster runs the 11 year-old breakout. The school Night team continues on with the Cub Scout School Night.

### **Boy Scout Breakout**

Have the Senior Patrol Leader show contents of his backpack and explain what they need to bring camping, and how to pack it. Focus on items that the boy most likely already has so he/his parents don't have to go out and purchase new camping materials immediately. Hand out the "*Your first campout*" materials list and tell time/date/location of their first campout. Have them bring these materials to the first troop meeting to make sure they are properly prepared. Explain that the troop meets weekly (time/date/location) to review/learn skills needed on campouts and to plan outings.

While the Senior Patrol Leader is doing this with the "Scouts", the Scoutmaster can talk to the parents about the troop. Talk about troop meeting times, campouts, and troop committee times. Hand out annual program plan to parents and briefly review.

## Boy Scout Recruiting Your First Outdoor Campout

- \_\_\_\_\_ **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** (\$7 – *Wal-Mart's* camping section)
- \_\_\_\_\_ **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.)

## Boy Scout Recruiting First Troop Meeting

The purpose of this meeting is to have a fun-filled first meeting that accomplishes 3 goals:

1. Prepares the new Boy Scout for his first campout with the troop (ideally the next weekend)
2. Introduces the new Boy Scout to the patrol method.
3. Introduces the new Boy Scout to the advancement program, especially the Tenderfoot Requirements.

<b>Activity</b>	<b>Description</b>	<b>Run By</b>	<b>Time</b>
<b>Pre-Opening</b> 10 Minutes	Conduct a “shake down” of camping equipment of your new Scouts to make sure they are ready for their first campout. Make sure your troop has enough tents/patrol equipment for their first campout (ideally the upcoming weekend)	Senior patrol leader, Troop Guide	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	Tenderfoot requirements round robin. The purpose is to introduce requirements, not master/complete them. <ul style="list-style-type: none"> <li>• <b>First aid</b> – simple cuts and scratches, blisters on the hand/foot, minor burns, insect bites, nosebleeds, sunburn/frostbite, poisonous snakes</li> <li>• <b>Physical Fitness</b> – Push-ups, Pull-ups, Sit-ups, Standing long jump, ¼ mile walk/run</li> <li>• <b>Knots</b> – two half hitches, taut-line hitch</li> </ul>	Troop Guide, selected troop members, Assistant Scoutmaster	7:10-7:35
<b>Patrol Meetings</b> 15 Minutes	Assign each boy to an existing new boy patrol or create a new one. Elect a Patrol Leader and Assistant.  Troop guide shows how to plan a menu and duty roster.	Troop guide	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 for attending meeting. Leads in closing Flag Ceremony.	Senior patrol leader	8:00-8:05
<b>After the meeting</b>	Call all new boys, thank them for coming and remind them of the campout this weekend.	Scoutmaster	

# Boy Scout Recruiting School Assemblies/Boy Talks

Three "Aims of Scouting" according to the 6<sup>th</sup>, 7<sup>th</sup>, or 8<sup>th</sup> grader:

1. CAMPING
2. CAMPING
3. CAMPING

Speak to the principal about gaining access to the school to put on a presentation. The following options are listed in the order of preference:

1. **Auditorium** – 10-15 minute assembly during the student's home room/study hall period or during gym class.
2. **Cafeteria** – set up displays in cafeteria/entry way. Give short talk during student's lunchtime.
3. **Classroom to Classroom** – travel classroom to classroom carrying backpack, holding a hiking stick conducting High Adventure surveys and handing out recruitment flyers
4. **Display at school open house.** –Cool display to have youth/parents stop by. Hand out flyers about troop and inviting to upcoming troop meeting/activity. Answer questions.

## Materials needed

- **Pine Incense:** Arrive about an hour early and light some incense right away (with permission with the principal). Close the auditorium doors so not to alert anyone with the smell of smoke. The purpose is to evoke an appealing but often subliminal aspect of camping.
- **Artificial Campfire:** Use a couple dozen neon "candle flame" bulbs arranged on a teepee of sticks. The flickering red bulb inside a teepee or log cabin arrangement of sticks will also work.
- **Backpacking tent**
- **Backpack:** Sleeping bag, backpacking stoves, pump water filters, compass, maps, first aid kit, flashlights, rock climbing equipment, saw, ax (check school weapons policy first), etc.
- **Portable CD player:** play a non-musical environmental sound recording of a forest (Allegro Corporation's "Nature Rhythms: Peaceful Forest").
- **6 to 8 Clipboards:** with a pen tied to it with string.
- **Sign up sheet or high adventure surveys:** pass around a sign up sheet or high adventure survey for students to fill out if they are interested.
- **Boy Scout Handbook**
- **Boy Scout recruiting flyer and/or Troop informational flyer:** Has time/date/location of first meeting.
- **Activity uniform:** Wear khaki pants/shorts with a Scouting T-shirt/Polo shirt.

## The presentation

- Dim the house lights down to "dusk" level before the boys arrive.
- An effective presentation can be done with the Scoutmaster/Assistant Scoutmaster and Senior Patrol Leader.
- The "3-B's" that boys like: anything that BITES, BURNS, or BREAKS.
- Hold up a Scout Handbook and tell them when you become a Scout, this will be your "Book of Rules."
  - Rules about how to handle bears, rattlesnakes, and whitewater.
  - How to sharpen your knife, use an ax, rappel down a cliff, and follow a map and compass into the wilderness with a backpack.

- How to apply first aid so that you can save the life of someone you know
  - How to cook a meal over a campfire that you started with a spark tool (*hold hot spark out and strike several times creating several large sparks*). Allow each of them to try after the presentation.
  - Tell them they will need to buy one of these hot sparks, a knife, pack, and clothing for the wilderness.
  - Tell them they will have to learn how to use other tools like camp stoves, water filters, GPS's, compass, etc.
  - Mention that you have fund-raising events where they can earn money to buy them.
  - Tell them about the monthly campout your troop goes on and that you have weekly meetings to learn the skills needed for the outdoor outings.
  - List the trips planned, and that the Scouts themselves plan the trips.
  - Then ask for a show of hands: "Who thinks they might want to go camping next week?" This is important to using peer-pressure to your advantage.
  - Have the Senior Patrol Leader answer questions while Scoutmaster circulates the clipboards with sign-up sheets and/or High Adventure Surveys on them.
- **The most important part of the process comes next:** That evening, call all the parents "to see if they have any questions". If your presentation went well, the boys will be pestering their parents about joining Scouts and the parents will be glad you called. Or, the boys "forgot" to take the flyer/informational packet out of their backpack, so you will help them "remember". Keep notes on sign up sheets or on the back of the high adventure surveys.

Explain to parents what Scouting is. Explain that the purpose of Scouting is to train youth in ethical decision making. Scouting also teaches leadership skills, communication skills, how to be a good citizen, and the importance of helping others. This is done in an outdoor classroom of fun and adventure.



The sample High Adventure survey below can be obtained from any of our council service centers (Anderson, Hagerstown, Indianapolis, Muncie, or Terre Haute) or from your District Executive.

## Look like fun?

Many Scout troops do all of these things and more!

Are you a Scout?  yes  no

Would you like to be a Scout?  yes  no

NAME \_\_\_\_\_ GRADE \_\_\_\_\_ AGE \_\_\_\_\_

ADDRESS \_\_\_\_\_ PHONE \_\_\_\_\_

CITY \_\_\_\_\_ ZIP \_\_\_\_\_ SCHOOL \_\_\_\_\_

34241 2000 Boy Scouts of America

### High-Adventure Survey

Check the activities you would like to do.

- Camping
- Swimming
- Horseback riding
- Canoeing
- Fishing
- Rock climbing
- Rafting
- Backpacking
- Cycling
- Snowboarding
- Sailing
- Motorboating