

## **Timeline**

The time-line should be modified to accommodate the Arrow of Light dens that complete all requirements and are prepared to cross-over to Scouts BSA, some as early as December. The Troop Membership Chair and Pack Membership Chair are responsible to ensure that Scoutmasters, Cubmasters, and Webelos and Arrow of Light Leaders are informed of and follow the timeline.

### **June**

- Arrow of Light Den Scouts receive Webelos to Scout Transition Guide for Scouts and Parents

### **August**

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

**Other “connecting” activities:** Scouts BSA Scouts assist with Pack School Nights or Sign Up Nights, organizing games for the incoming Scouts 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 Scouts BSA troop to the Arrow of Light den to introduce them to the troop.
- Pack distributes: Questions to Ask When Visiting Troops, Webelos Troop Visit Checklist, and Parent Troop Visit Checklist to parents and guardians of Arrow of Light Scouts. Forms are at the end of this Recruiting Guide and are part of the Webelos to Scout Transition Guide for Scouts and Parents that families should have received in June
- Invite Arrow of Light Den Scouts to the mailing list to receive the troop newsletter.
- Continue planning the joint camping trip for October.

**Other “connecting” activities:** Scouts BSA Scouts assist with Pack School Nights or Sign Up Nights, organizing games for the incoming Scouts while their parents sign registration forms.

### **October**

- Conduct the joint camping trip with Arrow of Light Den.
- Webelos leaders go through Scoutmaster Leader Specific Training and Introduction to Outdoor Leader Skills.
- Send invitations to Arrow of Light Den to visit troop.

- Discuss with Webelos leaders fundraising opportunities in which Arrow of Light Scouts may participate with the Troop to have funds for camp next summer.
- Encourage Webelos leaders to begin discussing Scouts BSA summer camp with Webelos and parents. Troops should provide printed material for Webelos leaders to distribute.

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

## November

- Attend an Arrow of Light den meeting to teach the Scouts how the troop works.
- Have Den Chiefs attend Den Chief training.

**Other “connecting” activities:** Scouts attend the pack meeting to show camp video/pictures and "talk up" summer camp to the Arrow of Light Scouts. The troop gives the Arrow of Light 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 BSA Scout 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 Arrow of Light Scouts and their parents to visit a troop meeting in January if they have not already visited.
- Send a small holiday gift or card to each Arrow of Light Scout.

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

## January

- All Arrow of Light Scouts and their parents attend a Scouts BSA troop meeting.
- Plan a crossover ceremony for the Blue and Gold Banquet.
- Attend a meeting for 1st year Webelos to introduce them to Scouts BSA.
- Accommodate those Packs and Arrow of Light Scouts 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 BSA.
- 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 Scouts and parents to encourage attendance.

**Other “connecting” activities:** Scoutmaster and several Scouts attend the Pack's Blue and Gold Banquet to welcome the Arrow of Light Scouts into their new troop. Form an honor guard for the flag ceremony using a mix of graduating Arrow of Light Scouts and Scouts BSA Scouts for the honor guard. The Scouts should change out the Arrow of Light Scouts' shoulder loops and give them their new neckerchiefs, handbooks, etc. Don't forget those Webelos Leaders, they need new green 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 youth 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 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 Scouts BSA.
- Attend a meeting of 1st year Webelos 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 (4th graders) to district Camporee or other district event. They can join with the recently crossed-over Scouts to learn basic Scoutcraft, which will meet Webelos/ Arrow of Light requirements for the Webelos and Tenderfoot requirements for new Scouts BSA. 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 Scouts who still have not crossed over and use this event as an "Invite a Friend" activity. Be sure to let the younger Scouts help cook and help tend the campfire.

## **May**

- Work closely with new Scouts and parents during their transition to the 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.

## **June/July**

- Make sure all new Scouts attend summer camp with the troop.
- New Arrow of Light Scouts 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 leaders at Webelos camp, for example the evening when there is cooking in the campsite.