



Inductions 101--- Improving “Your” Ordeal Weekend

Session Length: 45 Minutes

Through this session, you will:

Explain The Focus of the Ordeal

Demonstrate How to focus

Guide Arrowmen to improve the Ordeal experience for their Candidates

Enable the Candidates to have a successful, meaningful, Awesome Ordeal Experience

Learning Outcomes:

- Personalizing the Ordeal makes a difference. Start the Candidate’s Journey to Brotherhood at the meet and greet.
- Leading the Candidate to awaken that which is within. Fan the Spark!
- Helping the Candidate understand why there are tests and make them meaningful.
- The Ordeal weekend experience must make a meaningful impact!

Theme Connection:

The theme of NOAC 2018 is “Decide Your Destiny,” emphasizing the message that today’s decisions shape tomorrow’s reality. This session will relay this theme in the following ways:

- Your mission at the Ordeal is to lead the Candidates to their destiny.
- Remind :Candidates they were chosen. Help them decide the outcome of this opportunity (their Ordeal), to achieve their goal (pass the Tests), and that their destiny is Brotherhood and Cheerful Service to others.
- Decide your Destiny as an Arrowman in your Lodge, Chapter and your future in our Order, and make a difference in the destiny of the Ordeal Candidate.

This session will help the ****Lodge/Chapter/Section**** with the Journey to Excellence Requirement [s] by motivating and empowering

#2 Membership Retention

#6 Brotherhood Completion

#16 Leadership Development



Required Materials: [tailor specifically for this session after the syllabus is done, e.g. handouts, flipcharts, projector, screen]

- Projector
- Screen
- Black Board and Makers or Blank Flip chart for drawing
- Handouts



Comprehensive list of steps a trainer needs to take before presenting this session:

1. Preparation step Reread the Pre-Ordeal and Ordeal Ceremony
2. Preparation Powerpoint and pictures
3. Handouts

Introduce yourself. Lodge, vigil member, Position, Experience
Ask each Arrowman to do the same.
Ask how many lodges, chapters have Elangomats, Nimat programs

Introduction

5 minutes

Making the focus on the Candidate will create a successful, awesome, and meaningful Ordeal experience and increase Brotherhood conversion and retention in our Order. This will lead to Arrowmen wanting to achieve even more as future leaders.

As you create an environment of personal one on one contact with the Candidate

IE Elangomats.

Focus :It’s all about the Candidate .

There is only one first Ordeal, Make it Awesome.

“YOUR” = The Candidate

Reflect on your Ordeal.

Make it Personal

Insert Meet and Greet picture

15 minutes

How was your Ordeal?

Group discussion: How can we improve it?



Where is the focus of the Ordeal? Why is this important at the onset?

Use of Elangomats

“You were chosen”

Why should you identify which candidates will be challenging?

Type A _____

Type B----^--^--(((---)))^^^-----^ _____

Type C ___?---?__<<<^^???.^^^???

Discussion

Group discussion: What information is needed to make the Candidate feel wanted, needed, safe, respected, included, and understood. Get to know your Candidate!

- 1 Know his Name. Make a friend, Make a Bond that will last.
- 2 Scouting Background, Rank, Leadership positions, Interests, Hobbies
- 3 Dietary needs and restrictions
- 4 Allergies: Food, Plants
- 5 Medical Conditions: Wears glasses, Hearing aid, Headaches, Recent injury, Asthma, Seizures, Cerebral Palsy, ADD, Autism, Asperger’s
- 6 Prescribed Medication Use: Inhalers, Seizure, ADD, Anxiety, Psychiatric
- 7 Physical Limitations
- 8 Fears and Phobias
- 9 Make the Candidate aware that you are there at all times during the Ordeal. He can come to you for any need.
- 10 Talk to the parent, privately to get information concerning these issues. and such as recent death in family, Divorce, School problems. Respect privacy!!!
- 11 Remember it’s all about the Candidate! Make the Candidate feel welcome!

Fan The Spark

15 minutes

When you compare the fire lay at the Pre-Ordeal and later at the Ordeal ceremony what is different?

Insert Pictures

Group discussion:

Why is it important to focus on the Candidate? Where is the Spark? What is the Spark?

Lead the Candidate so he may find that which is within, help him add Oak and Pine.

Through the Tests of the Ordeal lead the Candidate to “Seek the Higher Vision” allow that which is within to grow.

Group Discussion: How can you achieve this Goal?

Silence: See as if deaf. Appreciate the smells, sights of the outdoors, Stars, Moon.

Show without hearing, Led by example.

Convey the spirit of our Order.



Aloneness: Appreciate time alone to reflect all you see, and inward. Read the Spirit of the Arrow Booklets. Kitchkinet can hand out to Candidates. Be the Guide to the Elangomats and the clans.

Scant Food : Small nutritious , not to make them not want to eat, but to seek more, later to appreciate the bounty and want to share with others!

Arduous Labor: Meaningful projects possibly reflective of our Order. Goals and Achievements, Team Work to be proud of later. We are the Brotherhood of Cheerful Service!

Remember The Ordeal is a series of tests to develop the Candidate’s individual qualities that will make him a proud Arrowman and future leader in our Order.

Group discussion.

What do you want the Candidate to want from his experience at the Ordeal?

“I” Create in the candidate, the need to want more....

I want to do more

I want to learn more

I want to achieve more

I want to succeed more

I want to find the Arrow!

Uncas Inspires

Insert Picture

10 minutes

If you analyze the role of **Uncas** in the Legend you will be able to learn more about the Tests of the Ordeal.

“Oh my father, I am ready” Send me on this gracious errand. If we would remain a nation.

Group discussion: How is **Uncas** doing the tests of the Ordeal?

Silence

Aloneness

Scant food

Arduous labor

Group Discussion; Take the word U.N.C.A.S for each letter describe UNCAS .

Unite: We are of the same purpose! Who said that and Where?, Why?

Nurture: Where is the Spark? Lead by Example

Communicate: History of our Order



Advise: Setting the goal and how to achieve it

Serve: He serves others, He teaches The Brotherhood of Cheerful Service

Insert Picture

Takeaway Challenge

3 minutes

Challenge yourself to improve your Candidate’s Ordeal Experience from the very start. Make it all about the Candidate throughout the weekend. Make the Candidate feel that ‘I am the focus of this weekend’, Lead the Candidate as if he alone is doing the Ordeal. Remember there is only one first Ordeal, don’t make it an Ordeal, make it the start of an awesome journey that the candidate will want to complete!

Think U.N.C.A.S. The person, the legend, remember the letters.

“For , said he, who serves his fellows. Is of all his fellows, greatest!”

Insert picture

Please take out your notebook and pen. For the final three minutes, think about the role that you will be playing next year in the OA, or the role you hope to play. Write down three key ideas related to this session that you could help improve the way your chapter or lodge conveys the message of the Ordeal weekend. During your break time later today, share these with others in your chapter or lodge.

Appendix: Resources and Source Material

- The Guide to Inductions, available online at <http://www.oa-bsa.org/resources/pub/gti/>
- Order Of The Arrow Handbook
- “The Legend”, Ordeal Ceremony
- 2012 Guide for Officers and Advisers, available online at <http://www.oa-bsa.org/pages/content/publications#goa>
- Managing Elangomat Ordeals 1990 Noac Edition
- Oak and Pine by John Armen Der Hovanesian
- Spirit of the Arrow Booklets online OA

