



Induction Administration Handbook



SCOUTING AMERICA™
ORDER OF THE ARROW

Safeguard This Text

The Order of the Arrow, recognizing the allure of the unknown, uses mystery to enhance the induction adventure experience. All ceremonial concepts and materials should therefore be safeguarded. However, legitimately interested adults are welcome to any information regarding the OA's nature, purpose and methods.

If candidates are apprehensive, they should be informed about what will occur during the ceremonies and assured that they may withdraw at any time. The policy of the national Order of the Arrow committee is that actions that might frighten, degrade, embarrass, or injure a candidate in any way have no place in Scouting and are forbidden. Any interaction with candidates, physical or otherwise, must be respectful.

Lodges are not authorized to deviate from the ceremonies as written.

Nothing in the OA shall be interpreted as interfering with any member's religious obligations.

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Scouting's Barriers to Abuse

Two-deep leadership for all Order of the Arrow activities must meet the requirements of Scouting's Barriers to Abuse; a link to the Barriers to Abuse, which is part of the [Guide to Safe Scouting](#), can be found at www.scouting.org/YouthProtection.

The relevant portion of this policy is quoted below:

Two registered adult leaders 21 years of age or over are required at all Scouting activities, including all meetings. There must be a registered female adult leader 21 years of age or over in every unit serving females. A registered female adult leader 21 years of age or over must be present for any activity involving female youth or female adult program participants.

Notwithstanding the minimum leader requirements, age- and program-appropriate supervision must always be provided.

All adults staying overnight in connection with a Scouting activity must be currently registered as an adult volunteer or an adult program participant. Adult volunteers must register in the position(s) they are serving in. Registration as a merit badge counselor position does not meet this requirement.

A Note on Fire Bans

A problem that may arise during an induction weekend is dealing with dry weather and a fire ban. In such cases, lodges are encouraged to use creative solutions for alternatives to fire while still preserving the spirit of the ceremony. Possible solutions include creating a substitute fire such as a lantern or candle. Always be sure to have enough water available and practice good fire safety. The use of accelerants, chemicals, or pyrotechnics to start fires or in ceremonies is prohibited (see the [Guide to Safe Scouting](#)). All aspects of the Induction have been carefully designed to create an inspirational adventure experience for each new member. When environmental conditions require adaptive methods, it is important to preserve the intended effect as closely as possible.



Induction Experience Schedule

Time	Activity	Key Leader and Audience	Location	Page
Friday Night (or First Night)				
Pre-Arrival	Pre-Arrival Luminary Meeting	Induction Coordinator to all luminaries		3
Arrival	Preliminary activities to welcome new members who arrive at varying times.			
7:00 p.m.	Introduction to Induction	Induction Coordinator to all participants	Large Room	7
7:30 p.m.	First Meeting with Luminary Crew	Luminary to their crew	Break Out Areas	9
8:00 p.m.	Preparation (Restroom / hygiene time)			
8:30 p.m.	Ceremony of the Arrow	Officers of the Ceremony	Ceremony Grounds	*
9:30 p.m.	Night Without Shelter			
Saturday (or Second Day)				
7:30 a.m.	Conversation – Morning Check-In	Luminary to their crew	Near the Night Without Shelter sites	17
7:50 a.m.	Hygiene			
8:00 a.m.	Breakfast		Dining Hall	19
8:30 a.m.	Reflection – What is Cheerfulness?	Voice of Cheerfulness to all crews	Main Lodge	21
8:35 a.m.	Cheerfulness and Song	Induction Coordinator or an experienced luminary to all crews	Main Lodge	23
8:45 a.m.	Conversation – Cheerfulness and Song	Luminary to their crew	Main Lodge	28
9:00 a.m.	Service Assignments		Work Sites	
11:45 a.m. (or before if done during water break)	Reflection – What is Service?	Voice of Service to crews	Work Sites	30
12:00 p.m.	Silent Lunch	Luminary to their crew	Work Sites	33

Time	Activity	Key Leader and Audience	Location	Page
12:20 p.m.	Conversation – Silent Lunch	Luminary to their crew	Work Sites	37
12:45 p.m.	Flight of the Arrow	Experienced luminaries to multiple crew groups	Multiple Sites	39
1:00 p.m.	Break			
1:15 p.m.	Service Assignments		Work Sites	
3:00 p.m.	Reflection – What is Brotherhood?	Voice of Brotherhood to multiple crew groups	Work Sites	43
3:10 p.m.	Step Forward and Sign of Membership	Luminary to their crew	Multiple Sites	46
3:30 p.m.	Conversation – Step Forward	Luminary to their crew	Work Sites	50
3:45 p.m.	Service Assignments		Work Sites	
4:40 p.m.	Reflection – History of OA / Aim – Act – Appraise	Induction Coordinator, luminaries, and Chief of the Fire to all crews	Main Lodge	52
4:50 p.m.	Conversation – Silent Reflection	Luminary to their crew	Break Out Areas	56
5:10 p.m.	Silent Reflection Period		Multiple Sites	57
5:30 pm	Preparation (Restroom, hygiene time, field uniform)			
6:00 p.m.	Dinner		Main Lodge	
6:30 p.m.	The Promises	Induction Coordinator or an experienced luminary to all crews	Main Lodge	60
6:50 p.m.	Crew Affirmation	Luminary to their crew	Break Out Areas	64
7:10 p.m.	Future Opportunities	Induction Coordinator to all crews	Single Site	67
7:30 pm	Conversation – Final Crew Meeting	Luminary to their crew	Break Out Areas	
7:45 p.m.	Ceremony of the Fire	Officers of the Ceremony	Ceremony Grounds	*
8:45 p.m.	Cracker Barrel		Dining Hall	

* The Ceremony of the Arrow and the Ceremony of the Fire are in the publication *Ceremonies for the Induction*.



Friday Night (or First Night)

Pre-Arrival Luminary Meeting

Guidance Description:

The Induction Coordinator and luminaries meet to discuss final reminders and reiterate key ideas that were part of the previous luminary training.

The primary role of the luminary is to help the participants process the experience by:

- Working alongside the participants during service projects.
- Leading crew conversations.
- Participating where invited in the ceremonies.
- Leading guidance activities and reflections when asked to do so.
- Serve as the point of contact for the luminary crew.

Session Purpose:

Final orientation meeting for the luminaries.

Key Leader: Induction Coordinator

Audience: All luminaries

Learning Outcomes:

By the end of this session, luminaries will:

1. Explain their role and responsibilities within the induction process, demonstrating a clear

understanding of how to effectively integrate participants into their crews.

2. Demonstrate readiness to lead their luminary crews by organizing, managing, and appropriately using all required materials during the induction experience.
3. Apply their knowledge of the induction process to confidently guide their crew through activities, expectations, and transitions.

Materials Needed:

- List of participants in their luminary crew
- *New Member Guidebooks* (both youth and adult versions)
- Journals and pens
- Day bag / sling pack (if provided)

Instructions:

This session is led by the Induction Coordinator.

Narrative:

Introduction

INDUCTION COORDINATOR:

Welcome! We are called to be Scouting's National Honor Society built upon Brotherhood, Cheerfulness, and Service and,

as such, we are asking you to help our new members. This involves showing to them that the Order of the Arrow isn't a club or a reward, but it is a mission... to be the reason why Scouts stay in Scouting.

LUMINARY:

Those who chose you need you, but those who you will accompany also need you. You will lead a group of new members, called a *crew*, and you will be a point of light that leads them as they join our Brotherhood.

You are being asked to be a luminary.

The dictionary defines a luminary as "a person who inspires or influences others, especially one prominent in a particular sphere." A luminary may also be a person who "serves as an inspiration or guiding light for others."

A simple way to say it is, "A luminary is someone who lights the way for others."

You have been chosen to journey with our new members so that, by your example of servant leadership, they will be able to find the Arrow. You will be a mentor and will be given specific assignments as you lead the new members towards a deeper understanding of what the Order of the Arrow is all about.

Some of these tasks may be challenging but, rest assured, you only need to do your best. You may find that you like or dislike various parts of the induction process. That is natural because the presentations are designed to

appeal to different people in different ways and to challenge all of us in different ways as well.

Luminaries are meant to engage with the new members. Those joining the Order of the Arrow are not only allowed to talk but *encouraged to talk* with you and one another, at least most of the time. This is done to empower new members to connect with one another and to lay the groundwork for deeper fellowship as they participate in the Order of the Arrow.

Self-Reflection

Times of quiet and personal self-reflection are also important to the induction experience. You will be asked to prompt and invite new members into a space where they can have that self-reflection. To do that, you will need to engage in personal reflection as well. You are a model who will give permission to new members to engage in times of self-reflection through your example. Let's practice one of these reflections. Take a moment and reflect on what have been your most important moments in Scouting and the Order of the Arrow. Take about a minute of silence to gather your thoughts.

[1 minute of quiet reflection.]

Sharing

We invite you to share what you thought about with someone else. For the sake of

time, you will only share with one other person. Please find that person now and discuss an important moment in your Scouting journey and listen to theirs.

[2 minutes of conversation.]

Thank you for sharing! This example was meant to illustrate the kind of reflection you will facilitate with the new members.

Deeper Reflection

Invite your luminary crew into deeper reflection and reinforce that reflection by the sharing that takes place. This task can be done in different ways. We may have moments of journaling, activities, or ice breakers, but the purposes will always be the same – to help our new members meet the challenges of the induction. And what are those?

1. Discover brotherhood
2. Reflect on cheerfulness
3. Provide service

Distractions

To accomplish these challenges, you will serve as visible reminders to new members to stay focused. Because it is easy for any of us to be quickly distracted, we will ask the new members to refrain from accessing their personal electronic devices during the experience.

You may keep your mobile phone on in case of emergency, but you should lead by

example and only use it when necessary. If a new member needs to contact someone outside the experience, they should come to you and you must decide how their needs can be met, always being mindful of safe communication practices as outlined by Scouting America's safety policies (for example, including two adults on messages for youth members, etc.).

Food Consumption

During the induction, we will not restrict the new member's consumption of food, but you can help to maintain a disciplined attitude of gratitude by not being wasteful or over-consuming. Participants should take what they need, but not more.

New Member Guidebook

Throughout the induction experience, follow the *Induction Administration Handbook* to facilitate the various activities. Participants also have their own *New Member Guidebook*. This will be helpful for you because it holds the prompts, questions, quotes, and insights into the Order of the Arrow that will be used during your scheduled crew conversations. There are different youth and adult versions of the *New Member Guidebook*, so be sure to distribute the correct version to your crew members.

Thank You

The role you are being asked to fulfill is multi-faceted. You will be a point of light that

functions as a mentor, counselor, mediator, and teacher. You are called to sacrifice yourself to help the new members reach their goal. You will be asked many questions by your crew members, and you will be able to answer a lot of them, but you don't need to "know everything." The more you simply demonstrate the spirit of the Order, the better our new member's experience will be!

Above all, your cheerful attitude will be the hallmark that the new members will remember.

When the time comes and every project and every challenge has been met, you will remain a steady light — a true luminary — guiding new members into the Order by leading them to find the Arrow.

Yes, those who chose you need you, now more than ever.

The Induction Coordinator distributes the needed materials to each luminary:

- List of participants in their luminary crew
- *New Member Guidebooks*, both youth and adult versions (as needed)
- Journals and pens
- Day bag / sling pack (if provided)]

Introduction to the Induction

Guidance Description:

After new members arrive and are ready to begin the induction process, they will meet and receive brief instructions from the Induction Coordinator before meeting their luminary crew.

Session Purpose:

This session is the opening session for the induction. It is a time to welcome the new members. The process of being in a small crew, within the large group, contributes to the new members' identity. This is forming within the Tuckman model of forming, storming, norming, and performing. This session explains the Arrow, which is the basic symbol of the Order. Primarily it shows membership in the OA. Symbolically it defines a member of the OA.

Key Leader: Induction Coordinator

Audience: All participants

Learning Outcomes:

By the end of this session, new members will:

1. Identify the main parts of the arrow and describe the symbolic meaning associated with each part.
2. Explain how the symbolism of the arrow relates to the values and purpose of the Scouting program.
3. Recognize the role of their luminary and identify fellow members of their crew.
4. Demonstrate readiness to begin the induction process by engaging appropriately with their luminary and crew.

Materials Needed: An Arrow

Instructions:

This session is led by the Induction Coordinator and delivered to the new members. (The Induction Coordinator should have an arrow in hand to reference parts of the arrow while speaking.)

Narrative:

INDUCTION COORDINATOR:

Welcome

Hello! Welcome, new members, to your induction! You are about to take your first steps on a journey that will stay with you for the rest of your life. As you begin, we want to take a moment to introduce you to something that should be self-evident: the arrow! [Point to the arrow.]

The Arrow

What is an arrow? Being familiar with an arrow seems like a good place to start because it is the central symbol of our organization. First, all of us, although different, are connected, just like an arrow. [Point to the arrow.]

The stem of any arrow contains a nock that is attached to the nocking point on the bow string. [Point to the nock of the arrow.] This could be considered the place where you start life's journey. Each of us has a starting point. These are the values, ideas, experiences, and beliefs that make us who we are.

But an arrow cannot fly with a nock alone. The three fletchings are responsible for keeping an arrow on its path. [Point to the fletchings.] None of us go through life without the assistance of others. Those who have helped us along our journey are our fletchings. They may be parents or siblings. Friends or neighbors. Scout leaders or teachers. As you go through your induction experience, be mindful of the fletchings who have helped you take flight and be grateful for them.

The stem of an arrow is clearly the longest part. [Point to the stem.] It represents your life's path. Along that trail, you will have many encounters. Some of your encounters will be rewarding and fulfilling. Other encounters will be challenging. You will be tested in ways that may lead you to question your place in the world. Do not be afraid or discouraged. You are not alone.

Like an arrow flying through the sky, your life, too, will move quickly. Take time to enjoy and embrace it. Take time to recognize that what is inside you is truly amazing too. This is a great opportunity to learn more about who you are. Along this flight of life, establish relationships and cultivate them, for they will be part of memories you will hold on to throughout your life.

Finally, we have the arrowhead itself. [Point to the arrowhead.] This triangle is the apex of your life. It represents your aspirations and goals and destinations. For an arrowhead to hit its mark, it must be sharp. So must we.

Physically, mentally, and emotionally, we must remain sharp. Temptations are all around us. They can distract us and dull us. What we do and how we respond to the distractions test and form our character.

As you go through your induction, I encourage you to remember how your life is like an arrow. [Point to the arrow.]

An arrow is more than the sum of its parts, and the same is true with you!

Introduction of Luminaries

We would like to introduce you to your guides for the next two days. These guides are called luminaries. A luminary is quite simply a person who lights the way for others. In traditional Scouting terms, they are similar to a patrol leader in that they will be responsible for your crew throughout the experience, but more like a friend who is here to guide you and support you.

The following luminaries will serve in this induction [announce their names] _____, _____, _____, _____.

[If crew assignments have not yet been announced, please do so now.]

We would now ask that you meet with your luminary and the crew that you will journey with through the induction.

First Meeting with Luminary Crew

Guidance Description:

In this meeting, new members will meet their luminary and other members in their crew. The crew will receive an orientation on the induction process. Like a movie teaser, the luminary can build the upcoming experience and provide insight without giving away any spoilers.

Session Purpose:

This session is the first meeting in the small group. Ideal group sizes for teamwork, bonding, and connections are 6-12 people. Introducing the new members to their luminary, and to each other, is a key component in their identity process. Being part of a group reduces anxiety. Knowing names helps to build bonds and comfort knowing they are not alone. Knowing the luminary is there to assist and guide them through something they do not really understand is a key component. People do not retain information if they are scared. The actions in this session also help to prepare and explain the night without shelter, which is often perceived as an unknown and can cause anxiety.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Demonstrate brotherhood by engaging respectfully and cooperatively with members of their crew.
2. Identify fellow crew members and establish initial connections within the crew structure.
3. Describe the purpose of journaling and begin a personal journaling practice as part of the induction experience.

4. Explain the key components and expectations of the induction experience, including upcoming ceremonies and activities.
5. Demonstrate readiness for a 24-hour period without personal electronic devices and for participation in the Ceremony of the Arrow and the Night Without Shelter.

Session Tasks:

- Distribute materials needed for the induction (*New Member Guidebook*, journal and pen, and sling pack) to the new members.

Materials Needed:

- *New Member Guidebooks*, both youth and adult versions (if needed), pages 4–7
- Contact information for the adult Inductions Adviser
- Journals and pens
- Sling packs for each new member (if provided)
- Bluetooth enabled speaker (optional)
- Instrumental music (optional)
- Electronic device to play pre-selected music (optional)

Instructions:

Crews meet at preassigned spaces and talk together. A crew should have at least six people, but may have more. If a crew has fewer than six people, the luminary should quickly find the Induction Coordinator and reorganize crews. Crews should always meet in a circle so that everyone can see each other.

Narrative:

Welcome

LUMINARY:

Hi everyone, my name is _____ and I will be the luminary for this crew (Crew # ____). If you need something at any point during your induction, please ask me and I will help you as best I can.

Throughout the induction process, there are several times where we will meet as a crew to talk about the experience and what you are going through. There are a couple of ground rules when we do this.

First, we will always sit or stand in a circle so that everyone can be seen and position ourselves so that we can pay attention to one another.

Second, only one person will speak at a time. We expect everyone in our crew will do their best to listen to the person speaking and that same privilege will be given to you when it is your turn to speak.

Third, we want to have the kind of conversation that respects differences of opinion and different points of view. That means we will talk to each other with curiosity rather than judgment and avoid words or reactions that would belittle another member's contribution to the crew.

If these basic rules sound OK to everyone, please say, "That sounds good."

[All respond / wait for response.]

Thank you for agreeing to those basic rules.

Name Recognition Activity

Since we will be spending a lot of time together, it is very important that we know each other's names. To do that we are going to play a quick game using a mnemonic device where we think of an animal in which the first letter of the animal has the same first letter as your name. The animal can be a mammal, bird, fish, insect, or other creature.

To start, the first person will introduce themselves by saying their first name along with an animal that starts with the same letter. For example: "I'm David the Dolphin" or "I'm Carla the Cat."

Then, as each person introduces themselves, the next person repeats all the previous names and animals before adding their own. For example: "That's Carla the Cat, David the Dolphin, and I'm Bella the Bear." We will go around in a circle until everyone has learned each other's name and the name of the animal will be an additional anchor to help remember everyone's name.

[Play the Name Recognition Activity.]

Thank you all for playing the game and learning each other's names.

Distribution of Materials

I want to review some materials that you will need to have for the induction. You will need some sort of day bag / sling pack, a water bottle, and your personal items. You will also

need a journal and pen. [Distribute sling packs, journal, and/or pen, if provided.]

This journal is a way for you to keep a set of your own reflections through the induction. It is through reflection that we come to know ourselves better and the world around us. At specific times, you will be asked to write things down, but you can also write something at any time if something strikes you as especially important. If a speaker says something that you want to remember, I encourage you to write it down. You can also respond to the guidance activities and reflections through the journal by using it as a sketch book or just to doodle. It's helpful to have a place to get your ideas out, whether that be through words, pictures, graphs, or sketches.

We have a plan of the steps we're going to take over the next day and that can be found in the *New Member Guidebook* which I am going to distribute now. [Distribute the *New Member Guidebook*, taking careful attention to ensure youth members and adult members each receive the correct version.]

As you receive these, try not to peek ahead, and only use the pages that I call to your attention. As I mentioned before, we will have dedicated time for talking and listening to one another. Let's take a look at the questions that are found on page 4 in the *New Member Guidebook*. We will use these straightforward questions as an easy way to start our first crew conversation. We will take them one at a time and give everyone a

chance to answer the first question before going to the next. If you don't have an answer and want to pass, you can always say "pass", but these first questions should be easy and help us learn about one another.

Conversation Starters

The luminary should facilitate the crew's discussion and ask the questions. Allow all crew members to answer before moving to the next question. If the conversation keeps on going naturally, it is OK to let the crew continue to talk to one another for a few minutes. While encouraged, do not let this go on too long.

There are different youth and adult versions of the *New Member Guidebook*. Crews should refer to page 4 in their version of the *New Member Guidebook*.

Youth Version

- Where is your Scouting unit from, what is it like, and what rank are you?
- What has been your favorite activity in Scouting so far?
- What is a goal that you have in Scouting and why do you want to do that?

Adult Version

- What position in Scouting do you hold? Where is your Scouting unit from, and how would you describe your Scouting unit or area of service?
- What has been your favorite activity or memory in Scouting (so far)?
- Why do you volunteer your time in Scouting? What is a story which captures for you why it is important to volunteer in Scouting?

- What kind of interests do you have outside Scouting?

Thank you for sharing, everyone!

Distraction, Traction, Action

Can I point your attention to page 5 in your *New Member Guidebook*? [Pause] Please look at the image on the right. Can I have a volunteer read the words on page 5?

[Crew member reads from the page.]

Throughout your induction we are going to ask you to remove distractions from your life. At times you will be asked to remain in thoughtful silence. We want you to focus on this experience.

Over the next 24 hours, you will be asked to refrain from using your personal electronic devices. No phones, smart watches, video games, etc. If there is an emergency or you have a particular need, just let me know and I'll help you out. If you are worried that someone needs to contact you, you will have a moment to share the adult Induction Adviser's contact number with them and let them know that you are with me. That person's name is _____ and their phone number is _____.

During the induction you will also be asked to only take what you need. These actions help us to better know ourselves and how we can get by with less. You don't need to deprive yourself. You will be given enough food and plenty of chances to talk and connect with others.

As you may know, tonight you will be sleeping outside without a tent. We hope this makes you more aware of the world around you.

Try to simplify things during your induction. By removing distractions, it enables us to gain traction, and ultimately the ability to take action! Do your best!

This message gets us ready for a bigger conversation. I invite you to share how you interpret this message and any thoughts you have about it. This is a chance for us to hear from everyone if you are comfortable sharing your thoughts.

[Luminary facilitates conversation until everyone has spoken and then continues.]

The things we just discussed are part of your preparation for the next night and day.

Members of the lodge who have been approved to take photos will be willing to share them with you after the induction is over. If there is something urgent where you have a need, just let me know and we will figure out the appropriate way to handle it.

Instructions for Ceremony

Later tonight, everyone will go through a ceremony that will formally begin your induction. I would like to give you a few instructions. At three specific points in the ceremony, a ceremonialist leading the ceremony will present a challenge and ask you if you understood the challenge. They are expecting you to respond with the

words, "I am prepared." Let's practice saying that so we can participate in the ceremony together. If you feel the instruction that I just gave you have helped prepare you for what to say during the ceremony, please respond, "I am prepared."

[New members respond.]

Great!

Equipment Review

Before we go to the Ceremony of the Arrow, we should make sure that you have what you need to get through the night. You should only bring the following items:

- Sleeping bag / tarp / camping pad
- Flashlight
- Overnight clothes
- Water bottle
- Weather related items (such as a jacket or rain gear)
- Personal hygiene needs
- Day bag / sling pack
- Journal and pen

[The luminary should review everyone's gear and ensure that they have the needed equipment. This is the time that last messages are sent by personal electronic devices before they are put away for the duration of the induction.]

Thanks for reviewing your equipment.

Journaling

We would like to do two more things before we return to the larger group and begin the Ceremony of the Arrow.

First, take out your journals and look at pages 6 and 7 in your *New Member Guidebook*.

[Luminary waits until everyone has their journal and guidebook.]

These two pages invite us to begin our first intentional period of journaling. Journaling can be a valuable tool in personal discovery. The act of writing can help the brain make important connections and preserve your thoughts for future reference. Some of you might not write down words, but the questions that are asked might inspire you to draw a picture or even just doodle. Whatever works best for you to engage with the questions is a fair use of our time. For now, let's take about 5 minutes and I would ask everyone to remain quiet so that we don't distract one another. Please quietly read the text on the pages and then answer the questions in your journal. After 5 minutes, we will come back together for the last part of our first meeting.

[Provide 5 minutes of quiet time. If the luminary can play some thoughtful, quiet music if they choose.]

Thanks for starting off by journaling.

Q&A with Luminary

This last part of our meeting is a time for you to ask any remaining questions that you

have. I will do my best to answer, but before we start, please know that I may answer some questions by responding, "I think you should experience it on your own." Just like watching a movie, I want you to experience it and make up your own mind about the Order of the Arrow and the induction. No spoilers! If I tell you all the plot details, I could rob you of having your own experience.

The luminary does their best to discuss the questions and concerns of the new members. When the conversation is completed, or a request is made by the Induction Coordinator, the group reassembles for the Ceremony of the Arrow.

Outline – First Meeting with Luminary Crew

The luminary may use the following outline to lead the Introduction to the Induction. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

- I. Introduction
 - a. Name
 - b. Rules of Crew
 - i. Sit in circle.
 - ii. One person speaks at a time.
 - iii. Listen to each other. Differences are respected.
- II. Name Recognition Activity
 - a. D for Dolphin, C for Cat, etc.
- III. Distribution of Materials
 - a. *New Member Guidebooks*, taking careful attention to ensure youth members and adult members receive the correct version.
 - b. Contact information for the adult Inductions Adviser
 - c. Journals and pens
 - d. Sling packs for each new member (if provided)
- IV. Conversation Starters (*New Member Guidebook*, page 4)
 - a. Youth:
 - i. Scouting unit and rank
 - ii. Favorite Scouting activity
 - iii. Scouting goal
 - b. Adult:
 - i. Position in Scouting / description of area of service
 - ii. Favorite Scouting activity
 - iii. Why do you volunteer your time?
 - iv. What interests do you have outside Scouting?
- V. Distraction, Traction, Action (*New Member Guidebook*, page 5)
 - a. There will be times of required silence.
 - b. Over the next 24 hours, refrain from using personal electronic devices.
 - c. Emergency number of adult Inductions Adviser
 - d. Only take what you need (food, resources, etc.)
 - e. Sleeping outside without a tent.
 - f. By removing distractions, it enables us to gain traction, and ultimately the ability to take action!
- VI. Instructions for Ceremony
 - a. Practice responding, "I am prepared" to questions in ceremony
- VII. Equipment Review
 - a. Sleeping gear / flashlight / overnight clothes / water bottle / weather gear / hygiene needs / day bag or sling pack / journal / pen
- VIII. Journaling (*New Member Guidebook*, pages 6 and 7)
 - a. Explain how journaling can be helpful to find focus.
 - b. Include opportunities to draw, sketch, doodle.
 - c. Provide 5 minutes to journal.
- IX. Q&A with Luminary



Saturday (or Second Day)

Conversation – Morning Check-In

Guidance Description:

After the Night Without Shelter, the luminary gathers the luminary crew and informs them that the pledge of silence will be lifted after they complete their morning journal entry. The luminary also assists in a brief discussion.

Session Purpose:

This session is the first safety check for the new member, even if they don't acknowledge this concept. The luminary begins to develop trust and follow through with each crew member, which builds on the sense of Brother-hood from the Ceremony of the Arrow. Each new member has a sash like everyone else. They wake up in a new day — technically and metaphorically. Receiving a preview of the next steps provides comfort to the new member.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Express reassurance and understanding regarding how their personal needs will be supported throughout the induction experience.

2. Identify available sources of assistance and seek support when experiencing disorientation or anxiety.
3. Demonstrate appropriate participation by listening to guidance, engaging in reflection, and contributing to group discussions.
4. Describe the three challenges introduced in the prior ceremonies and explain their purpose in relation to the day's activities.
5. Demonstrate the Order of the Arrow hand-clasp.

Materials Needed:

- *New Member Guidebook*, pages 8–10

Instructions:

The following conversation is facilitated by each luminary with their luminary crew. The luminary approaches each member individually at the location of the Night Without Shelter and informs them about the time for journaling and where to meet. The luminary checks in with the crew before heading to breakfast.

Narrative:

Check-In

The following dialogue is spoken individually to each new member at the place of their Night Without Shelter.

LUMINARY:

Good morning! I hope you slept well. The first activity for this morning is to spend a moment with your journal guided by the questions on page 8 in your *New Member Guidebook*. When you are finished, the pledge of silence is lifted and you can meet me and our luminary crew ____ [provide location to participant of where to meet] ____.

The luminary repeats this conversation for each member of the luminary crew and waits until everyone has returned before continuing.

Crew Conversation

LUMINARY:

The luminary may use these or similar words.

Good morning! I hope you have had many opportunities to reflect on the things you heard and saw last night as you drifted off to sleep. Here, at the dawn of a new day, we have the chance to discuss your thoughts and impressions about your journey so far.

The luminary uses page 9 in the *New Member Guidebook* to lead the crew conversation.

The luminary allows each crew member the opportunity to respond to the question before continuing.

- How did you feel when you arrived yesterday and joined our crew?

- What were your first impressions once the ceremony began last night and how did you feel when it concluded?
- As you start the day, if there was one thing that would happen that would make it a great day, what would that be?

Wait for answers... the luminary should also listen to these answers and take note. If something is mentioned that the inductions team has the resources to do, see if it can be done!

Reminders

Some final points before we head to breakfast. First, remember that the challenges presented in the ceremony last night were to discover brotherhood, reflect on cheerfulness, and provide service. Throughout the day please be mindful of those challenges.

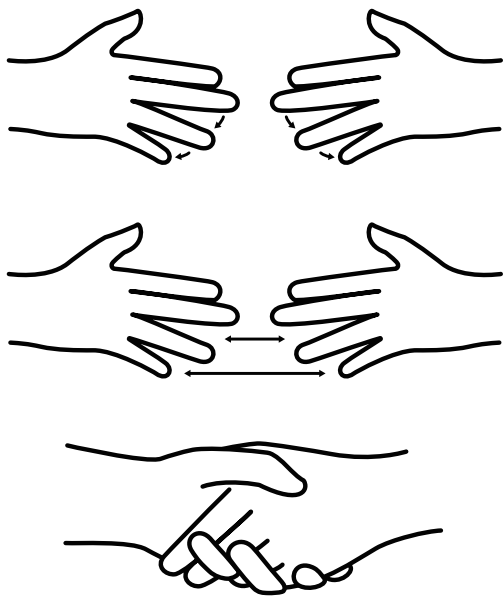
Second, your sash may continue to be worn throughout the day as you come to learn more about what being a member of the Order of the Arrow means and the honor of wearing the sash. At times it may be inconvenient to wear because of the work we are doing. At those times, you can put it in your day bag / sling pack.

Order of the Arrow Handclasp

Finally, I would like to teach you one of the important customs of the Order of the Arrow. It is called the Order of the Arrow Handclasp. This is a way that we greet one another within the Order of the Arrow and is also a sign that someone is a member. The

Handclasp is given with the left hand, like the Scout handshake, but with the third and fourth fingers interlaced. This can be found on page 10 in your *New Member Guidebook*, but the easiest way to learn it is to do it. I will demonstrate.

The luminary gives the Order of the Arrow Handclasp to each member in the crew.



Breakfast

Now we will go to breakfast. As a reminder of what we heard last night, we want to be mindful of how we can all move from distraction to action. There is plenty of food for all of us, but let's just take what we need.

Outline – Conversation – Morning Check-In

The luminary may use the following outline to lead the Morning Check-In. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

I. Check-In

- a. Individually greet each crew member
 - i. Spend a moment with your journal guided by questions on page 8 in your *New Member Guidebook*.
 - ii. When finished, the pledge of silence is lifted and meet with the luminary crew.

II. Crew Conversation

- a. Discuss questions on page 9 in the *New Member Guidebook*.
- b. How did you feel when you arrived yesterday and joined our crew?
- c. What were your first impressions once the ceremony began last night and how did you feel when it concluded?
- d. As you start the day, if there was one thing that would happen that would make it a great day, what would that be?

III. Reminders

- a. The challenges presented in the ceremony were to discover brotherhood, reflect on cheerfulness, and provide service.
- b. Your sash may be worn throughout the day. It can be put away in your day bag / sling pack during service.

IV. Order of the Arrow Handclasp

- a. Introduce the OA Handclasp
- b. This is a way we greet one another within the Order of the Arrow.
- c. The Handclasp is given with the left hand, like the Scout handshake, but with the

third and fourth fingers interlaced. Refer to page 10 in your *New Member Guidebook*.

- d. Give the OA Handclasp to each member in the crew.

V. Breakfast

- a. There is plenty of food for all of us, but let's just take what we need.

Reflection – What is Cheerfulness?

Guidance Description:

Reflections are brief moments throughout the day of the induction experience that are meant to help participants better understand the central values of the Order of the Arrow. They are clearer and easier for participants to engage with than a longer ceremony. The Voice of Cheerfulness should deliver this guidance reflection while wearing their cape. The reflection is ideally delivered in a large group setting but, if necessary, it can also be done by the luminary in their individual luminary crew.

Session Purpose:

This session moves the feelings of inclusiveness and membership to a broader level. The new members have primarily interacted with the Induction Coordinator and their luminary. The Ceremony of the Arrow can be an anxious experience for members. In this session an Officer of the Ceremony addresses the group to reiterate and further explain thoughts from the previous night. Some of the new members may have been overwhelmed during the Ceremony of the Arrow and not listening fully. This session helps revisit the story, and the Officer of the Ceremony helps heighten the importance. A period of personal reflection follows.

Key Leader: Voice of Cheerfulness

Audience: All luminary crews. An alternative option allows for each luminary to deliver the reflection to their luminary crew.

Learning Outcomes:

By the end of this session, new members will:

1. Explain the values of Brotherhood, Cheerfulness, and Service as reflected through the cumulative reflection activities.
2. Analyze how the concept of Cheerfulness extends beyond a surface definition to

inform attitudes and behaviors within the Scouting experience.

Materials Needed:

- Voice of Cheerfulness' cape
- *New Member Guidebook*, page 11
- Journals
- Bluetooth enabled speaker (optional)
- Instrumental music (optional)
- Electronic device to play pre-selected music (optional)

Instructions:

After the Induction Coordinator convenes everyone, the reflection is delivered by Voice of Cheerfulness. The Induction Coordinator then invites participants to use the *New Member Guidebook* and their journals to take a moment of reflection on what was heard.

Narrative:

Welcome

INDUCTION COORDINATOR:

Can I please have everyone's attention? I hope that you all had a good night! There is a very good chance that you will remember what you have already experienced for years to come. The ceremony last night and your decision to make this journey are proof of why others chose you to be in the Order of the Arrow. You have incredible resilience and a lot of courage! Be proud of yourselves!

We are now going to take a moment to participate in a guidance reflection. These

are brief moments throughout the day where we hear from a member of our ceremony team to help us understand the central values of the Order of the Arrow. Please give your attention to the Voice of Cheerfulness.

Reflection on Cheerfulness

VOICE OF CHEERFULNESS:

You may feel tired right now.
Perhaps you didn't sleep as well as you had liked,
and not having shelter,
the dawn came earlier to you than you wished.

Perhaps you found it challenging
to enter into silence,
and the time requested for reflection
weighs heavier on you than you expected.
Perhaps you're wondering why you're here at all.

Fear not.
For others have already recognized in you
what we hope you may soon recognize
within yourself:

A leader, a Scout who cheerfully serves
others.

Cheerfulness is not about covering up how
you feel.

It's not about ignoring your doubts or
sadness.

It's about showing up—with your whole
self—even when it is hard.

It's about choosing hope when the path
ahead is unclear.

It's about carrying light in your heart, not
because it's easy,
but because the people beside you might
need it.

True cheerfulness is not loud.

It does not demand attention.

It endures.

It strengthens.

It uplifts—not just you, but those around you.

Now, apart from others,

now, in service,

now, in silent reflection,

in this moment—you are being shaped.

Not into someone who avoids struggle,
but into someone who stands tall within it.

Carry that ember within you,

let it grow steady, even when the wind rises.

For that is why you are here.

Journaling

INDUCTION COORDINATOR:

Please open to page 11 in your *New Member Guidebook* and take a few moments of quiet reflection to think about what you just heard. The questions in your Guidebook may be used to write some of your reflections or maybe draw a picture or sketch.

Period of silence. It may be helpful to play soft music which can encourage silence and reflection.

Cheerfulness and Song

Guidance Description:

At the heart of this activity is an icebreaker meant to motivate and energize a crew for their morning activity. It is also designed to teach self-acceptance, acceptance of others, and build camaraderie. The guidance activity is influenced by similar activities done by research professor Brene Brown, who writes in her book, *The Gifts of Imperfection*, "Laughter, song, and dance create emotional and spiritual connection; they remind us of the one thing that truly matters when we are searching for comfort, celebration, inspiration, or healing: we are not alone."

Session Purpose:

This session further operationalizes the ceremony and the reflection. Allowing new members to talk, discuss, and verbalize what they are experiencing and learning in real time is so valuable. We learn more about ourselves through feedback and interaction with others. Self-acceptance, working with and valuing the characteristics of others add to one's identity development. The power of laughter and interaction helps start the new day. "An hour of laughter is more valuable than a lifetime of conversation" is a powerful concept. The saying is often misattributed to famous people, but we don't know who first said this.

Key Leader: Induction Coordinator or an experienced luminary

Audience: All luminary crews

Learning Outcomes:

By the end of this session, participants will:

1. Experience and explain how cheerfulness spreads among individuals during shared work and joyful collaboration.

2. Describe the connection fostered through brotherhood in the context of collective service.
3. Cultivate cheerfulness by engaging in authentic self-expression and practicing self-acceptance while working alongside others.

Materials Needed:

- Timer on a clock or phone.
- *New Member Guidebook*, page 12

Instructions:

The presenter for this guidance activity should have a positive attitude and be cheerful and energetic. A presenter who is introverted or uncomfortable in front of groups will likely have difficulty connecting with participants. The Inductions Coordinator can conduct this activity, but it is more important that the correct presenter leads it.

The success of this activity is partially set up by the environment. Participants need to be close enough to each other to feel the effect of each other's participation. For that reason, this activity should be done indoors or under a shelter. Sound dissipates in wide open environments. It is important that the Induction Coordinator is clearly heard and can respond freely with enthusiasm. The following activity is delivered by the Induction Coordinator to the participants.

Narrative:

Introduction

INDUCTION COORDINATOR:

Good morning and thank you for your participation so far. I want to remind you about the purpose of our guidance activity today. They are part of a set of challenges to help you find your direction as you become active in the Order of the Arrow. During the ceremony, you were challenged to discover brotherhood, reflect on cheerfulness, and provide service.

We are going to do an activity that helps us with the values of Brotherhood and Cheerfulness. To be part of a brotherhood, we must be free to be ourselves and not judge one another. Doing so helps us be more cheerful. We also need to take responsibility for cheering each other up.

Laughter

Cheerfulness functions like a viral clip. When one person is cheerful, it spreads to others. To show this, we're going to do an experiment. When I say "go" you will have 30 seconds to get other members of your crew to laugh louder than you, but you can only do this by using your own laughter to try to get them to laugh.

Try to do your best, even if you are tired after a tough night or are a little sore from sleeping on a rock. Let's see how well you can get other people to laugh only using

your own laughter. I'll keep a timer. Ready?
1...2...3... Go!

Participants begin laughing. The Inductions Coordinator should encourage participants by saying, "Keep laughing!", "You're doing great!", "Don't stop!", "Keep laughing!", etc.

OK, good job everyone! For those who struggled to do that because it was hard to laugh, thank you for taking the risk. As you could tell, in a good way, it helped at least a few other people to laugh as well. That experiment shows us something about cheerfulness. It can be difficult, but it's also contagious. Cheerfulness is about finding a way to live through your discomfort to brighten other people's day and in doing so brighten your own.

Song

We are going to continue this exercise by going one step further. We're going to ask you to take another risk that helps build brotherhood and helps spread cheerfulness by singing a short song together.

OK, I know some of you may be thinking – "I'm not a singer." That's OK. It may even be a little scary to sing out loud. Our practice of brotherhood is an exercise in accepting each other. At the same time, we are challenging each other to do our best. There is something that connects us to each other and makes us more cheerful when we sing. As we try this, if you have a great voice, sing loud to show it off. If you feel you don't have a great voice, sing loud anyway. It's OK.

I'm going to start singing the first few lines of a song. Once you know it, start singing along.

Here we go...

In the jungle, the mighty jungle the lion
sleeps tonight

In the jungle, the quiet jungle the lion sleeps
tonight

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

Wee-hee-hee-hee

Wee-oh aweem away

That was great! Good job everyone. If you didn't pick up on the lyrics yet, they are pretty simple. They are:

[Speaking]

In the jungle, the mighty jungle the lion
sleeps tonight

In the jungle, the quiet jungle the lion sleeps
tonight

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

Wee-hee-hee-hee

Wee-oh aweem away

Now let's try it all together one last time!
Sing out!

[Singing]

In the jungle, the mighty jungle the lion
sleeps tonight

In the jungle, the quiet jungle the lion sleeps
tonight

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

Wee-hee-hee-hee

Wee-oh aweem away

OK! Great! You are all much better than you think you are! If you stretched a little bit or a lot, laughing together and singing together has an impact on how we deepen our connection to one another, but we'll talk about that later.

Dance

There is one more step in this morning's activities. You've laughed. You've sung. I want to see what happens if you move and dance. When I say go, you are free to move to the song. You can simply sway. You can clap. You can do the macarena or a line dance. The only restriction is that you don't disturb someone else by running into their personal space with your own movements. Try not to think about it too much and just go with whatever moves you. Oh... and sing along too! A one, a two, a three... Let's go!

In the jungle, the mighty jungle the lion
sleeps tonight

In the jungle, the quiet jungle the lion sleeps
tonight

A-weema-weh, a-weema-weh, a weema-
weh, aweema-weh

A-weema-weh, a-weema-weh, a weema-

weh, aweema-weh
Wee-hee-hee-hee
Wee-oh aweem away

Special Note — the song used for Cheerfulness and Song in this publication was “The Lion Sleeps Tonight.” The song can be swapped out for other songs that are approved for use, which include: “Deep in the Heart of Texas” and “Take Me Home, Country Roads” by John Denver.

That was awesome! Full disclosure, this guidance activity was known as “Cheerfulness and Song” because that is what we did together. Cheerfulness is about how you show up for those around you. It can be difficult, uncomfortable, and even scary, but we found a way to live through it in our experience and make someone else’s world a little bit better and more cheerful.

I applaud how you supported each other. That was great! Throughout the rest of the day and throughout your time as a member of the Order of the Arrow, please know that you are always encouraged to be cheerful, smile, laugh, and even sing.

Introduce Order of the Arrow Song

Before we end this activity, we want to introduce you to another song. You won’t be asked to sing it or memorize it right now, but it is a song that is sung frequently at gatherings of members of the Order of the Arrow. It is our “official song” and we will sing it tonight at the Ceremony of the Fire. We want to take this opportunity for you to hear it so that you will know why it is important when you hear it later tonight.

One final note, when we sing the Order of the Arrow Song, we cross our arms in front of ourselves with our right hand over our left and join hands with one another. We are also usually in a circle, but for now we will just form a line, just as the luminaries and I are doing right now. The song itself goes like this:

The Order of the Arrow Song

Tune: Lvov 1833

Words & Arr.: E. Urner Goodman

The musical notation is written on four staves in G major (one sharp) and 4/4 time. The lyrics are written below each staff. The melody is simple and repetitive, using mostly quarter and half notes.

Firm bound in bro - ther - hood, Ga - ther the
clan That cheer - ful serv - ice brings To fel - low man.
Cir - cle our coun - cil fire, Weld tight - ly ev - 'ry link That
binds us in bro - ther - hood, Wi - mach - ten - dienk.

For your reference, the lyrics to this song are on page 12 in your *New Member Guidebook*.

Training Note: Wimachtendienk remains in the song as a historical reference. The Wimachtendienk (translation: Brotherhood) was the original name of the Order of the Arrow.

Dismissal

Now it is time to meet up with your luminary who will lead you in a short conversation and then lead you to your worksites for the morning.

Outline – Cheerfulness and Song

The Induction Coordinator may use the following outline to lead Cheerfulness and Song. An outline may be easier to use and more natural, but only if the Induction Coordinator is thoroughly familiar with the full text.

I. Introduction

- a. Review the Ceremony of the Arrow challenges:
 - i. Discover brotherhood
 - ii. Reflect on cheerfulness
 - iii. Provide service
- b. Introduce "Cheerfulness and Song"
 - i. Activity to help us with brotherhood and cheerfulness

II. Laughter

- a. When one person is cheerful, it spreads to others.
- b. 30 seconds to get other members of the crew to laugh using only their own laughter.
- c. 1 – 2 – 3 Go!
- d. Thank everyone for participating.

III. Song

- a. Encourage participation and acknowledge discomfort.
- b. Singing connects us to each other and makes us more cheerful.
- c. Sing the song and encourage people to join in.
- d. Sing song three times in total.
- e. Thank everyone for participating.

IV. Dance

- a. Free to move, but not to disturb someone's personal space
- b. 1 – 2 – 3 Go!
- c. Sing and dance together.
- d. Thank everyone for participating.

V. Introduce Order of the Arrow Song

- a. This is just an introduction so that you will know song.
- b. It is sung at gatherings of members of the Order of the Arrow.
- c. Cross arms (right over left).
- d. Sing Order of the Arrow Song
- e. Please find the song on page 12 in your Finding the Arrow Guidebook

VI. Dismissal

- a. Meet in your luminary crew and then head to your worksites.

Conversation – Cheerfulness and Song

Guidance Description:

This conversation serves as very brief moment of integration for the Cheerfulness and Song activity and a chance for the luminary to provide any updated information as to where the crew will go for their service projects. This conversation should be less than 5 minutes in duration.

Session Purpose:

This session is a reset to the luminary crew. Most of the learning and integration of the induction process happens in the smaller settings and through reflection. Cheerfulness has previously been introduced by the Voice of Cheerfulness, who represents an important value of the Order of the Arrow, and the Induction Coordinator, who leads the induction. This session allows the luminary to reinforce the value to the individual crew members. This session may seem short, but the close connection between the luminary and the new member is the key function of this session.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Express comfort and confidence in being themselves as part of a cheerful brotherhood while traveling to and working at service sites.
2. Demonstrate reassurance and mutual support within the crew, particularly toward members who experienced difficulty with previous guidance activities.
3. Describe and embrace the expectation that talking, laughing, singing, and cheerfulness are appropriate and encouraged during the induction experience.

Materials Needed:

- *New Member Guidebook*, page 13
- Any materials needed for service sites including safety equipment, water, etc.

Instructions:

After the Induction Coordinator completes the last activity, the luminary gathers their crew together for a brief conversation.

Narrative:

LUMINARY:

We just want to have a quick check-in with everyone before we head to our worksites for the morning to see how everyone is doing.

The luminary uses page 13 in the *New Member Guidebook* to lead the crew conversation and allows each crew member the opportunity to respond to the question before continuing. This is also a space of reassurance. If the luminary perceives that someone was asked to stretch too far during the Cheerfulness and Song activity, let them know that there was no bad engagement. Everyone is different and it is OK to be who they are.

- On a scale of one to ten, with ten being really hard, how difficult is it for you to challenge yourself and get outside your comfort zone? Why do you think that is?
- Here is another question for you: On a scale of one to ten, how are you feeling about providing service this morning and why?

After everyone has replied, the luminary can give instructions about where the crew is going, and what work projects will be conducted. If special needs are present (including safety equipment, needs for supplies, clothing, equipment, etc.), the luminary does their best to address those needs and ensure the crew is ready to provide service.

Reflection – What is Service?

Guidance Description:

Reflections are brief moments throughout the day of the induction experience that are meant to help participants better understand the central values of the Order of the Arrow. They are clearer and easier for participants to engage with than a longer ceremony. The Voice of Service should deliver this guidance reflection while wearing their cape. The reflection is ideally conducted near to the worksite of the crew as a short break. If it becomes burdensome for the Voice of Service to provide this reflection with each crew, a luminary can deliver the reflection.

Session Purpose:

This session brings the Voice of Service, who represents another important value of the Order of the Arrow, into the process. The value of Service is explained by the Voice of Service, who establishes its importance to the Order of the Arrow and the induction process. The importance of the message is heightened because it is delivered by an Officer of the Ceremony. In this setting, the Voice of Service is even closer to the individual by participating by crew or smaller groups of crews. The reflection helps the new member react and record immediate thoughts about the act of service.

Key Leader: Voice of Service (traveling to each work site). *Alternative programming is allowed, as needed.*

Audience: Luminary crew (at work sites)

Learning Outcomes:

By the end of this session, new members will:

1. Explain the value of Service as a core value of the Order of the Arrow.
2. Demonstrate a broader and more nuanced understanding of its meaning.
3. Describe how service can be expressed through cheerful attitudes and behaviors, including talking, laughing, singing, and positive engagement during the induction experience.

Materials Needed:

- Voice of Service's cape
- *New Member Guidebook*, pages 14 and 15
- Journals
- Bluetooth enabled speaker (optional)
- Instrumental music (optional)
- Electronic device to play pre-selected music (optional)

Instructions:

The following reflection is delivered by the Voice of Service to the participants either in a large group setting or small. Either a luminary or the Induction Coordinator can introduce the activity.

Narrative:

LUMINARY OR INDUCTION COORDINATOR:

We are going to take a moment to participate in a guidance reflection. These are brief moments throughout the day where we hear from a member of our ceremony team to help us understand the central values of the Order of the Arrow. Please give your attention to the Voice of Service. I encourage you to have your journals out and if a word or two strikes you as important, please write them down. You will also have a short amount of time after the reflection to journal or sketch.

Reflection on Service

VOICE OF SERVICE:

At some point in your journey,
someone noticed what you were willing to
give.
Maybe it was your time.
Maybe your effort.
Maybe just your attention, when someone
else needed it most.
That moment mattered,
because it revealed something important—
that you understand what it means to serve.
But now you have reached a turning point.
From being someone who has served
to someone who chooses to serve—again
and again.
The world does not always honor those who
serve,
but it always depends on them.

In our Order, service is not just a task to
complete.

It is a way of life.

It is a mark of true leadership.

Service is not a job.

It is not a performance.

It is a posture—

a way of standing in the world.

Service builds trust.

It builds belonging.

It builds leaders—not the kind who stand
above others,

but the kind who stand beside them

and carry the weight no one else will.

The ones who rise to sweep the ashes before
dawn.

Who stay behind to finish what others leave.

Who won't ask, "What is my reward?"

but inquires, "What do they need?"

Service is where cheerfulness becomes
action.

Where brotherhood becomes real.

It is the daily choice to place others before
yourself—

not once, but again and again.

Now, as you join the Order, you are called to
carry

its legacy of service forward.

When you accept membership in the Order,
you are not just honored for the service
you've given—

you make a promise to continue giving.

To carry the heavy load.

To notice what others overlook.

To step forward when it would be easier to
step back.

This is the path of the servant leader—
one who leads by lifting others,
one whose strength is not measured in
volume,
but in willingness.

So, remember:
what you build with your hands,
what you give with your heart,
what you offer without needing thanks—
that is what will last.
And that is why you are here.

Journaling

LUMINARY OR INDUCTION COORDINATOR:

Please take a few moments to think about
what you just heard. Pages 14 and 15 in your
New Member Guidebook are ideal questions
to guide your reflection and write some
notes or sketch or doodle.

Take 3-4 minutes of silence. Quiet music can be played if
available. When finished, everyone returns to their
worksite.

Silent Lunch

Guidance Description:

This experience is a meal done in silence with an added activity that triggers a learning opportunity. Each member of the luminary crew is given a bag with one (and only one) of the ingredients to make lunch. In silence, they have a choice of what to do with the ingredients they have.

The goal of the experience is that participants are drawn to share what they have, and the observation is made that we all have something to give. When we all give that something, then there is enough for everyone. There is, however, the chance that someone will make the choice of greed over generosity. This should not cause panic. Since this is a learning exercise, even the mistakes made are part of the learning process. In the conversation that follows, the luminary may ask questions about why people made the choices they made and what the results were. How did it make them feel, and how did it make others feel? The point is to never shame, but to illuminate what can be learned from the process. If anyone does not receive enough food because of the way the activity plays out, they should be given more food at the end of the reflection so that everyone has enough sustenance.

Mistakes are part of the learning process, and the luminary can have an impact that helps determine a more satisfying outcome. As the luminary gets to know their crew, they can identify which participants are more likely to share than others. These are the participants who should get the more desired items in the bag such as the dessert, fruit, or protein. Participants who are less likely to share may be more likely to share when given plates or plastic knives. This incentivizes them to share out of their personal need versus someone who would decide to keep a bag of cookies all to themselves. A discreet mark on the outside of the bag can indicate to whom the luminary should give each bag.

Session Purpose:

This session provides lunch and demonstrates collaboration and care for others. This also is a nod to the Admonition.

Key Leader: Luminary

Audience: Luminary crew (at work sites)

Learning Outcomes:

By the end of this session, new members will:

1. Demonstrate an understanding that brotherhood and cheerfulness may require personal sacrifice by prioritizing the needs of the crew over individual preference.
2. Affirm that each individual contributes value to group problem-solving by participating constructively in decisions about shared resources.
3. Explain how setting aside personal ambition enables the crew to meet collective needs, ensuring that all members are adequately fed.

Session Tasks:

- Ensure that everyone has food that meets their dietary needs (religious or personal beliefs) or restrictions (allergies and sensitivities).
- Encourage new members to drink plenty of fluids throughout the day and with the meal

Materials Needed:

- Enough food to satisfy all members of the luminary crew. The individual elements of the food are all placed in separate brown paper bags.
- Sanitation napkins to clean hands or dedicated time for washing with sensitivity for the

practice of some faiths to wash hands before meals.

- One brown paper (lunch) bag for every member of the luminary crew. Pre-filled with the following items:
 - Container of hummus or bean dip
 - Packaged pita bread (gluten free crackers if needed)
 - Packaged carrots
 - One hardboiled egg for each crew member
 - Fruit with peeling (orange, banana, or similar)
 - Chocolate bars or fruit bars (no nuts)
 - Plates
 - Plastic spoons for spreading or eating

Instructions

- The luminary asks every member of the crew to wash their hands in preparation for lunch as they would if they were part of a team serving in a dining hall. They may also use sanitary wipes provided.
- The luminary for each crew gathers the previously filled brown paper (lunch) bags and sets them in a circle either on a table or on the ground.
- The luminary identifies a boundary for the activity in which everyone must remain. This can be as simple as the number of steps from a central point or a concrete pad, etc.
- When the boundary is established, the lunch bags gathered, and the participants have washed their hands, the luminary crew stands or sits in a circle and the Luminary places a lunch bag in front of each member sometimes deciding that certain members will get certain bags.

Narrative:

Introduce Silent Lunch

LUMINARY:

Welcome to "Silent Lunch." As the name suggests, this experience is done in silence. You are free to communicate to each other non-verbally, but there is no talking.

The next thing to know about this activity is that there is a boundary. You need to stay near to where these lunch bags are placed.

[Provide any additional details about the boundary.]

Placed before you are a series of lunch bags. Each of you will be given one bag. You get to choose what to do with that bag and the items in your bag. The contents of the bag are your responsibility. Do not just leave the bag open. You must keep it in your possession.

No one is allowed to take the items from your bag, and you are not allowed to take items from someone else's bag. The only way someone can have something from your bag is if you permit them to have it, and the only way you can have something from someone else's bag is if they permit you to have it. You do not need to touch the items in the bag to give them to someone. If someone wants something from your bag, they must first make a silent request for it, and you may make it available to them if you choose.

Forecast Outcome

What happens during this experience is up to you, but please know that at the end of the experience, we will talk about it. We will discuss what choices you made, what the impact of those choices has been, and how it impacted you and the members of the crew.

Reminders

One last point before we begin. Let us not lose sight of the fact that this meal is done in silence. There are many people and practices throughout the world that engage in silent meals. The result of doing this has an interesting impact. It allows us to be more aware of the food that we are eating. As you eat, attempt to chew your food slower than you may normally eat. Focus on the flavors, the aroma, the texture of the food. As you eat, try to be more aware of all the people who went into giving you this food, the farmers, the ranchers, the chefs, and all the individuals who may have had a role in bringing this food to you. Pause as you eat and appreciate them. Doing so often results in us beginning to savor and appreciate the taste of the food more. You may find that you are more aware of new sounds by eating in this manner. You may be more aware of our surroundings, and also each other. You may appreciate things that we often take for granted in our lives, like food itself.

Let's begin with a moment of silence so that each of us can offer a personal grace according to your custom.

Pause for personal grace.

Thank you. Alright everyone, I will give you each one bag and when I say "open" you may begin.

The luminary distributes one lunch bag to each crew member, paying attention to the discreet marks and giving those bags to those who may be more willing to share with others.

Outline – Silent Lunch

The luminary may use the following outline to lead Silent Lunch. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

I. Introduction

a. Introduce Silent Lunch

- i. During lunch, only communication is non-verbal.
- ii. Boundary
- iii. Everyone gets one bag which stays in their possession.
- iv. You choose what to do with items in your bag.
- v. No one can take from your bag without permission.
- vi. You can't take from someone else's bag without permission.

II. Forecast Outcome

- a. We will discuss what choices were made and their impact.

III. Reminders

- a. This meal is done in silence.
- b. Silence can allow us to be more aware of the food that we are eating.
- c. As you eat, be aware of:
 - i. Flavors, aroma texture
 - ii. People: farmers, ranchers, chefs, etc.
 - iii. Sounds
 - iv. Surroundings and each other
- d. Pause as you eat and appreciate what you have been given.

IV. Moment of silence for personal grace

Conversation – Silent Lunch

Guidance Description:

This conversation serves as moment of integration for the Silent Lunch activity and to reflect as a crew on the reflection heard during the short break from the service. It is also an opportunity for the luminary to provide any updated information as to where the crew will go for their next service projects after the Flight of the Arrow.

Session Purpose:

Silent Lunch holds the possibility of various outcomes which on the surface can seem positive or negative. This conversation is needed to ensure that participants gain insight from the activity, even if something seemed to go askew. If someone didn't share their food, that isn't a mistake, that has an impact on the crew and learning how our personal decisions affect one another is part of learning the compassion necessary to be members of a brotherhood.

Key Leader: Luminary

Audience: Luminary crew (at work sites)

Learning Outcomes:

By the end of this session, new members will:

1. Reflect on and articulate insights gained from the Silent Lunch activity.
2. Identify and explain discoveries related to the values of Brotherhood, Cheerfulness, and Service as re-vealed through personal and group reflection.

Session Tasks:

- Ensure that everyone has food that meets their dietary needs (religious or personal beliefs) or restrictions (allergies and sensitivities).

- Encourage new members to drink plenty of fluids throughout the day and with the meal

Materials Needed:

- *New Member Guidebook*, page 16

Instructions:

After Silent Lunch is complete, the luminary crew gathers around the luminary and sits/stands in a circle and invites the participants to have a conversation about their experience during Silent Lunch.

The questions should generate conversation and discussion. If the conversation leads to something beyond the questions, the luminary is invited to extend the conversation so long as it doesn't disturb the starting time for the next activity.

Narrative:

LUMINARY:

We just want to check-in with everyone after the Silent Lunch activity. I will ask a few questions and give everyone an opportunity to respond. Please open to page 16 in your *New Member Guidebook*.

The luminary allows each crew member the opportunity to respond to the question before continuing.

- What were your "take-aways" from Silent Lunch and the meal we shared together? Where did we succeed as a crew and where were there difficulties?
- Earlier, we heard a Reflection on Service. What is your most meaningful experience

of serving others and how has your understanding of service changed?

- Earlier we heard a Reflection on Cheerfulness. How do you think it makes a difference to serve with a positive attitude vs. a negative one?

At the conclusion of the conversation, the luminary provides any updated information about afternoon worksites and then leads the crew to where they will do the Flight of the Arrow activity.

Flight of the Arrow

Guidance Description:

At its core, this activity is a guided meditation that uses an arrow as the operative symbol in the mental exercise to help the subject focus their thoughts.

Session Purpose:

Participants will develop a useful tool to assist them in the overarching quest of overcoming distraction and find a greater capacity for focus. This session offers an individual approach through guided meditation and visualization. This allows the new members to be still for a moment after lunch and the activities they have been doing. This session also returns to the arrow, our symbol, and how their induction began. The arrow offers more analogies about remaining true, listening to our values, the Scout Oath, and Scout Law, and reminds them to see the power of their minds and their thoughts as they engage with others.

Key Leader: Experienced luminaries

Audience: Luminary crews (grouped in various sites)

Learning Outcomes:

By the end of this session, new members will:

1. Demonstrate improved mental focus through guided attention or mindfulness activities.
2. Apply a simple calming or focusing technique to manage moments of stress or anxiety.

Materials Needed:

- Bluetooth enabled speaker (optional)
- Instrumental music (optional)

- Electronic device to play pre-selected music (optional)

Instructions:

This activity is best done in multiple crews who form a larger group. It can also be done with all induction participants if crews are assigned to work sites nearby. If luminary crews are scattered at various service locations, it may be easier to facilitate the delivery of the activity by joining nearby crews together.

Experienced luminaries should be selected to lead this activity. If the luminary crews are some distance from each other, other luminaries can lead the activity. They must practice the delivery of this activity in advance to communicate the message effectively.

Narrative:

Introduce Flight of the Arrow

LUMINARY:

Friends, welcome to the "Flight of the Arrow." As a reminder, all of these guidance activities and reflections are meant to help you discover brotherhood, reflect on cheerfulness, and provide service. This activity is known as the "Flight of the Arrow," and throughout the activity, we ask that everyone remain silent.

As the symbol of our Order, the arrow has been fitly chosen. The stem of an arrow cannot be bent or broken, and its point must be sharp. Aimed high, its course is undeviating, its direction onward and upward.

"The Flight of the Arrow," which we are about to begin is an activity that is used in a wide range of social circles and occupations. It is formally called "Mindfulness-Based-Stress Reduction" and has many versions, usually asking participants to focus on some sort of object in their imagination in order to help eliminate distractions. For us, we will utilize the image of an arrow. Participating in this activity will teach you to observe your thoughts and your feelings and not let them overpower you, but rather to allow you to manage them.

This is core to our values as members of the Order of the Arrow. A quote that is remotely inspired by the teachings of Lao Tzu is a helpful way of expressing the connection between our thoughts and who we become. It goes...

"Watch your thoughts, they become your words;

Watch your words, they become your actions;

Watch your actions, they become your habits;

And this determines who you are and who you will be."

Watch Your Thoughts

It all starts with watching your thoughts. But how do you do that? It is something as members of the Order of the Arrow we practice and can get better at.

So let's start watching our thoughts. During this activity, it is a good idea to be in a mental

space where you don't bother other people, and don't let other people bother you. It will likely be helpful if you close your eyes. While not required, we assure you that it is comfortable and safe for you to do so. If you need to open your eyes at any time, that's also alright. Start by allowing yourself to relax and let go of everything around you. You can listen to my voice for instructions on what to do, but if my voice becomes distracting to you, you are allowed to let your own mind and your own imagination take over.

[Fade in background music.]

Breathe deeply. Take one deep breath. And then another.

[Pause.]

Let each breath allow you to clear your mind.

[Pause.]

Keep breathing and allow any concerns that you have to float away.

Visualize the Arrow

Now you are going to use your imagination. As you continue to breathe, and while keeping your eyes closed if you are comfortable doing so, imagine in your mind's eye the onward and upward flight of an arrow. Always allow the arrow that you see to move in slow motion. This arrow will never land, but will keep on going and going. Perhaps you view this arrow from the side, or from the rear of the arrow as you see it going

forward through space. Perhaps you view the arrow from below or from above. It's up to you.

[Pause.]

As you picture the arrow, imagine the space around it and recognize that the thoughts and feelings you have now, or have on a daily basis, might occasionally come into sight around the arrow. Flashbacks to things that excite you or images of fears and anxieties might begin to appear. These are your thoughts and your feelings. It's OK to have them, but don't get distracted. For every thought or feeling that you have, the arrow will always journey past them on its endless flight. Every time you find yourself focused on something other than the arrow, just say "thank you" to it for being part of your journey and return to the image of the arrow. The arrow continues to fly through space, always moving onward and upward, always guiding you to the next moment of who you are now and who you are to be.

[Pause.]

Keep breathing and keep letting go of things. Even as you strengthen your ability to focus, you may notice that other thoughts and feelings appear. Everyone has them. They are all just part of your journey, and sometimes they may be important. Let them continue to pass by so that they don't become distractions.

[Pause.]

As easily as a thought, an image, a concern, or a feeling can appear, it can also disappear. Allow them to fade so that you may stay focused on the arrow. As the arrow climbs toward more lofty places, remember that these same high places are within you.

[Pause.]

For now, I am going to discontinue the guided portion of this reflection and allow you to continue to visualize the flight of the arrow as it passes by the images of your thoughts and feelings. Keep breathing and keep slowing down. Don't worry if something captures your attention more strongly than others. Remember that the flight of the arrow allows you to pass by anything that might distract you. You can let go of anything that draws you away.

[Long pause.]

This portion of our activity will soon be ended. You don't need to let go of the flight of the arrow just yet. When you are ready, you can allow your imagination to see the arrow continuing on its way, for it will never stop leading you, and never stop being the center of your thoughts and feelings. The arrow is there to give you direction, even when you find yourself lost or struggling. When you are ready, you can open your eyes and come back to this crew.

[Pause.
Fade out the background music.]

Debrief and Dismissal

Thank you for being a part of this. Please know that you can always come back to this activity. You can do it on your own, on the way to school, or before you go to sleep. It can always be a way of helping you find focus and direction. It helps you to know that you are in control of your thoughts, discovering that you have this ability can be useful when you need to access your thoughts and feelings to make the decisions that only you will face.

Please gather with your luminary who will lead you to your afternoon service sites.

Reflection – What is Brotherhood?

Guidance Description:

Reflections are brief moments throughout the day of the induction experience that are meant to help participants better understand the central values of the Order of the Arrow. They are clearer and easier for participants to engage with than a longer ceremony. The Voice of Service should deliver this guidance reflection while wearing their cape. The reflection is ideally delivered close to the crew's worksite and used as a short break. If it becomes burdensome for the Voice of Service to provide this reflection with each crew, a luminary can deliver the reflection.

Session Purpose:

This session is to further the new members' understanding of the value of Brotherhood, a pillar of the Order of the Arrow. The reflection is delivered by the Voice of Brotherhood who, as an Officer of the Ceremony, helps heighten the importance of the message.

Key Leader: Voice of Brotherhood

Audience: Luminary crews (grouped in various sites)

Learning Outcomes:

By the end of this session, new members will:

1. Explain the value of Brotherhood, demonstrating a broader and more nuanced understanding of its meaning.
2. Describe how the cumulative reflection experiences deepen understanding of the core values of Brotherhood, Cheerfulness, and Service.

Materials Needed:

- Voice of Brotherhood's cape
- *New Member Guidebook*, page 17

- Journals

Instructions:

The following reflection is delivered by the Voice of Brotherhood to the participants either in a large crew setting or small. Either a luminary or the Induction Coordinator can introduce the activity.

Narrative:

LUMINARY OR INDUCTION COORDINATOR:

Once again, we are taking a break to reflect for a moment. You will listen to a reflection. These are brief discussions on the central values of our Order. I encourage you to have your journals out and if a word or two strikes you as important, please write them down. You will also have a short amount of time after this reflection to journal.

For now, let's all slow down. Quiet ourselves for a moment and listen.

VOICE OF BROTHERHOOD:

It is understandable why,
at times, you may feel alone.
You spent a night in isolation.
Reflected in silence.
Sought guidance.
Faced challenges.
Carried weight without complaint.
But look around you—
you are not the only one who has walked this path.
Others have stood where you now stand.

Others stand beside you now.
Others have felt the same aching muscles,
the same quiet doubts,
You are not alone—not now, not ever.
This is Brotherhood.
Not just friendship.
Not just standing side by side,
but knowing—deep in your being—that you
are part of something bigger.
That the challenges you face have meaning
because they connect you to everyone who
has come before.
Brotherhood calls us not only to remember,
but gives us a place to belong.
It also challenges us to live in a way that
honors
the spirit we've inherited.
It is the invisible thread that runs through
every campfire,
every trail cleared,
every word of the Scout Law spoken with
quiet conviction.
A shared promise, a statement,
Stronger than any one voice.
A chorus, whose echoes reverberate from
crag to cliffside,
And yet—fragile enough to be forgotten
if we do not choose to carry it forward.
Brotherhood is a trail that does not end,
Built by hands you'll never see.
Cleared by Scouts you'll never meet.
Strengthened by their service.
Brightened by their cheerfulness.
And now—carried forward by you.
Brotherhood is, in this way, not something
you receive.

It is something you *practice*.
It's the way you pick up someone else's
burden,
even when your own arms are tired.
The way you take the harder task
so someone else can rest.
The way you notice when someone is
struggling—
and stay beside them, without being asked.
That is where brotherhood begins.
Not in ceremony.
Not in tradition.
But in the moment you choose someone
else's well-being
over your own comfort.

No doubt you've seen moments like that
recently.
A quiet offer of help.
A nod of encouragement.
A task completed not because it was
assigned,
but because it needed doing.
And if you haven't seen that moment yet—
it's coming.

You are here to become part of something
larger.
To give what you have,
and to trust that others will do the same
when your strength runs low.
That's why you rose early.
That's why you have worked hard.
That's why you gathered your thoughts
in silent reflection.
Not just for yourself—
but for the ones beside you.

For the ones who came before,
for the ones still to come.
Remember this in your heart
where memories do not fade
as they do in the constant motion of the
mind.

You are not just passing through this place.
You are shaping it—
and it is shaping you,
to be someone for others, with others.
And in that alone,
you are never alone.

Journaling

LUMINARY OR INDUCTION COORDINATOR GUIDE:

Please take a few moments of quiet reflection to think about what you just heard. The questions on page 17 in your *New Member Guidebook* may be used to write some of your own reflections or drawings in your journal.

[Wait 4 minutes.]

Step Forward and Sign of Membership

Guidance Description:

This experience is an adapted educational activity used by educators to promote self-discovery, emotional learning, and shared understanding. Through non-verbal communication and freedom of choice, participants have the opportunity of expressing both a desire for belonging and where they have not felt belonging in the past. Surrounded by fellow Scouts, the luminaries serve as a model of acceptance and reassurance that other participants learn to follow.

This activity was made widely popular in educational circles through a nationally recognized youth development program known as Challenge Day. At the root of the activity, which is done in silence, is the self-selection of participants to “step forward” if they feel a statement made by the Induction Coordinator applies to them. The Induction Coordinator is not authorized to augment or change this script as the words selected and the order are crafted by professionals trained in adolescent education, ethics, and emotional care.

Adult leaders should always be mindful of training materials by Scouting America and the OA regarding the emotional wellbeing of young people. Adult leaders are reminded to be observant during this exercise of the mental health needs of youth participants and make appropriate referrals to professional personnel when a youth member requires additional support.

Session Purpose:

The desire for this activity is that participants begin to foster a felt impact of brotherhood and cultivate brotherhood with the members of this induction cohort. Participants should move from an intellectual understanding of brotherhood to something that requires the conviction of mutual care, understanding, and acceptance both for the individual and for others. The connections to the Admonition will be a latent effect of this session.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Experience and articulate a sense of community and brotherhood through safe expressions of vulnerability and mutual acceptance.
2. Identify feelings of belonging and connection within the group, demonstrating a reduction in isolation.

Materials Needed:

- *New Member Guidebook*, page 18

Instructions:

This activity should be conducted by the luminary with their crew. Step Forward is an intimate experience that is most effective in small groups. By this point in the induction experience, crew members have spent time getting to know each other, which allows them to be more comfortable sharing.

The activity can also be conducted by combining two luminary crews, or even multiple crews to form a large group.

Step Forward can also be adapted and done in a circle where the participants begin by standing on the perimeter of a large circle and can step forward by traveling inward to the perimeter of a smaller circle. This choice is effective in larger groups (of 40 or 50), but less effective in a group of 10. Some instructions may need to be changed if the activity is done in a circle. Additional words about how the circle represents belonging and our use of circles around the fire, in our crews, and throughout the Order of the Arrow are appropriate to add.

Narrative:

Introduce Step Forward

LUMINARY:

Good afternoon. Thank you for all the service you have provided today. Throughout the day, you have received guidance on the ideals of Brotherhood, Cheerfulness, and Service. We will begin to tie these ideals together. Our next experience will require you to demonstrate courage and vulnerability, as well as mutual support for one another. We will maintain silence for this activity except for me as the crew leader.

The experience is named "Step Forward." You are standing where you are because throughout the activity, you will have the freedom to choose to step forward to an imaginary line. Stepping forward allows you to describe a part of who you are if you wish to do so. Imagine that where you are standing is one line and about 7-10 paces in front of you is another imaginary line.

I will make a series of statements. If you feel the statement applies to you, without saying anything, you can make the choice to leave the line where you are now and step forward across the other imaginary line. When you do this, you will turn and face those who did not cross the line and pause for a moment until you are invited to step back.

Some of the statements are very basic, but some statements are more personal. I want

to give permission to all of you that staying where you are is always an acceptable choice. Staying where you are does not mean the statement doesn't apply to you. It simply means that you chose not to reveal an answer to the statement that I made.

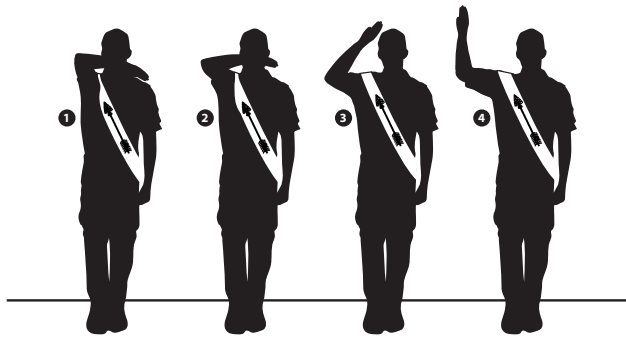
Sign of Membership

For us to be a brotherhood, it should be normal practice for us to respect each other. This is why we would like to teach you another important custom in the Order of the Arrow's culture. We have a physical action which is an outward sign signaling that someone is a member. Like the Order of the Arrow Handclasp, which is very similar to the Scout Handclasp, the Sign of Membership is very similar to the Scout sign which we all know.

[Demonstrate the Scout sign.]

The difference is very small, but important. The Sign of Membership starts by putting your right hand over your left shoulder as if you were drawing an arrow from a quiver. You were each chosen, as an archer chooses an arrow from a quiver, and so this is how our sign begins. You then move your right arm up and over as if pulling an arrow out of the quiver. You then move your right arm and hand into the Scout sign. Done all together, the Sign of Membership looks like this.

[Demonstrate the Sign of Membership.]



The Sign of Membership can be done for different reasons. It is one way that we can demonstrate to one another that we are members of the Order of the Arrow. In the future, you will need to know this sign in order to gain access to a ceremony, at the start of a members-only meeting, and so forth. Today we will use it for a different reason. When one member shares this sign to another member, it can also mean. "I see you." "I accept you." "I respect you." "I feel what you are going through." "You are not alone." "I share what you are going through." "I support you."

Therefore, we can use the Sign of Membership during this experience. Even though this activity is done in silence, you can show support for another member through this sign. You don't need to do it every time that someone steps forward, but there may be a time when you want to recognize someone's courage or just let them know you support them even though you didn't cross the line. In silence, this is an effective way that we can discover a sense of brotherhood in our midst.

The Sign of Membership can be found on page 18 in your *New Member Guidebook*.

Let us begin.

Statements

The luminary asks participants to step forward. After each statement, the luminary must decide when to give permission to those who have crossed the line to return by saying, "You may return to your original place." The decision of when participants return to their place can vary on how many people cross the line and the mood generated by the action of crossing.

Please step forward if you enjoy making others smile or laugh.

Please step forward if you started in Scouting as a Tiger, Lion, or Cub Scout.

Please step forward if you enjoy playing video games.

Please step forward if you play a sport with a school, community, or church team.

Please step forward if you have older brothers or sisters.

Please step forward if you have younger brothers or sisters.

Please step forward if you are an only child.

Please step forward if you can speak a language other than English.

Please step forward and cross the line if you have changed homes once or more in the past five years.

Please step forward if you would rather read a book than run a mile.

Please step forward if you have had someone close to you pass away.

Please step forward if you enjoy going to school.

Please step forward if you are an active participant in your church, temple, synagogue, mosque, or community place of worship.

Please step forward if you have lost a good friend to a disagreement.

Please step forward if you sometimes feel left out or left behind by others.

Please step forward if you believe you spend too much time on your smartphone.

Please step forward if you play a musical instrument.

Thank you all for sharing so far. We are going to dig a little deeper. As we continue to build our crew, I challenge you to be vulnerable, AND you should also continue to step forward for the statements where you feel comfortable. Not stepping forward does not indicate the statement does not apply to you, but simply that you have chosen not to give a response. Remember that your decision to make something known about yourself is always your choice.

Please step forward if you sometimes feel like the world is against you.

Please step forward if you have been made fun of by others for being a Scout.

Please step forward if sometimes you are filled with self-doubt or question your self-worth.

Please step forward if you have experienced what “bullying” feels like, either in person or online.

Please step forward if you feel anxious about the future or who you will become.

Please step forward if you sometimes you find it challenging to get along with a parent or family member.

Please step forward if you have felt left out, even at Scouting activities.

Please step forward if even though you are happy with your current friends, you look forward to making new friends.

Please step forward if you believe that everyone who had the courage to cross the line today should be acknowledged and supported.

After this statement, there is no invitation to return. The luminary continues when the movement has ended.

Debrief and Dismissal

I am grateful to each of you for your willingness to display your courage and vulnerability, and to mutually support each other in this activity. Take a look around you. Although we all have had different life experiences, those experiences form our circle together, our crew. This is what makes the Order of the Arrow and Scouting a place where you belong. We will now meet and discuss your thoughts and feelings about this guidance activity.

Conversation – Step Forward

Guidance Description:

This conversation between the members of the luminary crew serves as a moment of integration for the afternoon which started with the Flight of the Arrow, an afternoon of service, a reflection, and Step Forward.

It is also an opportunity for the luminary to provide updated information to crew members about the schedule for the remainder of the evening, including time for personal hygiene and where to meet for dinner.

Session Purpose:

Step Forward holds the possibility of various outcomes which on the surface can seem positive or negative. This conversation is needed to ensure that participants gain insight from the previous activity through their personal reflections and the reflections of others. The goal is for new members to leave this conversation having made the connection between all the activities, service, and reflections that have been presented during their induction to this point.

Key Leader: Luminary

Audience: Luminary crew (Work sites)

Learning Outcomes:

By the end of this session, new members will:

1. Reflect on and internalize insights gained from the Step Forward activity.
2. Strengthen relationships within the luminary crew through shared participation and dialogue.
3. Identify and explain discoveries related to the values of Brotherhood, Cheerfulness, and Service through guided reflection.

Materials Needed:

- *New Member Guidebook*, page 19

Instructions:

After the luminary crew has gathered, the crew's luminary leads a conversation.

Narrative:

LUMINARY:

We just want to check-in with everyone after the Step Forward activity. We have already done a lot today through our service work, the reflections we heard, and the activities we did. I invite you to look at page 19 in your *New Member Guidebook*. As we have done before, let's give everyone a chance to answer these questions out loud. We will listen to everyone's answer to the first question before moving onto the second, and so forth.

Questions

The luminary uses page 19 in the *New Member Guidebook* to lead the crew conversation and allows each crew member the opportunity to respond to the question before continuing.

- We just finished an activity in which you were invited to "step forward." Were there any times you needed courage to step across the line? Why or why not?
- Were there times that you thought other people were courageous to step forward?

What made you feel they were courageous?

- Think about the “Flight of the Arrow” activity. Is it easy for you to find focus or do you find yourself easily distracted? How did the activity affect your ability to focus or lose focus?

After every crew member has had a chance to respond, the luminary decides where the crew is in terms of the schedule. The luminary may extend the conversation and dialogue if additional time is needed. The luminary should be mindful of the crew’s tasks at the worksite should be completed since this is the final period for service.

The luminary directs the crew to complete service at their worksite.

with you as well as your day bag / sling pack, your *New Member Guidebook*, and your journal. I will see you in ____ minutes.

Debrief and Dismissal

When service is completed, the luminary continues.

LUMINARY:

Thank you for all the work we did today! We are now heading to some guidance activities before dinner. We will take a short break so that you may tidy up and attend to any personal matters as needed. You will have about ____ minutes to do so. We will reconvene in the _____ with all the other new inductees at ____ p.m.

Please remember that we are still refraining from using personal electronic devices. If there is something you need, please let me know and I will assist. During this time, you should also change into your field uniform, which we will wear for the remainder of the evening. Be sure that you keep your sash

Reflection – History of the OA / Aim – Act – Appraise

Guidance Description:

Reflections are brief moments throughout the day of the induction experience that are meant to help participants better understand the central values of the Order of the Arrow. They are clearer and easier for participants to engage with than a longer ceremony. The Chief of the Fire should deliver this guidance reflection while wearing their robe. The reflection is ideally delivered close to the crew's worksite and used as a short break. If it becomes burdensome for the Chief of the Fire to provide this reflection with each crew, a luminary can deliver the reflection.

Session Purpose:

After this presentation, participants should be able to make a connection that the Order of the Arrow is not about arrows or archery, but a way of life aimed at constant improvement and service to others. A basic history of the Order of the Arrow is presented in this session. Aim – Act – Appraise is the connection between the values of Scouting, the Order of the Arrow, and our lives.

Key Leader: Induction Coordinator, Luminaries, and Chief of the Fire

Audience: All luminary crews

Learning Outcomes:

By the end of this session, new members will:

1. Describe key elements of the history of the Order of the Arrow, including its origins and early induction practices.
2. Explain how their own induction experience parallels that of the original inductees in 1915.
3. Interpret the symbolism of the arrow as a representation of the Order's process-oriented approach to growth through action and reflection.

Materials Needed:

- Chief of the Fire's robe (if done in large group)
- A bow that is strung (no arrow)
- Additional luminaries demonstrate the challenges in the first ceremony
- A bundle of sticks
- If outdoors, this reflection should be delivered by a large tree
- *New Member Guidebook*, page 20
- Journals
- Bluetooth enabled speaker (optional)
- Instrumental music (optional)
- Electronic device to play pre-selected music (optional)

Instructions:

In either a large group in a central meeting area or in smaller crews, if necessary, all participants are brought to attention for the delivery of the reflection. The luminaries help to demonstrate the dialogue by the Chief of the Fire.

Narrative:

CHIEF OF THE FIRE:

Good evening. During the course of the day, we have stopped and shared several moments of wisdom and guidance. You have moved through several tasks and challenges and now find yourself ever closer to the Ceremony of the Fire in which you will be recognized fully as members of our Order and finally hear the Admonition.

How did we get here? I don't mean, how did you get to this camp or this moment in your induction. I mean the Order of the Arrow? How did we get to the point where we held a event like this to induct you into Scouting's National Honor Society?

It has been the tradition since the beginning of the Order of the Arrow that those inducted would pass through a series of tasks from which they would derive some lesson. I will describe these first tests and our luminaries will demonstrate how those members experienced them.

The luminaries demonstrate these scenes as they are described.

Brotherhood and the Tree

In a nighttime ceremony, the founders of the Order would challenge a candidate to encircle a large tree with their arms. The challenge was not complete until the fingers of both hands touched on the other side of the tree. The candidate was not able to do this alone because the trunk of the tree was too big. The founder would invite the officer to assist in the task and complete the bond. What one person could not do on their own was accomplished easily with the help of others. This taught the importance of Brotherhood.

Cheerfulness and the Fire

The founders had a group of sticks bound together to model the brotherhood that was just demonstrated. With everyone gathered

around the council fire, the candidates were invited to place a single stick on the fire to make it burn more brightly. By doing so, they added to the flame and warmth of the fire. This taught the importance of Cheerfulness.

Service and the Incline

The founders also took the candidates to a steep incline adjacent to the council fire and challenged them to scale it unaided. This could not be accomplished alone, but with the assistance of an officer, the candidates were all able to safely reach the top of the incline. This taught the importance of Service.

The luminaries return to their seats.

Wimachtendienk

When the order began in 1915, the first members needed to provide a name for the order. They began with the word "brotherhood," which is the foundation of many fraternities, and sought to encode the concept in some unique way. Doing so was a common practice for honor societies at the time.

After some research, they chose the word "Wimachtendienk." It was a word they had sourced from a dictionary drafted by missionaries who had worked with indigenous people that belonged to and spoke a subset dialect of the Lenni Lenape Indians. The Order grew rapidly and by 1924, several limitations to the public name of the

order had presented themselves. This resulted in our members changing the name to the "Order of the Arrow." This enshrined a symbol that was aptly fit to provide direction to us and our onlookers in any generation and in any culture.

Aim – Act – Appraise

Another luminary brings a bow that is strung and demonstrates the actions described by the Induction Coordinator as they deliver the following text.

INDUCTION COORDINATOR:

As you can tell from your experience during this induction, the challenges that were given to the original inductees have changed, as has our name, our identity, and even our mission, but the values have always remained the same.

What we wish to share with you now is the process which has guided the Order over decades of growth. This same process is something that now involves you. This may seem like it is about shooting an arrow, but be mindful. It is not about shooting an arrow at all. It is about your life.

There are three steps in shooting an arrow. You must Aim – Act – and Appraise.

Another luminary demonstrates the actions described as the Induction Coordinator speaks. Only a strung bow is used. No arrow is launched!

When sending an arrow on its flight, it must have direction. That direction comes from you. You must make adjustments that account for the distance to the target. By

being self-aware, only you can determine if you need a greater strength or a broader arc. Are you grounded and stable, or are you moving and shaky? How will the thickness of the air, or the wind, or the rain affect the arrow's flight? To answer these questions, you will draw from your experience and do your best. All of this must be considered as you draw your aim.

All of that will have been done for nothing if there isn't a moment in which you commit to action, for which you have prepared. You must act with steadiness and confidence. The snap of the bowstring engages the resilience of the bow and launches the arrow on its flight. Excitement radiates from the persistence of possibility that resides in you alone. You have the choice. You make the decision. Your actions matter.

Too often, our world is confounded by those who only act but never aim. At the same time, it is sometimes confounded by those who aim but never act. When both unite, it creates a profound moment that is over just as soon as it has begun.

For once the flight of the arrow has started, you must begin the third process – appraise. As the arrow is in flight, what do you see? Is it going as you had planned? What factors did you not consider that would have changed had you had better information? Is the arrow on the path to meet its target? How much were you off? What would you do differently next time? Taking mental notes of one's appraisal, and sometimes writing them

down, is an important step in shooting an arrow.

The luminary who demonstrated shooting an arrow sits down.

Sometimes people think that shooting an arrow is just about the moment you release the string and let the arrow fly, but it isn't. It is more about how you teach yourself to be attentive to what you are learning, even as the arrow is in flight. These insights and lessons bring a good archer back to the beginning of the process. With new information and experience, you can set out with new aim and a renewed ability to be better the next time. This process reminds us of the wisdom observed by the poet Maya Angelou who once wrote, "Do the best you can until you know better. Then do better."

So, remember the lessons of shooting an arrow. You must aim, act, and appraise. This may seem like it is about shooting an arrow, but be mindful. It is not about shooting an arrow at all. It is about your life.

Short pause.

Journaling

INDUCTION COORDINATOR:

Please look at your *New Member Guidebook* and take a few moments of quiet reflection to think about what you just heard. The questions found on page 20 in your *New Member Guidebook* are good questions for you to ponder and perhaps write down your thoughts in your journal.

Provide time for quiet reflection (3-5 minutes). Play quiet music (optional)

INDUCTION COORDINATOR:

Thank you for taking time to reflect. We are now going to meet in our luminary crew for some discussion. This will be our last experience before dinner.

Provide any instructions for dinner and where new members should meet with their luminary crews.

Conversation – Silent Reflection

Guidance Description:

This conversation between the members of the luminary crew serves as a moment of integration for the final guidance activity and a chance to prepare new members for the period of Silent Reflection.

A hallmark of the induction process of the Order of the Arrow has been the time of reflection that silence provides. Much of the induction experience thus far has aimed to build camaraderie through shared conversations. While this is a good start, silence is essential for deeper reflection and creating space for personal growth. This time (about 30 minutes) is scheduled for intentional self-reflection.

Participants are requested to remain off their personal electronic devices, to not disturb one another, to not communicate, and to not talk. Participants are invited to find a quiet space by themselves. If others try to disturb them, they are asked to respond simply that they are in their reflection time and to not be disturbed. Some may wish to continue journaling. Some may want to go for a walk or view a beautiful part of the camp like the overlook of a lake. Walking areas should be defined and remind participants that they must follow the buddy system, even while remaining silent.

The instructions the luminary gives to crew members about the silence is important. It is also important to know when to convene and that a signal will be given when the crew should come meet back together.

Session Purpose:

Successful participation in these exercises will help participants understand the importance of being a member of the Order of the Arrow and what they are called to do as members. This session is meant to help the new members see their place in the Order of the Arrow through Aim – Act – Appraise. This approach should be clearer now that they have learned about, discussed,

and reflected upon Brotherhood, Cheerfulness, and Service.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Explain and internalize the Aim – Act – Appraise model as it relates to the history and values of the Order of the Arrow.
2. Strengthen relationships within the luminary crew through shared reflection and respectful presence.
3. Participate effectively in a period of silent reflection by following guidance and maintaining focus.
4. Demonstrate the ability to find and sustain inner quiet during guided silence.

Materials Needed:

- *New Member Guidebook*, pages 20-22
- Journals

Instructions:

After the luminary crew has gathered, the luminary leads a conversation. The luminary may need to shorten the time spent on this activity to make sure there is a substantial amount of time left for Silent Reflection.

Narrative:

LUMINARY:

We just want to continue to process the experiences that we have had today. I would invite you to look at page 20 in your *New*

Member Guidebook. As we have done before, let's give everyone a chance to answer these questions out loud. We'll hear everyone's answer to the first question before moving onto the second and so forth.

Questions

The luminary uses page 20 in the *New Member Guidebook* to lead the crew conversation and allows each crew member the opportunity to respond to the question before continuing.

- What do you notice are the similarities between the way members of the Order of the Arrow were inducted in 1915 and how you have gone through the induction process today?
- Aim – Act – Appraise: In what ways can you imagine that this process could be helpful in your everyday life?
- At this point in your induction process, how are you feeling about brotherhood, cheerfulness, and service? How will being a member of the Order of the Arrow impact your Scouting journey?

Silent Reflection

LUMINARY:

Thank you all for sharing during our conversation!

We have come to the part of your induction which is done by you and you alone. This is the dedicated period of silent reflection. Again, you are reminded not to use personal electronic devices and to remain quiet, not

only by not talking, but also by finding a sense of stillness. This period can serve as a meaningful time to gather your thoughts and gain insight into the direction of your journey in Scouting and in life.

I recommend finding a quiet place. Take some deep breaths. There are ideas on how to spend your time during Silent Reflection on page 21 in your *New Member Guidebook*. Perhaps you will use this time to sit somewhere quietly. If you wanted to take a walk, you can do so in the following area [define space where they can walk] or you must be with a buddy as defined by our Guide to Safe Scouting. Perhaps this time will be used for you to continue to journal or do some sketching. If you come from a religious background or tradition, this might be time that you spend in prayer in accordance with your own customs. Another option might be to practice the mindfulness exercises we did earlier called the "Flight of the Arrow." You get to decide how to use this time of silent reflection. You will likely see other people around camp talking. If they engage with you, it's acceptable to say that you are in the midst of a silent period. This exercise is also aided by not disturbing others or seeking out conversations.

Before you begin this period of reflection, I will offer you a couple of thoughts. When you were welcomed at the beginning of these two days, you were guided through the different parts of an arrow and what each aspect represents.

Where is your Scouting journey going?
Beyond Scouting, where is your journey in life going?

Recall what the fletchings represent. They are the supports that make an arrow fly. Who are the supporters in your life that allow you to fly? Who are the people who have guided you on your life's path thus far? It may be parents or family members. For others, it may be Scout leaders, teachers, or coaches. Perhaps it is a friend, or even a stranger, who was there when you needed help the most. As you think of these "fletchings," it is a good time to offer gratitude and thanks in your mind for them.

You should also reflect on ways you can help other people along their journey and help them find a reason to stay in Scouting.

These questions can be found on page 22 in your *New Member Guidebook*.

It is proven that showing gratitude to others improves our own levels of happiness, and that can foster even more cheerfulness within us. Our period of silent reflection has begun. Please return by ____ p.m.

Outline – Conversation – Silent Reflection

The luminary may use the following outline to lead this conversation and set up Silent Reflection. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

- I. Introduction
- II. Discuss questions on page 20 in the *New Member Guidebook*.
 - a. First Ceremony
 - b. Aim – Act – Appraise
 - c. Scouting journey
- III. Silent Reflection
 - a. What is silent reflection?
 - b. Do not use personal electronic devices.
 - c. Ideas (page 21 in your *New Member Guidebook*)
 - i. Find a quiet place
 - ii. Take a walk (use the buddy system)
 - iii. Journal
 - iv. Practice “Flight of the Arrow” exercises
 - v. Spend time in prayer
 - d. Don’t disturb others and if someone disturbs you be polite.
 - e. Final Thoughts (page 22 in your *New Member Guidebook*)
 - i. Where is your Scouting journey going? Beyond Scouting, where is your journey in life going?
 - ii. Recall the image of an arrow and fletchings.
 - iii. Fletchings are like people, they guide us.
 - iv. Take time to ponder them and give thanks for them.

- IV. Begin Silent Reflection.
- V. Instruct crew when and where to return.

The Promises

Guidance Description:

This activity provides an opportunity for each new member to learn the power of goal setting and their personal will to make things happen. They will identify five goals/promises that they will set for their future endeavors. They will also learn the Obligation of the Order of the Arrow.

Session Purpose:

This session introduces the Obligation of the Order of the Arrow. This is a foundational part of the OA and is recited at every gathering. This credo is a commitment to follow and uphold. Goal setting and leadership formation are key in this session. This is the culmination of new member orientation for the OA. After this session, participants should be ready to enter the Crew Affirmation. They should have a knowledge of what the Order of the Arrow is and feel connected to it. They should have passed through the challenges and feel empowered to continue a limitless journey in Scouting.

Key Leader: Induction Coordinator or an experienced luminary

Audience: All luminary crews

Learning Outcomes:

By the end of this session, new members will:

1. Explain how intentional goal setting can shape future actions and personal development.
2. Interpret the Obligation as a broader commitment that, while grounded in Scouting, unites members in supporting individual and collective growth.

Materials Needed:

- *The Promises*
- Bluetooth enabled speaker (optional)
- Instrumental music (optional)
- Electronic device to play pre-selected music (optional)

Instructions:

The following activity is conducted by an experienced luminary.

Narrative:

LUMINARY:

Good evening friends! As a witness to your induction process, I want to commend you. It is clear that many of you have discovered more about what brotherhood means. Your time in reflection has had an effect on cultivating cheerfulness, and I want to thank you for all the service you have provided for others today. We are in the last set of activities of your induction to prepare you for the Ceremony of the Fire tonight where you will receive the Admonition.

The Power of Making Commitments

There is power in setting goals and making commitments. You already know this because of the goals you have set and achieved during your Scouting journey. Just living up to the high ideals of our Scout Oath and our Scout Law requires commitment.

Imagine for a moment that you didn't join Scouting, that you didn't take the Scout Oath, or recite the Scout Law. What would your life look like? First, you wouldn't be here, but where would you be and how would your life be different?

When you first said the Scout Oath and the Scout Law, you weren't necessarily living by them already. The fact that you made a commitment to those words was an act of hope that drove you, day by day, to be a better person. That's a powerful thing! By simply setting your sights to a vision that you can't reach today, but you can work on reaching tomorrow, you can help yourself be a better person.

The Order of the Arrow is here to set you on a limitless Scouting journey. Not one that is predetermined, but one that you get to create through the power of your own imagination and will power.

I Promise

For our next activity, you will write directly on the pages of *The Promises*. Your task is to identify up to five promises that you want to make for yourself. Each arrow on your paper begins with, "I promise..." The open space where that arrow leads is for you to fill in and ultimately achieve. This will become a quiver of inspiration to guide you on your journey.

I would encourage you to dream big. What motivates you? What would be something that if, one day many years from now, you would look back and say, "That is the

moment I made a decision to do something incredible. That is the moment that started it all."

When you make a personal promise to yourself, it changes who you will become. Maybe your goal is to do reach a certain rank in Scouting. Maybe it is something about your personal life like going to school or pursuing a certain career.

We will spend the next few minutes on this activity while you complete your list in silence. Once we are done, I will ask you each to share one of your promises. You can choose whichever promise you are comfortable sharing, but I would encourage you to share the promise that you consider the most meaningful or fulfilling. Are there any questions?

The luminary answers any questions.

Please begin making your lists.

Play instrumental music.

Once the luminary observes that everyone is done writing and appears to have completed their list, or approximately five minutes have passed (whichever is sooner).

Sharing

Now we will go around, and I will ask each of you to share one of your "I promise..." statements. If you hear a promise that you find inspiring or want to remember for yourself, please feel free to write it down. Please remember to maintain a respectful environment as we share our promises.

To model this sharing, I will begin. I wrote down "I promise to _____."

The luminary invites each participant in succession to share a promise.

Thank you to everyone who shared a personal promise. I look forward to seeing many of these come to life. I think we should take a brief moment to think about what we just heard. Imagine how much better the world would be if all these promises were fulfilled!

Brief pause.

The Obligation

As members of the Order of the Arrow, we make a special promise known as the Obligation. You will be invited to take this Obligation during the ceremony tonight, but we want to teach it to you now so that you will be familiar with the words and feel confident in making your commitment when asked to do so.

As we teach you the Obligation, I want to add a sense of meaning to the commitment that you will make. The Obligation is something that we make to each other and in a way, it collects all the promises that we just spoke out loud and the ones we wrote down on our cards together. When I recite the Obligation of the Order of the Arrow, I am not only promising that I will do my best to strive for the goals that you wrote down on your card, but I will help you to reach those goals. Will we reach them all in a day?

Probably not, but by taking the Obligation, we make a collective promise to support each other and make Scouting better by the constant pursuit of our highest values.

You may look at the words of the Obligation on the left page in *The Promises*. To introduce you to the promise you will make tonight, I will recite it for you.

I do hereby promise,
on my honor as a Scout,
that I will always and faithfully
observe and preserve the traditions of the
Order of the Arrow:
Brotherhood, Cheerfulness, Service.

I will always regard the ties of brotherhood
in the Order of the Arrow as lasting,
and will seek to preserve a cheerful spirit,
even in the midst of irksome tasks
and weighty responsibilities,
and will endeavor, so far as in my power lies,
to be unselfish in service
and devotion to the welfare of others.

I invite you to reflect on these and consider their meaning before you are asked to recite it in tonight's ceremony.

Dismissal

Thank you for your attention and participation!

Outline – *The Promises*

The luminary may use the following outline to lead this conversation and set up Silent Reflection. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

I. Introduction

- a. Offer encouragement and appreciation for participation and service.

II. The Power of Making Commitments

- a. There is power in setting goals and making commitments.
- b. Imagine you had you not joined Scouting or committed to the Scout Oath and Law?
- c. When you first said the Scout Oath and Law, you weren't necessarily living by them already.
- d. You made a commitment to those words and to be a better person.

III. I Promise

- a. Look at *The Promises*.
- b. Your task is to identify up to five promises that you want to make for yourself.
- c. Each arrow begins with, "I promise..."
- d. Dream big.
 - i. Consider – Scouting
 - ii. Consider – personal life: going to school or pursuing a certain career
- e. You will be asked to share one of your personal promises with the group.
- f. Answer any questions that arise.

IV. *** Play Music *** / Take 5 minutes of quiet.

V. Sharing

- a. Invite members to share their promises.
 - i. Model this activity by beginning as leader.
 - ii. Maintain a respectful environment as we share our promises.
- b. Thank everyone for sharing.
- c. Challenge crew to imagine how much better the world would be if all these promises were fulfilled.

VI. The Obligation

- a. You will each be invited to take this Obligation during the ceremony tonight.
- b. The Obligation unites all our personal promises together.
- c. It is a promise to help others with their "I promise" statements.
- d. By taking the Obligation, we make a collective promise to support each other and make Scouting better by the constant pursuit of our highest values.
- e. Refer to *The Promises*.
- f. Recite the Obligation

VII. Dismissal

- a. Thank participants for their attention and participation

Crew Affirmation

Guidance Description:

The luminary crew will meet one last time to conduct the Crew Affirmation for each member of the crew. As modeled by the luminary, every member of the crew will be afforded the time to offer a compliment to other members of the crew. A basic human need for all of us is acceptance and acceptance from our peers is a unique human need. Belonging to a crew can fill that need implicitly. The goal of this activity is to solidify that belonging by making explicit the value each member brings to Scouting by naming it.

Session Purpose:

During the induction process, participants should feel a sense of accomplishment for the effort they have put into their induction process. Through the affirmation of luminary crew members, they should feel a greater sense of belonging by the personal nature of the affirmations. This builds brotherhood and cheerfulness.

The luminaries need to prepare themselves for their role in the Ceremony of the Fire in which they will be specifically asked to affirm a positive characteristic of each member of their crew.

When asked to do so by the Chief Luminary, they will introduce a member of their luminary crew by saying,

"Chief Luminary, I have come to know my crew members and am pleased to offer the following affirmations:

This is [insert crew member's name, e.g., Emily]. [Crew member's name] is [insert one of a point of the Scout Law, e.g., Friendly].

[The luminary moves to the next crew member.]

This is [insert crew member's name, e.g., Bill]. [Crew member's name] is [insert one of a point of the Scout Law, e.g., Trustworthy]."

During the crew affirmation, luminaries should take note of each member and think about what they will say during the ceremony. Listening to the affirmations of fellow crew members may assist in this discovery. The luminaries should write down on a piece of paper or journal the affirmation word (from the Scout Law) that the luminary will use for each individual. This step is vital to creating a very personalized component of the Ceremony of the Fire. This part of the ceremony brings forth the name of the new member and information about their identity. This public recognition in the Ceremony of the Fire is powerful.

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

By the end of this session, new members will:

1. Provide personal affirmations to each member of their luminary crew, recognizing positive qualities and contributions.
2. Explain how the practice of affirming one another's strengths supports the development of brotherhood within the Order of the Arrow.

Session Tasks:

- To prepare the luminary for their role in the Ceremony of the Fire in which they will introduce the new member to the lodge affirming them with a quality that is mirrored from the Scout Law.

Materials Needed:

- Journal (or piece of paper)

Instructions:

Prior to this activity, the luminary of each crew has sought out one member of the crew who they think will be a first good candidate to participate in the crew affirmation. This is done so that the individual will not be caught off guard. The luminary should approach the individual, describe what will happen, and ask permission for them to be the first one to go. If they do not agree, the luminary should approach another crew member until the crew member being affirmed first is identified.

The following activity is conducted by the luminary to the participants before beginning the affirmations.

Introduce Affirmation

LUMINARY:

At last, we are near the end of your induction to the Order of the Arrow. This will be one of the last times our crew meets before the Ceremony of the Fire. It will be time for us to bring closure to our crew by affirming each other and what we have done today. Affirmation is a powerful thing. When we are told by others that they see something good in us, it can have a lasting impact on us. It can boost our own self-esteem and reinforce that good quality within us. There have been many moments throughout the day that have required us to be vulnerable and many moments that have required us to be sincere. This final activity requires us to be both.

One at a time, each of us will be chosen to be the focus of the crew's affirmation. As always, if you wish to pass on this activity or if at any time you would like to discontinue being the focus of the crew's affirmation,

please tell me and we will honor your request.

I have asked [name of crew member being affirmed] to be the first person for our affirmations and they have agreed.

When we start, I will ask each of us to think of positive qualities that we have seen in [name of crew member being affirmed]. While [name of crew member being affirmed] is free to respond, this works best if responses to affirmations are limited to a reply of "thank you" rather than a conversation or debate. If someone sees something good in you, it can chill the conversation to disagree with them in reply.

Try to be specific in your affirmations. For example, instead of saying, "You're nice." Try saying, "I appreciate your ability to listen patiently." or, "It is great the way you make everyone feel heard during discussions." Instead of saying, "You're a hard worker." try saying, "I noticed how you consistently offered to help others during our work project, even after you completed your assigned job." Instead of saying, "You're funny," try saying, "Your humor really helped lighten the mood when we were facing challenges. You helped keep our spirits up."

Are there any questions before we begin?

[Pause for questions.]

Crew Affirmation

Great! Let's get started. To begin our time of affirmation, [name of crew member being affirmed] has offered to be our first person. I'll start by

offering an affirmation for them and allow others to follow me.

[name of crew member being affirmed], I appreciate your ability to _____.

The luminary offers a personal compliment to the first person chosen and then offers the chance for others to respond similarly. When everyone has completed their affirmations, the luminary continues.

As a sign of all these affirmations, let's give [name of crew member being affirmed] a round of applause.

Who would like to go next?

The luminary completes this process until all participants in the luminary crew, who are willing to do so, have had the chance to be affirmed. During this time, the luminary needs to be a "heads-up" leader for the affirmation. The luminary must regulate the conversation so that it doesn't get distracted. Because it can be a vulnerable space, human behavior can sometimes try to disarm a sincere moment by making jokes and teasing. Sometimes laughter can be good, but the luminary must exercise caution to make sure that it doesn't lead to comments or conversation that could be harmful rather than helpful. It is helpful for the luminary to gently offer comments such as, "Let's stay focused" or, "Remember to keep affirmations appropriate." or, "Brotherhood is meant to lift each of us up, so let's try to do that with our comments."

When all the participants who wish to participate have had the chance to do so, the luminary can also be chosen to receive affirmations from the crew members.

Debrief and Dismissal

Once again, thank you all for your participation throughout the day. We will soon join with some other crews to discuss what opportunities will be available to you in the Order of the Arrow after you take the Obligation and hear the Admonition at the Ceremony of the Fire tonight.

For the rest of the evening, please be dressed in your field uniform and have the sash that you have carried with you today placed in your day bag / sling pack. We will meet at [location] at [time]. I will see you there!

Future Opportunities

Guidance Description:

This activity can be done several different ways depending on the logistics of the induction experience. It is a brief presentation on the opportunities that new members have as their next steps in the Order of the Arrow. This may be customized based on each lodge and their program offerings and when those programs take place. This conversation should be kept brief and stimulate interest rather than overwhelm new members with too much information.

Session Purpose:

The desired outcome is that each member has a base knowledge of what could happen next for them in the Order of the Arrow and that their curiosity is piqued by the presentation of some basic possibilities. The outcome should not be to present new members with too many things that they feel overwhelmed. It is important to show a new member how they can become involved right away. They have just spent the last 24 hours in a ceremony and orientation on how to be a member. It is vital for lodges to explain how they can become an active participant in the lodge and its program, make personal connections, and extend invitations to participate. This quick start will help reduce those who disappear.

Key Leader: Induction Coordinator

Audience: All luminary crews

Learning Outcomes:

By the end of this session, new members will:

1. Identify potential next steps in their involvement with the Order of the Arrow.
2. Explain how the Order of the Arrow advances the mission of Scouting America through transformative fellowship that supports ongoing Scouting journeys.

Materials Needed:

- Event promotional materials: flyers, brochures, contact information, QR codes that offer "more information," etc.

Instructions:

The Induction Coordinator should decide how this conversation should be conducted and who will present the information. This conversation could be done in a large group setting by either the Induction Coordinator, a Chapter Chief, Lodge Chief, one of the luminaries, or a combination of people. It could be conducted in small groups of two or three luminary crews, or individually by each luminary crew.

The presenters begin the conversation and add information pertinent to their lodge.

Narrative:

LUMINARY / PRESENTER:

Thank you for all you have done during your induction to better know the Order of the Arrow and our core values of Brotherhood, Cheerfulness, and Service. The Order exists to achieve the mission of Scouting America through transformative fellowship that ignites limitless Scouting journeys.

In a short while, you will complete your induction into the Order of the Arrow at the Ceremony of the Fire where you will take the Obligation and receive the Admonition. However, this is not the end of your journey! We want to take a few moments to introduce you to some of the many possibilities that

await you as a member of the Order of the Arrow.

Unit Service

First, it is important to remember that you are still a vital member of your unit. They chose you because they saw something special in you. To them, you stood out as someone who represents the best values in Scouting. By your continued participation in your unit, you will be leading others through the inspiration they have already found in you.

Chapter and Lodge Opportunities

Beyond your unit, there are numerous possibilities where you can have an impact in Scouting. Your geographic area is organized into something known as a chapter. This chapter could use your insight to support the Arrowmen in your local area and the units they come from.

You can also choose to join a team that supports the continued growth of the Order of the Arrow and Scouting America. Perhaps you would be a good representative to facilitate elections to the Order of the Arrow or conduct unit visitations to promote activities the Order of the Arrow does.

Another unique way you can help advance the Order of the Arrow is to support the induction process you have just been through. I hope that the luminary who served your group was supportive. Many individuals who enjoy the induction experience describe

serving as a luminary as being extremely satisfying. Consider applying to be a luminary at our lodge's next induction for new members or serve on the ceremony team that conducts our ceremonies.

All of this takes place within our lodge. Our lodge also has opportunities that are now open to you as a member. These include [provide a brief list of lodge activities].

Participation in chapter and lodge activities is how we live the values of Brotherhood, Cheerfulness, and Service. Participation is also how you can earn the next honor in the Order of the Arrow known as the Brotherhood Honor. There are several requirements to reach this honor, and it demonstrates that you have sealed your membership and put into practice the virtues for which others chose you to be a member of the Order of the Arrow.

Region and National Events

Finally, there are several regional and national events that are available to you as a member. You will be invited to participate in our annual Section Conclave bringing together OA members from [list the areas of your section] with fun, fellowship, inter-lodge competitions, training, and more. You will also now have access to attend the National Leadership Seminar which will provide you

with advanced leadership insights and skills. If you are interested in High Adventure, there are special programs at all of Scouting America's high adventure bases that you can attend, which is of particular interest if you don't already belong to a unit that is planning a high adventure trek.

The Order of the Arrow also holds an annual national program of emphasis which rotates between attendance at NOAC, the National Order of the Arrow Conference, service to the National Scout Jamboree, or other programs inspired by members like you.

Limitless Opportunities

This brings us to our final point before we head to the Ceremony of the Fire. The possibilities in the Order of the Arrow are limitless because they are driven by you. If you are inspired to see something happen, you are joined by your fellow members in the Order of the Arrow who will support you.

The fire sits at the center of our ceremony tonight because it reminds us of our common purpose and possibility. A fire lights the way by giving itself in service to those around it. It is the same with each of us. Tonight, I encourage you to ponder the meaning of the fire which unites us and the arrow which leads us forward.

I encourage you to continue your Scouting journey with and because of the Order of the Arrow. I assure you, it is a journey that will exceed your imagination and lead you to places you didn't even know were possible.

Please check in with your luminary who will give you further instruction as we proceed to the Ceremony of the Fire.

Outline – Future Opportunities

The presenter may use the following outline to lead Future Opportunities. An outline may be easier to use and more natural, but only if the presenter is thoroughly familiar with the full text.

- I. Introduction
 - a. Remind participants of the Mission of the Order of the Arrow: to achieve the mission of Scouting America through transformative fellowship that ignites limitless Scouting journeys.
 - b. The ceremony tonight is not the end of your journey!
- II. Unit Service
 - a. Continue with your unit.
- III. Chapter and Lodge Opportunities
 - a. Serve in your chapter.
 - i. Unit elections
 - ii. Unit visitations
 - iii. Serve as a luminary
 - iv. Join the ceremony team
 - b. Lodge events and activities
 - c. Work on the Requirements to earn your Brotherhood Honor.
 - i. Demonstrates that you have sealed your membership.
 - ii. Demonstrates why you were chosen to be a member of the OA.
 - d. Section, Region, and National Events
 - i. Section Conclave
 - ii. National Leadership Seminar
 - iii. OA High Adventure
 - iv. National Program of Emphasis
 - 1. NOAC / Jamboree / Other

IV. Limitless Opportunities

- a. Possibilities in the OA are limitless because they are driven by you.
- b. We are headed to the Ceremony of the Fire
 - i. The fire is a symbol which lights up our purpose and possibility.
 - ii. The direction of the OA is up to you!
 - iii. Continue your journey in the OA!

V. Dismissal

- a. Meet with your luminary until we head to the ceremony.

Conversation – Final Crew Meeting

Guidance Description:

This conversation serves as a final meeting with crew members that causes them to reflect on their induction experience and ponder ways they can be an active member of the Order of the Arrow. The luminary also takes time to help crew members prepare for the Ceremony of the Fire. Following this conversation, participants should be prepared for the Ceremony of the Fire.

Session Purpose:

This conversation is the synthesis of the induction process. It is the final session prior to the Ceremony of the Fire and is a crucial step in the new member process. The new members reflect on their induction experience and identify ways to participate and contribute in the Order of the Arrow. They are at the pinnacle of their excitement during the induction and are focused on Brotherhood, Cheerfulness, and Service. This is the time to ask them to become involved and seek opportunities as members of the Order of the Arrow!

Key Leader: Luminary

Audience: Luminary crew

Learning Outcomes:

1. Reflect on key experiences from their induction.
2. Articulate insights gained from the induction experience through discussion or written reflection.
3. Identify and consider potential ways to participate in and contribute to the Order of the Arrow.
4. Outline one or more personal next steps for continued involvement in the Order of the Arrow.

Materials Needed:

- *The Promises*

Instructions:

Luminaries meet with their crew to reflect on the induction experience and ponder the future. The luminary keeps the crew together before leading them to the Ceremony of the Fire.

Narrative:

LUMINARY:

This is our final crew meeting before the Ceremony of the Fire. I will ask a few questions and give everyone an opportunity to respond. Please open to the middle page of *The Promises*.

The luminary allows each crew member the opportunity to respond to the question before continuing.

- What changed in you by being a part of this crew?
- What is something that stood out during this induction experience that you want to remember? It may have been something that was said or done, or something you discovered on your own.
- As we have discussed future opportunities in the Order of the Arrow, what was something that was mentioned that you are most interested in pursuing?

Final Preparations

At the conclusion of the conversation, the luminary provides some final reminders before the Ceremony of the Fire. If there are any crew members who are not yet wearing their field uniform, remind them to change at this time.

We will soon begin hiking to the Ceremony of the Fire where you will take the Obligation and hear the Admonition. We will stay together as a crew and walk in silence in a single-file line. Please refrain from using your electronic devices, and have your sash easily accessible in your hand, pocket, or day bag / sling pack.

Please take a few moments to address any personal needs that you may have (restroom, hydration, health, etc.).

Congratulations, you have made it through your induction into the Order of the Arrow! Enjoy the moment!

Outline – Conversation – Final Crew Meeting

The luminary may use the following outline to lead the Final Crew Meeting. An outline may be easier to use and more natural, but only if the luminary is thoroughly familiar with the full text.

- I. Final Crew Meeting
 - a. This is our final crew meeting before the Ceremony of the Fire.
- II. Conversation Starters
 - a. Discuss questions on the middle page of *The Promises*.
 - b. What changed in you by being part of this crew?
 - c. What is something that stood out during this induction experience that you want to remember? It may have been something that was said or done, or something you discovered on your own.
 - d. As we have discussed future opportunities in the Order of the Arrow, what was something that was mentioned that you are most interested in pursuing?
- III. Final Preparations
 - a. We will soon be hiking to the Ceremony of the Fire where you will take the Obligation and hear the Admonition.
 - b. Stay together as a crew and walk in silence in a single-file line.
 - c. Refrain from using electronic devices.
 - d. Have your sash easily accessible in our hand, pocket, or day bag / sling pack.
 - e. Take a few moments to address personal needs (restroom, hydration, health, etc.).
 - f. Congratulations and enjoy the moment!

Luminary Resource – Conversation Starters

Description:

Keeping a conversation going and natural in a fluid environment is a challenge. In the Order of the Arrow's induction, that responsibility falls to the luminary of each crew. If one luminary crew has 12 people in it and the other has 6 people, it is likely that the crew with 6 people will frequently end their scheduled conversations sooner than the crew with 12 people. There could be times as well where the crew with 9 people moves quickly through all the questions prompted in the *New Member Guidebook* while the crew with 6 people goes into greater depth, finding natural points of connection that extend their conversation longer than other crews.

A luminary will have moments where they need to extend a conversation. They will also need to make decisions throughout the day about whether to invite their crews to engage in more or less conversation in order to stay on schedule.

The following conversation starters are provided for the luminary's use. These questions based on a simple icebreaker referred to as "Would you rather...?" The luminary may pose a question that presents an either-or scenario and invites the new members to discuss the benefits and burdens of either choice. Use them as needed.

Conversation Starters:

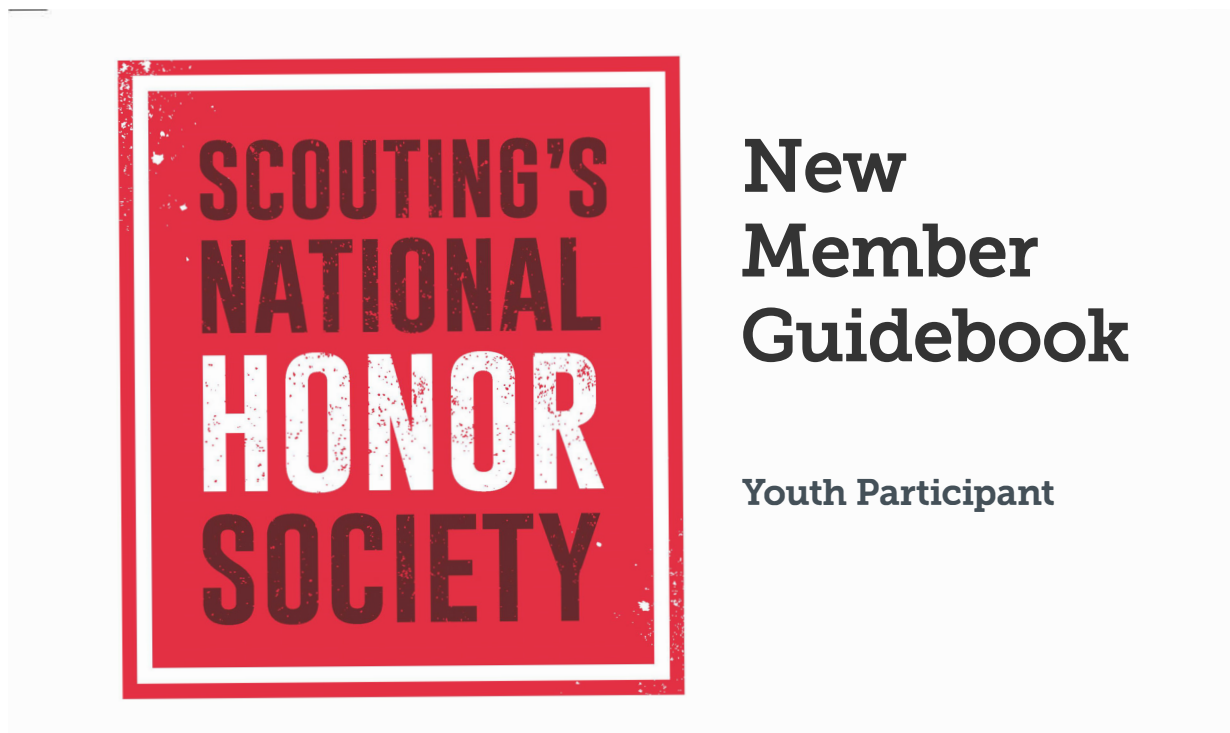
- Would you rather be able to tie any knot perfectly from memory or be able to start a fire in any weather condition with just one match?
- Would you rather have a personal theme song that plays every time you enter a room or a laugh track that plays every time you tell a joke?
- Would you rather hike 10 miles in a cold, pouring rain or hike 10 miles in 95-degree heat and humidity?
- Would you rather have super strength or super speed?
- Would you rather share a tent with someone who snores or someone who talks in their sleep all night?
- Would you rather only be able to drink water or be able to drink any beverage except water?
- Would you rather eat only freeze-dried backpacking meals for a week or only hot dogs for a week?
- Would you rather have everything you eat be 10x too salty or 10x too sweet?
- Would you rather be the patrol leader on a disastrous campout where everything goes wrong or a regular patrol member on a uneventful and boring campout?
- Would you rather have the power to teleport anywhere in the world or the power to pause time?
- Would you rather have to lead the campfire song every night or be the main character in your troop's campfire skit?
- Would you rather give up all cheese forever or give up all chocolate forever?
- Would you rather find a large snake in your tent or a large spider?
- Would you rather always be 10 minutes late or always be 20 minutes early for everything?
- Would you rather earn one extremely difficult merit badge (like Backpacking) or three relatively easy ones in the same amount of time?
- Would you rather have a "rewind" button for your life or a "pause" button?
- Would you rather have your tent be the farthest from the campfire or the closest to the bathrooms?

- Would you rather have the ability to instantly master any musical instrument or instantly master any sport?
- Would you rather wake up covered in mosquito bites or with a mild case of poison ivy on your arms?



New Member Guidebooks¹

Youth Version



1. The *New Member Guidebooks*, youth and adult versions, and *The Promises* are separate publications. Their contents are included here for reference.



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Welcome to the OA!

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Use this book when instructed to do so by your luminary.

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Meet your luminary crew

Knowing Names

Think of an animal in which the first letter of the animal has the same first letter as your name. e.g., David — Dolphin.

Conversation Starters



What rank are you in Scouting, where is your Scouting unit from, and how would you describe your Scouting unit?

What has been your favorite activity or memory in Scouting?

What interests do you have outside of Scouting?

What is a goal that you have in Scouting that you would still like to do and why do you want to do that?

4

Distractions

Consider this image to the right.

You will be asked to remove distractions over the next 24 hours. This request is to help each of us better know ourselves. We can learn a lot by learning to get by with less. You don't need to deprive yourself. You will be given enough food and plenty of chances to express yourself. But try during your induction to let go of excesses.

By removing distractions, it enables us to gain traction, and ultimately the ability to take action! Do your best!

Distraction

Distraction

Distraction

You have to remove some things to remain with the right thing.

Journal Time

First Journal Entry

Different people process in different ways. It is important to know that some parts of this induction will connect with you and other parts won't. We're all different.

Perhaps keeping a journal is something you do. Perhaps it is not. The invitation to journal will be met by your unique personality. You can write down thoughts, sketches, or even draw something random.

Perhaps you will write down just a few things or perhaps you will really take the time to go deep into your thoughts by writing in your journal. Let's start with a few basic things to write in the book that has been given to you.

6

Journal Questions

What are you imagining the next 24 hours will bring?
The OA is about transformational relationships and unleashing a limitless Scouting journey.
What do you hope to get out of the OA?

How are you feeling about the induction?
Can you compare it to 2 or 3 other times in your life that have made you feel similar?

Who are the people in your luminary crew? Write down their names.

7

Journal Time

Morning Journal Questions

- What senses (sights, sounds, smells, feelings) do you want to remember from the night and the sunrise you just experienced?
- What words or images have remained in your memory?
- Eleanor Roosevelt once said, "With the new day comes new strength and new thoughts." What new strength and new thoughts do you have this morning? What do you hope today will be like?

8

CONVERSATION STARTERS:

Morning



How did you feel when you arrived yesterday and joined our crew?

What were your first impressions of the ceremony before it began last night and how did you feel when it concluded?

As you start the day, if there was one thing that would happen that would make it a great day, what would that be?

9

OA Customs

The Handclasp

The Order of the Arrow Handclasp

The handclasp is given with the left hand, like the Scout handclasp, but with the third and fourth fingers interlaced.



10

Journal Time

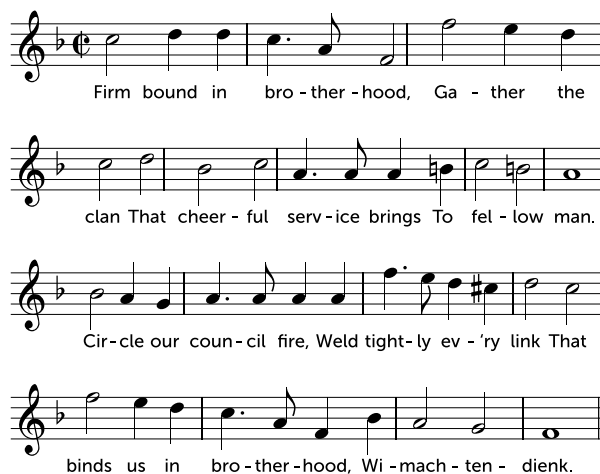
Cheerfulness Reflection

- | Who are the people who cheer you up the most? What is it about those people that brightens your day when you feel down?
- | How do you feel when you cheer someone else up? What keeps you from doing that more often?
- | How do you carry "Cheerfulness?" Is it something you show on the outside or feel on the inside? Do you want it to stay like that or change, and why?

11

OA Customs

The OA Song



Firm bound in bro - ther - hood, Ga - ther the
 clan That cheer - ful serv - ice brings To fel - low man.
 Cir - cle our coun - cil fire, Weld tight - ly ev - 'ry link That
 binds us in bro - ther - hood, Wi - mach - ten - dienk.

12

CONVERSATION STARTERS:

Getting Ready to Serve



On a scale of 1 to 10 (Ten being really hard!)

How difficult is it for you to challenge yourself and get outside your comfort zone? Why do you think that is?

On a scale of 1 to 10 (Ten being really great!)

How are you feeling about providing service this morning? Why?

13

"The greatest among you shall be your servant. That's a new definition of greatness. By giving that definition of greatness, it means that everybody can be great, because everybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You don't have to know about Plato and Aristotle to serve. You don't have to know Einstein's theory of relativity to serve. You don't have to know the second law of thermodynamics in physics to serve. You only need a heart full of grace, a soul generated by love. You can be that servant."



Journal Time

Journal Questions

- The quote from Dr. Martin Luther King, Jr. suggests... "everybody can be great because everyone can serve." How is that similar or dissimilar from what you have thought about "great people?"
- Think about the times you have helped other people. How did it make you feel?
- How would the world be different if more people spent time in the service of others?

CONVERSATION STARTERS:

After Lunch



What were your “take-aways” from Silent Lunch and the meal we shared together? Where did we succeed as a crew and where were there difficulties?

Earlier, we heard a reflection on Service. What is your most meaningful experience of serving others and how has your understanding of service changed?

Earlier we heard a reflection on Cheerfulness. How do you think it makes a difference to serve with a positive attitude vs. a negative one?

16

Journal Time

Brotherhood Reflection

Today we’ve had some experiences of brotherhood and heard a reflection about it as well. As of now, what do you think “Brotherhood” means?

What are the positives of being a part of a brotherhood and what might not be so easy?

What would be different about the world if more people had the experience of belonging to an organization like the Order of the Arrow?

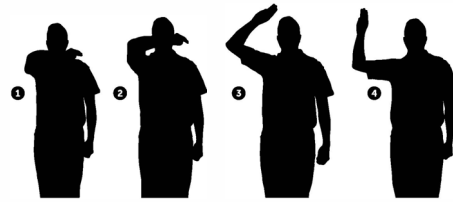
17

OA Customs

The Sign of Membership

The Sign of Membership reminds us that we were drawn from many others and sent upon a journey. It begins with the right hand over the left shoulder. The arm sweeps up and out as if drawing an arrow from a quiver, and ends to the side in the Scout sign.

When making the Sign of Membership, the arm does not extend beyond a right angle.



18

CONVERSATION STARTERS:

Afternoon



We just finished an activity in which you were invited to “step forward.” Were there any times you needed courage to step across the line? Why or why not?

Were there times that you thought other people were courageous to step forward? What made you feel they were courageous?

Think about “The Flight of the Arrow” activity. Is it easy for you to find focus or do you find yourself easily distracted? How did the activity affect your ability to focus or lose focus?

19

CONVERSATION STARTERS:

After Dinner



What do you notice are the similarities between the way members of the Order of the Arrow were inducted in 1915 and how you have gone through the induction process today?

Aim-Act-Appraise: In what ways can you imagine that this process could be helpful in your everyday life?

At this point in your induction process, how are you feeling about Brotherhood, Cheerfulness, and Service? How will being a member of the Order of the Arrow impact your Scouting journey?

20

Ideas for Silent Reflection

Take a walk in silence.

Find beauty in a particular part of camp.

Journal.

Pray.

Read from sacred texts from your religious or spiritual tradition.

Read from selected poems or writing.

Practice the Flight of the Arrow meditation that was taught earlier.

Avoid contact with individuals that may distract you from collecting your thoughts and finding a sense of inner quiet.

21

Silent Reflection

Questions to Ask Yourself

- Where is my Scouting journey going? Beyond Scouting, where is my journey in life going?
- Who are the people who have been my “fletchings” guiding me thus far? How do I show gratitude for them? How do I share with others what “my fletchings” have taught and given me?
- What can I do to help other people along their journey? What actions might I take so that they find a reason to stay in Scouting?

22



My Order of the Arrow journey

My induction location	My induction date
My lodge	My region and section
My chapter's name and meeting location	
Next lodge event, date, and location	
Next section event, date, and location	
Next National Order of the Arrow Conference (NOAC)	

Name

Crew

The contents of this guidebook should be safeguarded so that future participants may have their own unique experience and decide for themselves what it means to be a member of Scouting's National Honor Society.



SCOUTING AMERICA™

ORDER OF THE ARROW

ver2026.03 youth

Adult Version



New Member Guidebook

Adult Participant



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Meet your luminary crew

Knowing Names

Think of an animal in which the first letter of the animal has the same first letter as your name. e.g., David — Dolphin.

Conversation Starters



What position in Scouting do you hold?
Where is your Scouting unit from, and how would you describe your Scouting unit or area of service?

Why do you volunteer your time for Scouting? What is a story which captures for you why it is important to volunteer in Scouting?

What kind of interests do you have outside of Scouting?

What has been your favorite activity or memory in Scouting (so far)?

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Journal Questions

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your life that have made you feel similar?

Who are the people who will hold in your heart these
two days as you go through the induction? Consider
family, mentors, peers, and role models. What do you
think they want you to take from the experience.

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Journal Time

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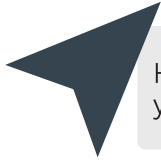
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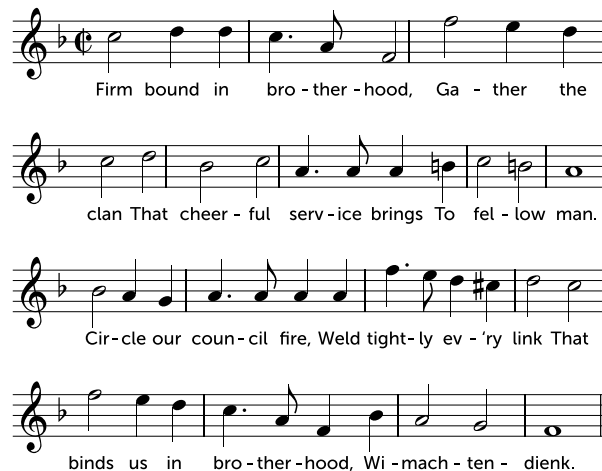
How do you feel when you cheer someone else up? What keeps you from doing that more often?

How do you carry "Cheerfulness?" Is it something you show on the outside or feel on the inside? Do you want it to stay like that or change, and why?

11

OA Customs

The OA Song



The musical notation for "The OA Song" is presented in four staves. The key signature has one flat (Bb) and the time signature is 4/4. The lyrics are written below the notes.

Firm bound in bro - ther - hood, Ga - ther the
clan That cheer - ful serv - ice brings To fel - low man.
Cir - cle our coun - cil fire, Weld tight - ly ev - 'ry link That
binds us in bro - ther - hood, Wi - mach - ten - dienk.

12

CONVERSATION STARTERS:

Getting Ready to Serve



On a scale of 1 to 10 (Ten being really hard!)

How difficult is it for you to challenge yourself and get outside your comfort zone? Why do you think that is?

On a scale of 1 to 10 (Ten being really great!)

How are you feeling about providing service this morning? Why?

13

"The greatest among you shall be your servant. That's a new definition of greatness. By giving that definition of greatness, it means that everybody can be great, because everybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You don't have to know about Plato and Aristotle to serve. You don't have to know Einstein's theory of relativity to serve. You don't have to know the second law of thermodynamics in physics to serve. You only need a heart full of grace, a soul generated by love. You can be that servant."



Journal Time

Journal Questions

The quote from Dr. Martin Luther King, Jr. suggests... "everybody can be great because everyone can serve." How is that similar or dissimilar from what you have thought about "great people?"

Think about the times you have helped other people. How did it make you feel?

Why do you think it is important to serve others? What actions can you do in your unit or Scouting position to inspire in the Scouts you lead the value of serving others?

15

CONVERSATION STARTERS:

After Lunch

What were your "take-aways" from Silent Lunch and the meal we shared together? Where did we succeed as a crew and where were there difficulties?

Earlier, we heard a reflection on Service. What is your most meaningful experience of serving others and how has your understanding of service changed?

Earlier we heard a reflection on Cheerfulness. How do you think it makes a difference to serve with a positive attitude vs. a negative one?

16

Journal Time

Brotherhood Reflection

Today we've had some experiences of brotherhood and heard a reflection about it as well. As of now, what do you think "Brotherhood" means?

Have you belonged to or know friends/family who have been a part of other fraternities or sororities? What is valuable about belonging to an organization like that? What can be challenging?

What would be different about the world if the values of Brotherhood, Cheerfulness and Service weren't just a part of Scouting, but something that everyone in the world aspired to live out?

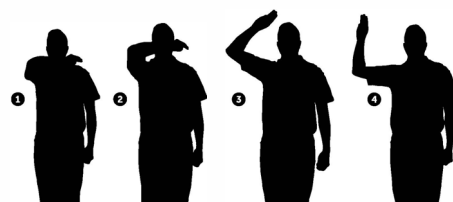
17

OA Customs

The Sign of Membership

The Sign of Membership reminds us that we were drawn from many others and sent upon a journey. It begins with the right hand over the left shoulder. The arm sweeps up and out as if drawing an arrow from a quiver, and ends to the side in the Scout sign.

When making the Sign of Membership, the arm does not extend beyond a right angle.



18

CONVERSATION STARTERS:

Afternoon



We just finished an activity in which you were invited to “step forward.” Were there any times you needed courage to step across the line? Why or why not?

Were there times that you thought other people were courageous to step forward? What made you feel they were courageous?

Think about “The Flight of the Arrow” activity. Is it easy for you to find focus or do you find yourself easily distracted? How did the activity affect your ability to focus or lose focus?

19

CONVERSATION STARTERS:

After Dinner



What do you notice are the similarities between the way members of the Order of the Arrow were inducted in 1915 and how you have gone through the induction process today?

Aim-Act-Appraise: Sometimes it is said that “experience is the best teacher.” Can you think of times that you changed the way you acted or lived because of the experiences you’ve had? What caused you to change?

At this point in your induction process, how are you feeling about Brotherhood, Cheerfulness, and Service? How will being a member of the Order of the Arrow impact your Scouting journey?

20

Ideas for Silent Reflection

Take a walk in silence.

Find beauty in a particular part of camp.

Journal.

Pray.

Read from sacred texts from your religious or spiritual tradition.

Read from selected poems or writing.

Practice the Flight of the Arrow meditation that was taught earlier.

Avoid contact with individuals that may distract you from collecting your thoughts and finding a sense of inner quiet.

21

Silent Reflection

Questions to Ask Yourself

Where is my Scouting journey going? Beyond Scouting, where is my journey in life going?

Who are the people who have been my “fletchings” guiding me thus far? How do I show gratitude for them? How do I share with others what ‘my fletchings’ have taught and given me?

What can I do to help other people along their journey? What actions might I take so that they find a reason to stay in Scouting?

22



My Order of the Arrow journey

My induction location

My induction date

My lodge

My region and section

My chapter's name and meeting location

Next lodge event, date, and location

Next section event, date, and location

Next National Order of the Arrow Conference (NOAC)

Name

Crew

The contents of this guidebook should be safeguarded so that future participants may have their own unique experience and decide for themselves what it means to be a member of Scouting's National Honor Society.



SCOUTING AMERICA™

ORDER OF THE ARROW

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OA Customs The Obligation

The Order of the Arrow Obligation
I do hereby promise on my honor as a Scout, that I will always and faithfully observe and preserve the traditions of the Order of the Arrow: Brotherhood, Cheerfulness, Service. I will always regard the ties of brotherhood in the Order of the Arrow as lasting, and will seek to preserve a cheerful spirit, even in the midst of irksome tasks and weighty responsibilities, and will endeavor, so far as in my power lies, to be unselfish in service and devotion to the welfare of others.



CONVERSATION STARTERS: Final Crew Meeting

What changed in you by being a part of this crew?

What is something that stood out during this induction experience that you want to remember? It may have been something that was said or done or something you discovered on your own.

As we have discussed future opportunities in the Order of the Arrow, what was something that was mentioned that you are most interested in pursuing?



Visit oa-scouting.org/about to find more opportunities!

- Now that you are member, new Scouting opportunities are available to you that will elevate your Scouting journey.
- Join the lodge – get involved in unit visitations, elections, ceremonies, fellowships, service projects, or leadership opportunities.
- High Adventure programs
- Leadership training



Get Involved
in the OA

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The Promises

The Promises

Order of the Arrow Induction Experience



Name _____

Crew _____

The promises we make to ourselves can help lead us on an inspirational and transformational journey.

What are the personal promises that you make to yourself?
Write one promise below to each arrow.





A Luminary's Role in Ceremonies

The legend below is used in the diagrams

CL	Chief Luminary
CF	Chief of the Fire
B	Voice of Brotherhood
C	Voice of Cheerfulness
S	Voice of Service
L	Luminary
M	New Member
•	Lantern
▲	Firelay
—	Banner

Ceremony of the Arrow

The Officers of the Ceremony are positioned to begin the Ceremony of the Arrow.

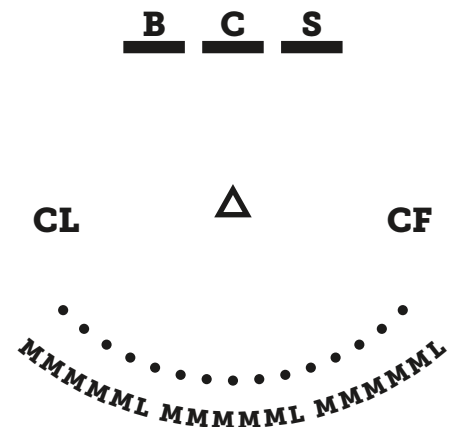
The luminaries lead the new members into the ceremony ring.

LUMINARY #1:

Luminary #1 addresses the new members from their place at the head of the line.

Please silently place your bags and any personal gear on the ground behind you.

DIAGRAM 1

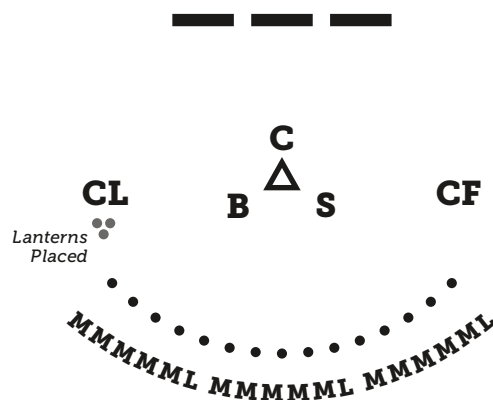


Opening

DIAGRAM 3

After the Voices of the Order address the new members, the Chief Luminary will say, "I ask the luminaries to advance and share the light they have carried so that our circle may glow ever brighter."

The luminaries place their lantern/lamp/torch near or next to the Chief Luminary's lectern.



Preparation to Receive the Challenges

The Chief Luminary will ask, "Have those who have been led before us been chosen by their peers for admission to the Order of the Arrow?"

LUMINARIES AND ALL MEMBERS PRESENT:

They have.

The Chief Luminary continues, "Do you believe they are ready to meet the challenges that will reveal to them the meaning of the Arrow?"

LUMINARIES AND ALL MEMBERS PRESENT:

They are.

The Chief of the Fire will ask the new members to take one step forward if they accept the three challenges presented.

New members take one step forward.

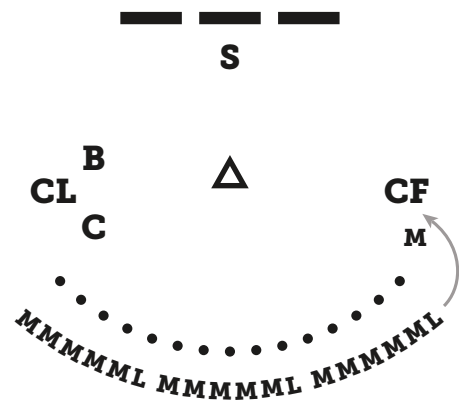
Luminaries or ceremony guides quietly ask any who do not step forward if they understand and wish to withdraw. Those who decide to withdraw are led away.

Accepting the Challenge

DIAGRAM 11b

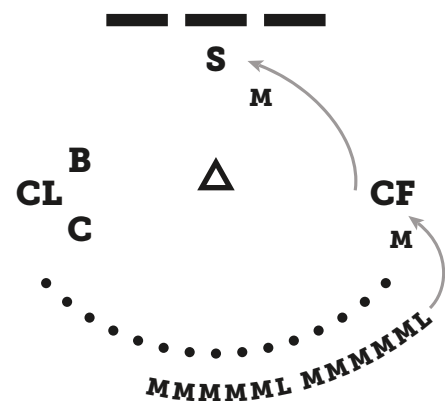
The luminaries and ceremony guides instruct the new members to move through three unique stations, one at a time: testing the bow with the Chief of the Fire, the arrow with the Voice of Service, and the sash with the Chief Luminary, the Voice of Brotherhood, and the Voice of Cheerfulness.

The Officers of the Ceremony speak to each new member as they arrive at their station.



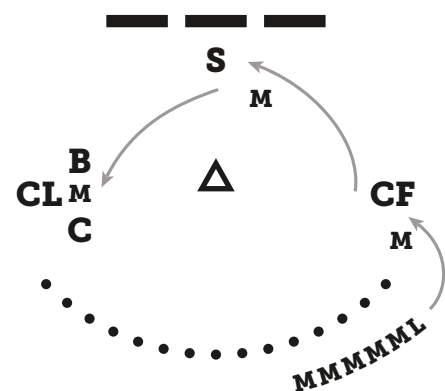
The new member is given the bow, tests the bow and after testing is prompted to move toward the Voice of Service.

DIAGRAM 11c



The Voice of Service holds the arrow horizontally with two hands and presents it to the new member as they speak. The arrow is taken back before instructing the new member to the next station where the remaining Chief Luminary, the Voice of Brotherhood, and the Voice of Cheerfulness prepare to place the sash on the new member.

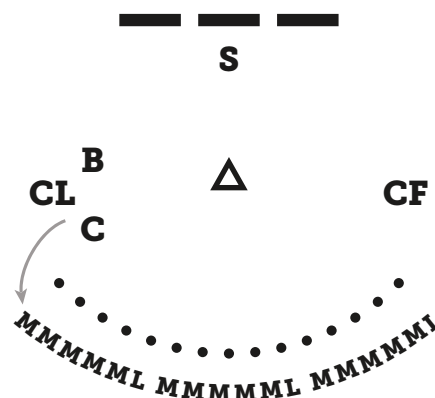
DIAGRAM 11d



The Chief Luminary, the Voice of Brotherhood, and the Voice of Cheerfulness, together with any additional ceremony guides, place the sash on the new member.

Following the instruction of luminaries or ceremony guides, the new member returns to their place.

DIAGRAM 11e



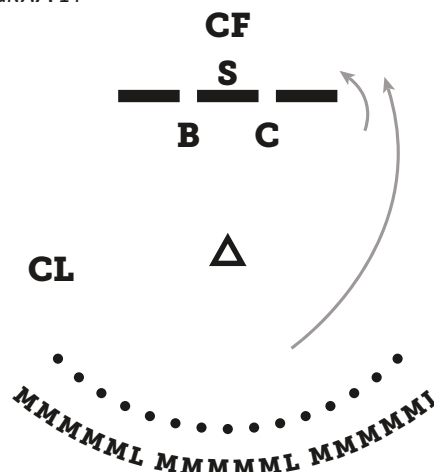
Shooting of the Arrow and Dismissal

DIAGRAM 14

The Chief Luminary says, "United in this path of cheerful service, and with courage on these first steps, let us try to find the Arrow!"

After a brief pause, the Chief Luminary, the Voice of Brotherhood, and the Voice of Cheerfulness retreat behind the backdrops. The luminaries retrieve their personal lanterns/lamps/torches previously placed around the Chief Luminary.

The luminaries quietly instruct their crews to follow them from the ceremony grounds to find their space for the Night Without Shelter. As the crews arrive at their prearranged locations, the luminary should set down their own gear before finding places for each new member to sleep for the night. The luminaries should also tell their crew that the lantern/lamp/torch will be lit throughout the night to indicate the location of the luminary in case someone needs assistance. The luminary should also make sure the new members know the location of the nearest latrine.



Ceremony of the Fire

Prior to the Ceremony

The luminaries and members arrive at the ceremony ring and wait outside.

Encounter by the Fire

The Chief Luminary will greet the crew at the entrance to the ceremony ring and bring them around the council fire in a counterclockwise manner.

DIAGRAM 2

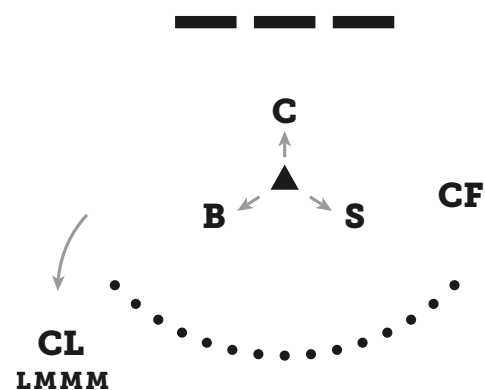
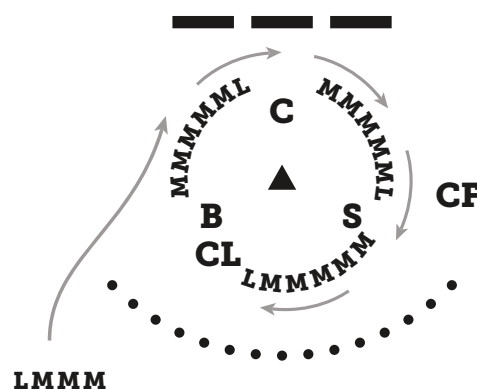


DIAGRAM 3a

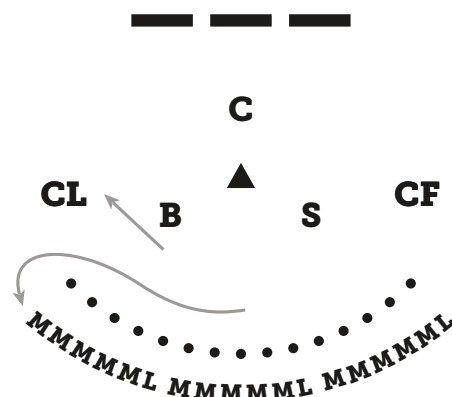


The Chief Luminary will say, "At the direction of your luminary, please take your place within our circle."

The Chief Luminary returns to the lectern and allows the luminaries and ceremony guides to lead the group of new members to form a semi-circle facing the council fire at a distance that allows all new members to stand before the council fire and the Officers of the Ceremony.

The luminary whispers instructions to each member in their crew requesting that they remain silent and to place any heavy bags or gear on the ground behind them. The new member's sash should remain easily accessible.

DIAGRAM 3b



Affirmation of New Members

The Chief Luminary will prompt for the response, "I am prepared."

ALL:

I am prepared.

The Chief Luminary will call each luminary forward for the Affirmation:

CHIEF LUMINARY:

Friends, as Officers of the Ceremony, we receive your affirmation gladly. *It is only right* that we accompany your affirmation with the observations of those who have journeyed with you today. I now call forward the luminaries of this ceremony to speak on your behalf.

Declaration of Affirmation.

Luminary [Luminary #1's name], please raise your voice in affirmation of those whose way you have illuminated through your service.

LUMINARY #1:

The luminary individually introduces the members of their crew and says their name followed by one word of affirmation that stood out about the new member. The one word of affirmation must be from the Scout Law: trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, or reverent. Only one word is chosen for each new member.

Chief Luminary, I have come to know my crew members and am pleased to offer the following affirmations:

This is [Crew member's name, e.g., Emily] ... [Crew member's name] **is** [a point of the Scout Law, e.g., Friendly].

The luminary moves to the next crew member.

This is [Crew member's name, e.g., Bill] ... [Crew member's name] **is** [a point of the Scout Law, e.g., Trustworthy].

The luminary repeats the affirmation for all crew members.

When all new members have been named and affirmed, the Chief Luminary continues to the Foundation Story.

The Foundation Story

[Towards the end of the Foundation Story, there are two phrases that the Officers of the Ceremony, luminaries, and ceremony guides say in unison.]

CHIEF OF THE FIRE:

...

The camp's leaders, filled with pride for Scouting,
gathered one evening to ponder the fleeting pause
of time's unceasing tide.

Among them, an inquiry was quietly intoned,

OFFICERS OF THE CEREMONY:

[Including the luminaries and ceremony guides.]

"How, friends, can we make Scouting better?"

[The Chief of the Fire continues.]

CHIEF OF THE FIRE:

In that question, the spirit's spark caught flame
and the forerunner of the fire before us was set ablaze.
For they acclaimed with united voice that ...

OFFICERS OF THE CEREMONY:

[Including the luminaries and ceremony guides.]

The one who serves their fellows,
is of all their fellows, greatest.

The Obligation

The Chief Luminary directs the new members to recite the Obligation after the Chief of the Fire.

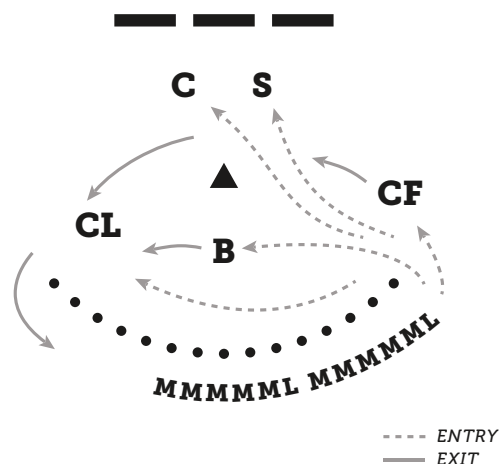
The Chief of the Fire recites the Obligation line by line, allowing the new members, luminaries, remaining Officers of the Ceremony, and members to say each phrase. When finished, the Chief Luminary continues.

The Commitment of Membership

The Chief Luminary will say, "Bring with you the sash you were given last night and follow their instructions with silence and reverence."

Luminaries or ceremony guides quietly instruct the new members to retrieve their sash and hold it in their hand. At the head of the line, Luminary #1 (or a ceremony guide) instructs each new member to advance to an available Officer of the Ceremony who will conduct the Commitment of Membership. When other luminaries reach Luminary #1's location, they should move to the opposite side to receive their crew members after they meet with an Officer of the Ceremony. After they complete their commitment, the member returns to their place. For larger ceremonies this exchange may be expanded to include luminaries, lodge officers, parents, scoutmasters, or other honorees.

DIAGRAM 15



Conclusion

The Chief of the Fire will say, "Let us each cross right arm over left, join hands, and sing the Order of the Arrow Song."

The circle is widened and all members sing the Order of the Arrow Song.

DIAGRAM 17



members and am pleased to offer the following affirmations:

This is [Name]... [Name] is [Affirmation].

[illegible]

Affirmations for the Ceremony

Chief Luminary, I have come to know my crew members and am pleased to offer the following affirmations:

This is [Name]... [Name] is [Affirmation].

[illegible]

members and am pleased to offer the following affirmations:

This is [Name]... [Name] is [Affirmation].

[illegible]

Affirmations for the Ceremony

Chief Luminary, I have come to know my crew members and am pleased to offer the following affirmations:

This is [Name]... [Name] is [Affirmation].

[illegible]



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