

NOAC 2024

CU Boulder



# **A Candidate's Friend**

The Role of the Elangomat

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# Learning Objectives

1. The central purpose of the Ordeal
2. The central purpose of the Elangomat
3. Importance of trained Elangomats





# Elangomat Basics

Section Subtitle



# Elangomat Basics

- Lenni Lenape for “Friend”
  - “Awake, my friends!”
  - “Friends, those who chose you need you”
  - “Each new friend shall test the bow”
- An Arrowman who assists a group of candidates in completing the Ordeal
- Participates in the Ordeal with the candidates



# Elangomat Basics

- What are some of the things an elangomat does? How do they help the candidates?
- Do any lodges not use elangomats? If so, how does the lodge organize their induction process?
- What are the benefits to using elangomats?





# The Nature of Friendship

Group Breakout: What friendship means to them and what are some qualities of a good friend.



# What is Friendship?

- Enjoying someone's company?
- A relationship for mutual benefit?
- Someone you've known for a long time?
- Someone who is like you in some way?
- A recognition of some quality in another person?
- Someone you have shared experiences with?



# Friendship as “Philia”

- Aristotle
  - Ancient Greek philosopher
  - 384 – 322 BC
- “Philia”
  - Friendship
  - Brotherhood
  - Love
- Where in the Order of the Arrow have, we heard those words before?





# Recap

- Elangomats are “friends”
- Friendship is grounded in virtue, or certain qualities of character
- Friendship can help others grow in virtue



# Group Breakout

- What kinds of virtues do we want the candidates to display during the Ordeal?
- Why is it important for elangomats to display these virtues?
- How can elangomats demonstrating friendship benefit the Ordeal?





# Recruitment & Training



# Recruitment – Group Discussion

- Best practices to use elangomats?
- How can an elangomat be misused during an Ordeal?



# Recruitment

- Some Lodges have different practices...
  - Recruiting a pool of elangomats that are “on call” year-round for different events
  - Recruiting elangomats in advance of the event
  - Recruiting elangomats at the event



# Recruitment

- Look for Arrowmen who are passionate about the OA and are able to communicate the spirit of the Order through their actions
- Youth Brotherhood and Vigil Honor members are great
- One elangomat for every 6-10 candidates (a “crew”)
  - Often useful to have an “adult crew” with an adult elangomat



# Recruitment

- Recognition often goes hand-in-hand with recruitment, and keeps elangomats coming back.
  - Elangomat t-shirt
  - Special patch or award
  - Public recognition
  - Leading by example



# Recruitment

- Any Arrowman who submits themselves again to the tests of the Ordeal, and does it in such a way that he is able to inspire an entire group of candidates to follow his example, certainly deserves our thanks.





# Training

- Ideally, training of elangomats should be conducted at least one month prior to the event, at the site of the event itself.
- Training should cover the 10 Induction Principles, the purpose of the elangomat and the Ordeal, the duties of an elangomat at each part of the Ordeal, and how to respond when candidates are not fully embracing the tests of the Ordeal.
- Elangomats should receive a checklist with key materials, a schedule, and emergency procedures and contact information.



# Elangomat Responsibilities

- Communicates silently to the candidates through the power of example.
- Does NOT deal with non-compliant candidates beyond silent admonition.
- Maximum interaction with candidates—candidates should never be unsure who the leader is.



# Ordealmaster Responsibilities

- Responsible for the Ordeal in its entirety.
- Coordinates work projects, food for candidates, emergency plans, schedule, etc.
- Assigns individual candidates to crews.
- Deals with non-compliant candidates.
- Speaks to elangomats or Project Leaders.



Remember, to the candidates,  
the elangomat is in charge, not  
the Ordealmaster



# Project Leader Responsibilities

- Project leaders are optional based on the projects planned for the Ordeal.
- Used for complex projects that require communication or multiple crews.
- Speak to elangomats, not to the candidates.





# The 10 Induction Principles



# Group Discussion

- How can the elangomat support each of the 10 Induction Principles?



# The 10 Induction Principles

1. Purpose
2. Eligibility
3. Candidate's Compliance
4. Members' Compliance
5. Discretion
6. Importance of the Individual
7. Generosity
8. Focus
9. Symbolic Progression
10. Active Membership







# The Ordeal Step-by-Step



# Arrival

- Elangomat's first task is to **make the candidates feel welcome** – friendship should be evident immediately.
- Write down their names and any medical issues –important for emergencies and also to save for later.
- Build a crew “identity” – icebreaker games or activities.



# Arrival

- Why is it important for candidates and elangomats to know each other's names?
- Brief health and safety talk.
- Answer general questions about the Ordeal, without giving away too much.
- *Spirit of the Arrow* booklet #2



# Pre-Ordeal

- Elangomat meets their crew at the appointed time, Elangomats lead their crew into the ceremony.
- Elangomats are “mirrors,” so they participate fully in the ceremony (stepping forward, testing the bow).
- “Let us try to find the arrow” – lead candidates from the ring to the appointed spot for the night alone.



# The Next Morning

- Clean-up and drop off gear before or after breakfast
- Distribute *Spirit of the Arrow* booklet #3
- Make sure service projects are ready to go at the correct time



# The Ordeal

- “Meat and potatoes” of the Induction experience.
- It is critical the elangomat does not lose focus of the purpose of the Ordeal or become bogged down in logistical concerns.
- The success of the Ordeal depends on candidates being occupied the entire time, whether with work or with introspection – boredom is the enemy.



# Group Discussions

- How can the elangomat might model or assist the candidates in completed each of the challenges of the Ordeal?
  - Night Alone
  - Self Denial (Scant Food)
  - Silence
  - Arduous Labor



# Non-Compliant Candidates

- Need to be dealt with immediately at the first occurrence – “bad apple” can spoil the experience for everyone.
- First “offense” – Elangomat should encourage compliance by setting an example.
- Continued violations should be dealt with by the Ordealmaster, or by separating the candidate from the crew temporarily.





# Aim High Orientation Background

- Included from 4:00 PM to 6:00 PM as part of the Standard Ordeal
- The orientation explains the Ordeal and the induction process. The purpose of this orientation is to lift the candidate's sights beyond the short-term end of the Ordeal, while they are naturally curious, so they:
  - See the Ordeal not as a conclusion but as a preparation,
  - Understand and accept their renewed role in their unit, and
  - Know that their Induction adventure will conclude in the Brotherhood ceremony.



# Aim High Orientation

- Attend with their crew.
- Lead a discussion about how the tests of the Ordeal in their daily lives and how they can return in service to their unit.



# Ordeal Ceremony

- *Spirit of the Arrow* booklet #4 distributed before the ceremony.
- The elangomat participates in the ceremony as the candidates do.
- May assist in placing the sash on the new members.



# After the Ordeal Ceremony

- The elangomats should enthusiastically congratulate each of the new members in their crews!
- Don't disappear! Participate in the cracker barrel or banquet after the ceremony.
- Distribute *Spirit of the Arrow* booklet #5.





# Extended Elangomat Program



# Extended Elangomat Program

- Many Lodges have had great success with this program in improving their Brotherhood conversion rates.
- Elangomats call their crews and encourage them to convert to Brotherhood 6 months after their induction.
- Fellowship event soon after the Ordeal



# Group Discussion

- How can the elangomat stay involved with their crews after the Ordeal?





# Building a successful year-round Elangomat Team





# Building a Successful year-round Elangomat Team

- Committee Structure.
- Responsibilities happen outside of the Ordeal weekend.
  - Recruitment, Training, Recognition, Extended Elangomat Program
- If the lodge is providing elangomat training or finding elangomats Friday evening, that is less time they can get to know their crew while they can speak.



# Group Discussion

- What can the elangomat committee do outside of the Ordeal weekend?





# Questions?





# Conclusion



# Elangomat Workshop

- Elangomats should be:
  - Trained, and clearly understand their responsibilities and duties.
  - Supported by, but have different duties than, the Ordealmaster and project leaders.
  - Honored and recognized for their service.
  - Exemplars of the virtues of Brotherhood, Cheerfulness, and Service in such a way that candidates will follow their example.





# Questions, Quandaries, Queries, and/or Dilemmas?

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# Takeaway Challenge

The elangomat program, when implemented in this way, is fundamental to the success of the induction experience.

How will you impact the elangomat program in your lodge to help the candidates seek new heights during and after their induction?

