



2024 National Order of the Arrow Conference

Session: A Candidate's Friend - The Role of the Elangomat

Lead Trainer Name: [Name]

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Session Length: 165 minutes

Session Description

Explore how to recruit, build, and sustain an effective elangomat program in your lodge. Learn how elangomats can be used for future impact on candidates and new members throughout the induction process.

Learning Outcomes

[What should participants take away from your training? Your ACVC may have provided a brief starting point, feel free to build upon those as necessary or add additional outcomes]

Outcome 1: The central purpose of the Ordeal is to create members who embody the virtues of brotherhood, cheerfulness, and service by challenging the candidate through the tests of the Ordeal and encouraging them to apply those lessons to their everyday lives.

Outcome 2: The central purpose of the Elangomat is to serve as a “mirror” for the candidates, and through virtue-based friendship, assist them in fulfilling the purpose of the Ordeal.

Outcome 3: Understand the importance of providing trained elangomats for candidates and discuss ways to implement that training.

Outcome 4: Ways to develop extended elangomats programs and how that can help build stronger lodges and chapters.

Theme Connection: Seek New Heights

[The theme of the 2024 NOAC is Seek New Heights, emphasizing the drive for excellence that characterizes the OA and our daily lives. How will your session incorporate this theme?]

[Theme Connection Description]

Facility and Material Needs

[Please put all material and facility needs in this section. We recommend completing this portion last after the rest of the lesson plan is completed. **The more specific you are with your material and facility requests, the better we can accommodate!**]

Facility Needs

Is this session remote delegate-compatible? No

Does this session need audio/video (AV) capabilities? Yes

Are there any other specific facility needs for this session? N/A

Material Needs

Material	Quantity	Source
Computer/ Laptop		
Accompanying PowerPoint Presentation		
Projector and Screen		
Appropriate Cables & Cords (Laptop charger, extension cord, projector adapter)		
Clear Tape		
Flipcharts, Easels, and large markers		

Session Preparation Steps

Step 1: The trainer should have extensive inductions experience, and be an expert in:

- The elangomat's responsibilities,
- Overseeing and running Ordeals,
- The 10 Induction Principles, and
- Symbolic progression in the ceremonies.

Step 2: The scope of the session is extensive and covers topics ranging from the Tests of the Ordeal to effective ways to invigorate a Lodge's elangomat Program, to the purpose of the Ordeal itself. As such, delegates should ideally have some level of familiarity with the induction experience.

Step 3: Several break-out sessions are included in this training to maximize the engagement of participants. Be prepared to discuss each group's thoughts and opinions and connect them to the main themes of the session.

Step 4: When discussions happen or doing the Q&A part at the end, make sure to write down the ideas and extra questions. This is great in-session feedback and will help us improve on this session.

Step 5: Work with inductions teams, either as an elangomat, or adviser. Have experience leading discussions, guiding the group towards strong conclusions without forcing specific answers. Be prepared for the group to reach conclusions that you did not think of before, without allowing the group to arrive at answers that are not consistent with the ideals of Scouting and the Order of the Arrow.

Lesson Plan

Introduction

10 minutes

Slides [##]-[##]

The trainer should welcome the participants to the session and thank them for coming. The trainer should begin the session by introducing themselves, and give a few minutes on their background, especially their experience in inductions.

Get participants involved immediately by inviting them to introduce themselves. Depending on the size of the group, the instructor may ask participants to say a few things about themselves as time permits. Lead your discussions with this information in the back of your mind. A short icebreaker may be used to energize the crowd. The trainer should encourage participants to ask questions and become involved in discussions. Questions to ask the group:

- Level of Honor: Ordeal, Brotherhood, Vigil
- Who has been in a leadership role during the Ordeal weekend? (Ordealmaster, elangomat, committee chairman, etc.)
- Served as an elangomat? More than once?
- Induction's chairman/vice chief?

Trainer Instructions: Keep their experience levels in mind as you lead discussions. Be careful not to move too quickly through concepts that some may be unfamiliar with, and do not spend too much time over-explaining concepts that might seem basic to them.

Many lodges struggle with their elangomat program not because they lack the resources to implement it, but because they do not truly understand the purpose of elangomats. After all, prior to the 1981 National Order of the Arrow Conference, elangomats were not used in the Order of the Arrow—why were they added? Therefore, we will spend the first part of this session grounding our understanding of the purpose of the elangomat, and how it relates to the purpose of the Ordeal.

We will then move on to the tactical tips and tricks of a great elangomat program by investigating the duties and responsibilities of an elangomat, and how the elangomat's role differs from other people who are involved in the administration of the Ordeal. We will discuss ways to recruit, recognize, and retain elangomats. We will also discuss the specific

tasks and responsibilities of the elangomat at each stage of the Ordeal.

This session should be a forum to share ideas and learn from one another. We have a great opportunity to discuss different ideas and share our own personal experiences. Take advantage of this opportunity and make a personal commitment to improving your lodge's elangomat experience.

Topic I – Elangomat Basics

20 minutes

Slides [###]-[###]

“Elangomat” is the Lenni Lenape word for “friend.” The importance of the word “friend” is evident early in the induction experience, as the candidates are addressed as “friend” several times in the pre-Ordeal ceremony, from the very first line— “Awake, my friends!” through “Friends, those who chose you need you” to “Each new friend shall test the bow.” Clearly, the word has a special meaning in the Order of the Arrow.

On the surface, and most simply, an elangomat is an Arrowman who assists a group of candidates in completing the Ordeal (typically referred to as a crew). An elangomat is distinct from other people involved in the induction in that they actively participate in the Ordeal with the candidates—meaning they lead a small of them through the tests and undertake the test with them as well.

Some lodges may have a robust elangomat program, while others may hardly use elangomats, or not use them at all. To get a sense of everyone's level of familiarity with the elangomat program, please break into smaller groups to brainstorm answers to the following questions:

- 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?

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Trainer Instructions: The purpose of this breakout is to establish a baseline of how familiar your audience is already with the elangomat program. This will allow you to tailor the presentation to the appropriate level. Do not worry if not all groups come up with great answers. At the end of the breakout time, ask each group to give an answer to each of the questions. Write down answers on a board or flipchart, and reference back to them as the session progresses.

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During this time, you should walk around to each group and check on them. Give

important for lodges to consider how they manage their Ordeal process. A best practice for most lodges (or chapters if hosting chapter ordeals) is to have a youth leader responsible for the entire induction process, usually a vice chief of inductions or and inductions chairman. That youth leader could have several committee chairmen responsible for aspects of the induction (such as ceremonies and brotherhood) reporting to them.

As a best practice, we recommend appointing an elangomat committee chairman to oversee the lodge's elangomats program. This individual would be responsible for all aspects of elangomats including recruitment, training, on-site management, recognition, and any extended elangomats programs managed by the lodge.

Topic 2 – The Nature of Friendship

25 minutes

Slides [###]-[###]

“As we noted earlier, the concept of friendship is an important one in the Order of the Arrow and for the elangomat program. Let's take a closer look at what friendship means. There are several ways we could define what it means to be a friend.

Take this time to ask the group for some ideas on what friendship means to them and what are some qualities of a good friend.

Trainer Instructions: The trainer should take a few minutes to call on participants to give their opinions. Here and always during the session, the trainer should be sure to thank each person by name for their thoughts.

One of the oldest concepts of friendship comes to us from the ancient Greek philosopher Aristotle. For Aristotle, the concept of friendship was intimately connected to what it means to be a good person. He wrote about a concept called “philia,” which is a Greek word which, interestingly, is translated several different ways into English, including “friendship,” “brotherhood,” and “love.” Where in the Order of the Arrow have we heard those words before?

Trainer Instructions: Do not spend too much time keeping participants guessing about the finer points of ceremonial meaning. These symbolic tie-ins to the ceremonies serve to strengthen the connection between the shared experience of the ceremonies and the practical application of the Ordeal; however, the point here is not to test participants' knowledge but to point these connections out.

Aristotle believes true friendship is based on the recognition of virtuous qualities in another

person's character. Aristotle believed that for a true friendship to form, friends must first both have a certain pre-existent level of virtue, but that the friendship itself helps both friends grow in virtue as time goes on.

So far, we have established that elangomats are “friends,” that friendship is grounded in virtue, or certain qualities of character, and that friendship can help others grow in virtue. Let's look at how that applies to the Ordeal. In your groups, talk about the following questions and be prepared to present to the group:

- 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?

Trainer Instructions: There are right and wrong answers to these questions from the perspective of the Order of the Arrow. The reasons why they are right or wrong will be explored on the next slide. However, simply document each group's answers on a board or flipchart for this exercise, being careful not to cast judgment on participants.

Good answers we are looking for may include that the Ordeal looks to develop the virtues of brotherhood, cheerfulness, and service. The Scout Oath and Law is also an acceptable answer. It should be the preferred perspective that the Ordeal develops, rather than tests, these virtues, and that virtues can in fact be learned—if this were not true, there would be little point to the Ordeal!

Trainer Instructions: Trainers should consider interesting ways to discuss friendship. Perhaps showing a clip from a movie or holding another discussion on the qualities of true friendship.

Trainer Instructions: At this point you should be an hour into the session and would be a good time to take a break.

Topic 3 – Recruitment and Training

20 minutes

Slides [##]-[##]

Encourage the groups to discuss some of the good ways to use elangomats and if appropriate some of the ways that elangomats can be misused during an ordeal. An example of positive experience could be acting as a friendly face when candidates are nervously waiting before the pre-Ordeal. An example of a negative experience could be an elangomats being a “task master” during the service project.

So, now we have established the central importance of the role of the elangomat as fundamental to the induction process. Just like any other role in Scouting or the Order of the Arrow, people will be motivated if they are inspired and convinced, they are doing important work.

Many lodges today struggle with an inductions process that does not accomplish its purpose—one that does not inspire the candidate, does not enable them to “catch the higher vision” of themselves. When elangomats cannot perform their proper role in achieving this purpose, we end up with something that very much resembles an induction but is one that misses the mark in key areas. We have candidates working, keeping silent, attending a ceremony, and receiving a sash—but not leaving inspired and equipped to apply the tests of the Ordeal in everyday life. And the consequence is one that is all too familiar to most of us: sash-and-dash, members who are not interested in the Order of the Arrow because their induction failed to reveal anything interesting or meaningful about themselves or their potential. Therefore, any successful Elangomat training program must leave the elangomat with a solid understanding of the importance of their role, as well as full confidence in their ability to carry it out.

The recruitment process for elangomats can often serve as a barometer of the health of a lodge's elangomat program. Perhaps the least preferred option is recruiting Elangomats at the actual event where they serve. Training provided to these Elangomats is often rushed and incomplete, or worse, not provided at all.

A preferred option is for lodges to recruit elangomats before a specific event (say, a fellowship) and train them in advance of the event. These lodges are often able to provide good training which allows their elangomat program to accomplish its purpose as a part of the induction.

The best option is for lodges to implement continuous recruitment of Elangomats, not just for one specific event, but to have “on-call” for the entire year. These lodges have a ready-to-go list of elangomats they can call into service for any event and offer elangomat training several times a year.

When recruiting elangomats, look for Arrowmen with a passion for service, and who will be able to communicate the spirit of the Order through their actions and example. A youth Vigil Honor member with some experience working with inductions would make an ideal elangomat. However, these individuals are hard to come by and often have other leadership positions in the lodge. Brotherhood members who have just sealed their conversion are another good resource – they will be looking for ways to become more active. If your lodge uses OA LodgeMaster or asks members what ways they are looking to get involved in the lodge during the Brotherhood interview, you can get some names this way.

Remember that according to the Guide to Inductions, one elangomat should be recruited for every 6-10 candidates. This keeps crew sizes manageable. It is often useful to separate adult candidates into adult crews with their own adult elangomats. These crews can then be used to work on projects which the Guide to Safe Scouting would otherwise prohibit for youth members (using of power tools, for example).

Recognition often goes hand-in-hand with recruitment, as elangomats who are properly thanked for their service are more likely to serve again, and brothers who see elangomats recognized are more likely to volunteer themselves. Some ideas for recognizing the role of the elangomat include:

- Making an elangomat t-shirt or hat to offer to those who volunteer. This also enables candidates and members to identify who the elangomats are during the Ordeal.
- Offering a special patch or award to elangomats who achieve certain milestones (for example, having 50% of their crew to complete their Brotherhood within 18 months).
- Public recognition at the end of the Ordeal or your lodge's annual banquet.
- Leading by example! Consider having the lodge leadership serve at least once as an elangomat—or do it once yourself! Where the leaders go, others will follow.

Remember, elangomats are voluntarily re-submitting themselves to the tests of the Ordeal, and in such a way that they are inspiring groups of new brothers to follow their example. Anyone who can pull off such an impressive task certainly deserves our recognition.

Elangomat training should be conducted by the elangomat committee chairman, Ordealmaster, vice chief of inductions, or similar role at least one month prior to the event where elangomats will be needed. Ideally, this training occurs on-site at the location of the event. This allows the elangomats to practice a “dry run” of the day's events and become familiar with the layout of the venue. Some lodges will hold their training at other lodge

meetings or events, or the lodge may have a dedicated section to elangomats training during their Lodge Leadership Development Conference (LLDC).

The training should cover:

- The 10 Induction Principles
- The purpose of the elangomat and the Ordeal
- The specific duties of the Elangomat at each stage of the induction experience.
- Logistics for the Ordeal itself, including facilities, inclement weather plans, and health and safety.
- How to respond when candidates are not fully embracing the tests of the Ordeal.

Elangomats should receive a checklist during their training that contains important information, including required equipment, a schedule, and emergency procedures and contact information. In the next section, we will walk through the 10 Induction Principles and the Ordeal process step by step to become familiar with the content of elangomat training.

Trainer Instructions: that the trainer should show what the slide deck and training resources look like for their own elangomats training session. Perhaps even run through it quickly.

Elangomats are not the only people involved in the induction experience. It is important to note the differences between the role of the elangomat and the other important induction roles.

The elangomat works through the Ordeal and sets an example for the candidates. The amount of interaction between the elangomat and the crew should be maximized, so the power of their leadership is allowed to exercise its full influence. This means the elangomat should be the one (silently) conveying instructions to their crew, leading them from place to place, providing food and water breaks, handing out the Spirit of the Arrow booklets, etc. If your lodge often has the Ordealmaster completing these tasks, it would be a good idea to consider a change. Your elangomats should be trained so they feel comfortable performing almost all the tasks that require them to interact with the candidate—their relationship with the candidate is of paramount importance to their role.

The Ordealmaster's job, by contrast, is to coordinate the entire Ordeal. They are responsible for assigning candidates to crews, managing the elangomats, preparing the schedule, food, emergency plans, etc. The Ordeal master should always convey their instructions to the elangomats, and not directly to the candidates. Remember, to the candidates, the elangomat is

in charge, not the Ordealmaster. The Ordealmaster should endeavor to allow the elangomats the most opportunity to focus on their role by handling as much of the logistical concerns as possible, including balancing crews between work projects, making tools and equipment available, etc.

If, on the other hand, elangomats are doing too much—spread thin and trying to coordinate difficult or complex projects—your lodge may want to use project leaders. Project leaders are sometimes used in an Ordeal, especially when an Ordeal project is of sufficient size or complexity that it requires someone with dedicated expertise. An example might be having a camp lifeguard supervising waterfront set-up. Project Leaders coordinate with elangomats, not the candidates. When speaking to elangomats, both the Ordealmaster and project leaders should take the conversation out of earshot of the candidates, to help preserve their focus and best adhere to the 10 inductions principles.

In short, elangomat training should focus on training the elangomats to interact candidates, not how to run an Ordeal.

This brings us to our next big insight: is it crucial that the responsibilities of the elangomat are clearly defined, such that they complement, and do not detract from, their primary purpose. The Ordealmaster and project leaders are roles that can be used to reallocate logistical duties that, while critical, do not well serve the purpose of the elangomat. The fewer logistical complications an elangomat worries about, the more successful they will be at the role.

Topic 4 – The 10 Induction Principles

30 minutes

Slides [###]-[###]

The 10 Induction Principles outline the basic philosophy and spirit of the inductions of the Order of the Arrow. They apply to the entire induction process, from the unit election through Brotherhood, helping to ensure the success of the election, call-out, Ordeal experience, journey to Brotherhood, and Brotherhood experience. These principles also help to ensure the impressive nature of the ceremonies and are a reminder of the attitudes that should be assumed at all times during the induction sequence. Each lodge should continually review its traditions and practices to determine if they support each of the 10 Inductions Principles and discard any traditions or practices that do not.

We're going to review the 10 Induction Principles and then break out in groups. While we discuss the 10 Induction Principles, think of ways the elangomat can support each one.

- **Principle One—Purpose**

- The purpose of the induction is to encourage and inspire each candidate to develop firm individual dedication to the ideals of brotherhood and cheerful service. The induction is designed to be a valuable personal experience for each candidate. It includes periods of deep searching and high resolve, in an atmosphere of brotherhood, cheerfulness, and service. Candidates then give personal meaning to their induction when they commit to a significant personal challenge. The success of the Order of the Arrow is measured by the dedication of its members in their individual lives, as they strive to fulfill their Obligation of brotherhood, cheerfulness, and service to others.

- **Principle Two—Eligibility**

- The right to earn Ordeal and Brotherhood membership is given only by the Scouts of a candidate's unit during an authorized Order of the Arrow unit election. Only the candidate can overrule their decision. The candidate's election presents the opportunity to renew and deepen their commitment to Scouting values and principles. The lodge cannot take that opportunity away. A candidate has already received the final approval to accept membership in the Order of the Arrow by the Scouts in their unit.

- **Principle Three—Candidate's Compliance**

- The candidate has the continuous choice of meeting the tests of the Ordeal to the best of their ability or of withdrawing. The induction is designed to encourage each candidate to seek challenges, make commitments, do their best to live up to them, and experience the ultimate consequences of their decisions. No candidate has the choice of only half-heartedly participating in their induction. A candidate who continually denies the tests of the Ordeal must be counseled and challenged to meet the tests or to withdraw. To achieve Brotherhood membership, the Brotherhood candidate must complete the Brotherhood requirements over a period of at least 6 months.

- **Principle Four—Members' Compliance**

- All members participating in the induction must respect and comply with the tests of the Ordeal, to the extent allowed by their responsibilities. The candidate will sense the atmosphere of commitment and dedication when all Arrowmen sincerely embrace and follow the principles of the four Ordeal challenges. Actions or suggestions that invite any candidate to violate their personal commitment to the challenges of the Ordeal are unacceptable. Lodge members must set the example for candidates to follow.

- **Principle Five—Discretion**

- In cases where strict application of the tests and requirements of the induction is not possible, the lodge may choose an alternative that will best preserve the spirit of the induction and the quality of the candidate's experience. In the pre-Ordeal ceremony, each candidate makes a firm commitment to accept the four tests of the Ordeal. This commitment is symbolized by taking a step forward and testing the bow. However, a candidate's ability to fulfill the Ordeal may be affected by physical health, religious beliefs, or other special situations. The lodge has a responsibility to modify the nature of the Ordeal when conditions arise that make literal compliance with one or more of the Ordeal tests unsafe or unwise for any candidate.

- **Principle Six—Importance of the Individual**

- All actions and procedures must recognize the worth, dignity, and separate identity of the individual and present or potential ability to self-govern. The Obligation of the Order of the Arrow is one that can be fulfilled only by the individual. The candidate's induction experiences must strengthen their sense of personal honor, self-confidence, and self-reliance so they can best fulfill their Obligation, primarily their participation in and support of their unit. The Boy Scouts of America strictly forbids hazing. Hazing is not a method of building true brotherhood. Under no circumstances should any record be made of failure to comply with the four tests of the Ordeal.

- **Principle Seven—Generosity**

- The attitude of members toward the candidate must be one of acceptance, respect, understanding, sincerity, friendly encouragement, support, and trust. The Ordeal holds its greatest effectiveness when every Arrowman in the lodge accepts the candidate as a brother in the Order of the Arrow. A candidate may not be able to describe it, but they will notice the attitude of other members. When the candidate is shown, by example, what it means "to love one another," they will more willingly strive to fulfill their new Obligation.

- **Principle Eight—Focus**

- Everything in the lodge-created environment must direct the candidate to the central meaning of the induction, without distraction. Some lodges have traditions or practices that are not specifically provided for in the authorized procedures or ceremonies. Each practice should be reviewed frequently and continued only when it focuses the candidate's attention on the principles of the induction and serves to support their ultimate fulfillment of the Obligation.

- **Principle Nine—Symbolic Progression**
- No symbol or symbolic procedure should be mentioned or used unless and until it is called for in the authorized ceremonies. The induction must be presented to the candidates in an organized sequential pattern. When the prescribed pattern is disrupted, the candidate's experience of the induction is diminished. Lodges must not use any ceremonial challenge, text, or action before it is called for in the official ceremonies. For example, candidates must not be put on silence at a call-out or at an Ordeal until they accept Meteu's challenge.
- **Principle Ten—Active Membership**
- Lodge policy must recognize that if a member understands the Obligation of the Order of the Arrow and is striving to fulfill it, they are an active member, and this dedication in itself accomplishes the major service of the lodge. When a Scout emerges from the Ordeal, they should encounter a lodge program that supports their new commitment to fulfill the Obligation. A Scout who is striving to fulfill their Obligation is making a conscious commitment to incorporate the principles of the OA into their daily life. Each subsequent contact that a new member has with the lodge should give them more confidence, greater encouragement, and a deeper commitment to this lifelong journey.

The elangomat has a role to play in helping uphold each of the 10 Induction Principles. In your groups, think of some ways that an elangomat could help support each of the principles.

Trainer Instructions: The trainer should assign two or three of the 10 Induction Principles to

Trainer Instructions: At this point you should have about an hour left of the session.

If you think your group needs a break, take a few minutes here.

The list below gives a sampling of some possible answers:

Purpose: The elangomat is central to the achievement of the purpose of the Ordeal by serving as a mirror to model the virtues of the Order and Scouting, and to reflect the candidate's better nature to the candidate.

Eligibility: Elangomats are assigned a crew of candidates. They do not apply any tests not explicitly called for in the induction procedures.

Candidate's Compliance: Elangomats model the tests to encourage and challenge the candidates to do so as well. If a candidate does not comply with the tests, they counsel them rather than "fail" them.

Topic 5 – The Ordeal Step-by-Step

30

minutes

Slides [###]-[###]

The elangomats should arrive at the event early so they can greet candidates in the parking lot and introduce themselves. An elangomat's first task is to make the candidate feel welcome. They should record the names and contact information for each member of their crew (or it may be provided to them by the Ordealmaster). The elangomat should also help the candidates through registration. Candidates might receive a card with their name and the name of their elangomat, to assist in dividing them up. The elangomat should not make any comment regarding the booklet—its contents are for the candidate to reflect upon.

While the elangomat is waiting for all their candidates to arrive, they can begin organizing the crew and playing some teambuilding or “name” games. Just like with a patrol in a troop, building a crew “identity” will help bind the candidates together and strengthen teamwork.

Why is it important for candidates and elangomats to know each other's names? Most of their interaction will take place in silence, anyway. Learning the candidates' names will help the elangomat think of each candidate as an individual, and let the candidate know they are valued as such--an important part of the 10 Induction Principles. It will also enhance the feeling of being accepted into the Order after the Ordeal ceremony. Imagine the feeling of a candidate who has just completed the Ordeal ceremony, and their elangomat calls them by name and says, “Hey Andy, great job! Welcome to the lodge!” If the elangomat was not provided with a list of names with contact information for their crew, they can also use this time to record that information.

Once all the candidates in the crew have arrived, the elangomat should give a quick health and safety talk along with a brief medical check. The health and safety talk should cover emergency procedures (especially for inclement weather), and where to go for first aid. Remind the candidates they should drink plenty of water. A medical check at this point is also recommended. Candidates can use the cards they were given at registration to record relevant medical information in a discrete way. The elangomat should ask each candidate to write any allergies, medical conditions, or prescription medications on the back of their card.

Candidates may have questions about the tests of the Ordeal. Without revealing the tests themselves, elangomats should be prepared to provide such information as health and safety considerations may require, which is in keeping with the induction principle of discretion.

At the appointed time and place, the elangomat should meet with their crew to prepare to go

to the pre-Ordeal ceremony. Immediately before leaving, they distribute the Spirit of the Arrow booklet #2, "Are You Prepared?" As with all Spirit of the Arrow booklets the elangomat may distribute, they should not answer any questions pertaining to the material contained inside.

After giving the candidates sufficient time to read and reflect on the booklet, the elangomat should join with the other crews in leading the candidates to the pre-Ordeal ceremony. Candidates should be led single file, with each elangomat in front of their crew. The line stops outside the ceremonial ring for the investiture of the principals, after which the candidates are led into ring and lined up at the south end. Recall that the elangomats are "mirrors" of the candidate, and as such, participate fully in the ceremony. They step forward when Allowat Sakima indicates and test the bow along with the candidates.

The point of the ceremony at which Kichkinet says, "Now with courage on this first step follow me, and these my brothers. Let us try to find the Arrow" is particularly significant. As the elangomats lead the candidates from the ceremonial ring, they each take on the role of Kichkinet—becoming a guide for the candidates, through the power of their example to embody brotherhood, cheerfulness, and service.

The elangomat leads their crew directly from the pre-Ordeal to the appointed spot for the night alone. They should show the candidates where they will be sleeping, should any emergency arise during the night. They may make this location easier to see in the darkness by hanging a sash on a nearby tree. Next, they should place each candidate in a suitable location for the night, with sufficient distance between each candidate.

In the morning with breakfast or right after it, the elangomat should hand out Spirit of the Arrow booklet #3, "Good Morning, My Friend" As with all Spirit of the Arrow booklets the Elangomat may distribute, they should not answer any questions pertaining to the material contained inside.

The Ordeal is the "meat and potatoes" of the induction experience and occupies most of the candidates' time. Because of the duration of the experience, it's easy for the candidates to lose focus. The elangomat ensures the candidates are continuously occupied during the Ordeal. Note that this does not mean there should be no time for breaks (candidates should take breaks for water each hour), or no time for mental reflection; rather, it means that these should be carefully planned and executed at the appropriate time.

Boredom is the enemy of the Ordeal—neither the candidates nor the elangomats should at

any time be wondering, “what are we supposed to be doing?” A clearly defined schedule, well-trained elangomats, and ample supply of projects (supplied by the Ordealmaster; always have more projects than you think you’ll need) will help ensure the Ordeal is a success.

It is through the example set by the elangomat, while accomplishing the tests of the Ordeal, that the purpose of the Ordeal is achieved.

In your groups, brainstorm the ways that the elangomat might model or assist the candidates in completing each of the challenges of the Ordeal. Be prepared to share your ideas with the group.

Trainer Instructions: Trainer Instructions: The trainer should assign one of the challenges of the Ordeal to each group: the night alone, scant food, silence, and arduous labor. Here are some potential answers:

- **Night Alone:** The candidates should be placed by the elangomat far enough apart from one another that they cannot see or hear one another. They should be in a secluded location where they will not be disturbed by other noises or activities, not should the location be one that is overly familiar to them.
- **Scant Food:** Candidates should eat in groups with their crews. The lodge may choose to have the candidates cook their own food, such as a boiled egg for breakfast or a hot dog grilled over a fire for dinner. The experience of building a fire serves to bring the crew closer together.
- **Silence:** Candidates and elangomats should be silent the entire duration of the Ordeal. The elangomat should discourage creative ways of circumventing this test such as note-passing and texting.
- **Arduous Labor:** The elangomat should set the example by being the first one to pick up tools and get their hands on the project to which the crew is assigned. The elangomat should make sure applicable safety procedures are followed (for example, if axes are being used). The elangomat should know where each project is and what is to be done. They should consult with the Ordealmaster if they have questions about any project.

On the topic of non-compliant candidates: many Ordeals will encounter at least one candidate who does not want to keep the tests of the Ordeal. These candidates require counseling from the Ordealmaster, not the elangomat. If a candidate breaks the tests of the

Ordeal, the elangomat should silently re-enjoin them (for example, by making a “shhh” gesture). Continued violations should be brought to the attention of the Ordealmaster as soon as possible, so they do not set bad examples for other candidates or deprive or distract them from the full Ordeal experience.

After service has been completed, and before the Ordeal Ceremony, the candidates will be taken off silence and crews attend the Aim High Orientation. This is part of the new Standard Ordeal template that is designed to assist lodges in conducting the Ordeal. The elangomat attends with their crew. Not only are they a familiar face, but they can assist the trainer by providing some of their own experience and insights.

Additionally, the elangomats will lead their crew in a discussion about how to apply the tests of the Ordeal in their daily lives and how they can return in service to their unit. The Aim High Orientation is designed to encourage candidates to learn more about the Journey to Brotherhood and the elangomats play a key role in that process.

At the appointed time and location, candidates will be put back on silence and the elangomat meets their crew to go to the Ordeal ceremony. At this time, they should distribute Spirit of the Arrow booklet #4, “What Am I?” Elangomats then lead the candidates to the ceremony. As in the pre-Ordeal, the elangomat stops the candidates shortly outside the ceremonial ring entrance and waits for Kichkinet.

During the Ordeal ceremony, the elangomat should continue to do everything the candidates do: hold onto the rope, walk inside the circle, take the obligation. Elangomats can also assist Kichkinet in placing the sash on each of the new members.

The completion of the Ordeal ceremony is marked with excitement and celebration for both the new members and the rest of the lodge. Elangomats should be sure to enthusiastically congratulate their crew members upon completion of the ceremony. A celebratory banquet or cracker barrel are a great opportunity for the new members to meet new people and talk with the lodge leadership, as their exposure to lodge members will have been limited during the Ordeal. The elangomat can assist by introducing the new members to their friends or lodge leaders. The fifth Spirit of the Arrow booklet, “A New Task Lies Before You,” can be distributed at this time, but the elangomat should have the discretion to wait until such time as the commotion surrounding the festivities have subsided to a sufficient degree to allow the new member to absorb the material.

Following these festivities, a new member who has had a successful induction experience (as

well as the elangomat) are likely to be ready for bed!

Encourage the groups to meet another time and discuss any other responsibilities that elangomats may have during an Ordeal. They can also highlight responsibilities an elangomats should not have during that time.

Topic 6 – Extended Elangomat Program

minutes

25

Slides [###]-[###]

Many lodges have experienced great improvement in their member retention and engagement by implementing an “extended elangomat” program. Using the contact information of their crews they gathered (or had provided to them) at the beginning of the Ordeal, the elangomat stays in contact with the members of their crew throughout their journey to Brotherhood.

Having the elangomat call their crew after their induction can be a great way to get new Arrowmen involved right from the start. The elangomat should also call their crew when they are eligible to convert to Brotherhood (6 months after their induction) and provide helpful information about the lodge’s next upcoming conversion opportunity. Lodges should also consider holding fellowship and brotherhood conversion events soon after the Ordeal in order to provide opportunities for new members to have additional positive experiences with the Order.

If the elangomat has been successful in building the “ties of Brotherhood” between the members of their crew, this personal touch can mean the difference between a “sash and dash” and a committed Brotherhood member.

Ask the audience to break into their groups and begin brainstorming ways that an elangomats can stay involved with their crews after the Ordeal.

Trainer Instructions: Use your discretion on how much time each group should have to brainstorm ideas. Allow between 5 and 10 minutes for brainstorming and 5 to 10 minutes for discussion.

Some ideas might include handwritten letters, phone calls, or text messages.

Topic 7 – Building a Successful year-round Elangomat Team

minutes

10

Slides [###]-[###]

As we discussed earlier, a best practice for most lodges will be to maintain a standing Elangomat committee with a youth chairman, overseen by a lodge vice chief of inductions. Creating a standing committee with structure can be a great way to ensure that there is a year-round focus on elangomats.

As we have mentioned several times in this session, there are significant responsibilities for elangomats and many of those responsibilities don't happen at an Ordeal. Having a standing committee to focus on key issues like recruitment, training, recognition, and the extended elangomats program are crucial.

Think about all of the elangomat responsibilities during the Ordeal weekend, and all of the information and knowledge the elangomat needs to assist the candidate through their induction. 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.

At this time let's discuss other ideas that elangomat committees could participate in outside of an Ordeal weekend.

Topic 8 – Question and Answer Session **minutes**

10

Slides [###]-[###]

At this time, does anyone have any questions or want to share something your lodge does?

Trainer Instructions: Remember to address each delegate by name when you ask them to speak and thank them for their question. You may also ask if anyone would like to get feedback on something their lodge does. If you do this, make sure everyone is respectful and be mindful of the time.

Conclusion & Takeaway Challenge

10 minutes

Slides [###]-[###]

Lodges implementing a successful and high-performing elangomats program may find that it is an important aspect of improving the candidate experience. Implementing ideas like an extended elangomats program can also help increase the number of members undergoing their Journey to Brotherhood.

The Guide to Inductions offers multiple Elangomat resources that can help guide you in the future. These resources include: a sample letter to elangomats, elangomat worksheet, and an overview to train elangomats.

Ultimately, elangomats should live up to their names – friend! Being a friend to their candidates is one of the best ways to create a positive Ordeal experience and help build a stronger lodge.

Finally, let's sum up what it means to have a quality elangomat training program. 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

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

Trainer Instructions: As a reminder, make sure to direct any questions to ice@oa-bsa.org and do not feel as if you must answer every question if you are not comfortable or 100% on the information. Thank the delegates for attending the session and mention that you will stick around for 5 to 10 minutes after the session if anyone has any questions or feedback.

Trainer Instructions: After the delegates have left your classroom, make sure you walk the room to make sure nothing was left behind and the room is clean. Remember to take your belongings with you and do not store your laptop and training material in the room overnight.

Appendix: Resources and Source Material

[Please add all referenced sources or handouts that would be useful to share with session attendees.]

Resource	Link
Order of the Arrow, Mission & Purpose	Available online at: https://oa-bsa.org/about/mission-purpose
Guide to Inductions, June 2022 Revision	Available online at:
Ceremony for the pre-Ordeal, May 2022 Revision	Available online at:
Ceremony for the Ordeal, May 2022 Revision	Available online at: