2024 National Order of the Arrow Conference

Session: How to Successfully Navigate a Lodge Merger

Session Length: 45 minutes

Session Description

Mergers are often perceived as scary and viewed in a negative light, and while yes, they can be difficult, they also have the power to bring about something special, something new. This session will discuss tools to help handle a merger. The session will also give participants the chance to speak with someone who has navigated a merger and can speak with experience.

Learning Outcomes

Outcome 1: Understand the emotional aspects of a lodge merger

Outcome 2: Utilize active listening, reframing, and labeling in conflict

Outcome 3: Comprehend the full-scale of the merger process

Theme Connection: Seek New Heights

The merging of lodges allows opportunity for the newest heights to be reached. There is very little in Scouting as new and as capable of reaching unseen heights, as a new lodge.

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? (ie. can the material be engagingly taught via live stream)	Yes – However, trying to teach remote delegates and in-person delegates at the same time could hinder engagement.

Does this session need audio/video (AV) capabilities? (ie. projector)	Yes – preferably. I have a power point, but I can live without it if necessary
Are there any other specific facility needs for this session? (ie. movable chairs, panel-style seating, etc.)	None

Material Needs

[Please put "NOAC Training Committee" under "Source" if you need a material and cannot source it yourself - we will try to source it for you. Please note that we would strongly prefer training materials to be in a digital format and would advise against flipcharts and other physical materials. If you need microphones, extension cords, etc., please also specify those needs here.]

I shouldn't need anything. The one activity I might do, does not require anything other than people in the room.

Material	Quantity	Source

Session Preparation Steps

Step 1: Familiarize yourself with the content of the session.

Step 2: Think back on your time in a merger. Remember the emotions and as much as you can about the experience.

Step 3: Prepare yourself to guide lots of discussion.

Lesson Plan

Introduction **2 minutes**
Slides 1&2

- Introduce myself
- Go over learning objectives

Topic 1 - Emotions **5 minutes**
Slide 3

- What emotions do we feel when going through a merger? – ask room
- Why do these emotions matter in a merger
- Loss Aversion
- Amygdala Hijack

Topic 2 - Tools **15 minutes**
Slide 4

- Active Listening

You Said, I Heard
Materials Needed: None
Length of Activity: 5 min
Activity Description: You say a statement like "Will you have that assignment ready by 5:00 tonight." Ask somebody what they heard the message to be. (ex: You aren't working fast enough?) Then reframe as you heard "X", what I meant was "Y". (ex: I am feeling pressured to get this report in by our bosses.")

- Reframing
- Labeling

Question and Answer **20 minutes**
Slide 5

- Lead a guided discussion based on questions the learners have that will encompass the scale of a merger and that it doesn't end until well after the lodge has been founded. Also be sure to address as many questions as you can.

Conclusion & Takeaway Challenge **3 minutes**

Slides 6-7

- Thank you and here is contact information.
- Please take out your notebook and pen. For the final three minutes, think about your current and future roles in the OA, in Scouting, and in life. Write down three key takeaways from this session that will enable you to Seek New Heights in those current and/or future roles. For example, how can you use reframing in your everyday life. Later today, feel free to share these key ideas with others in your chapter or lodge.

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
Lodge Merger Handbook for Councils	https://oa-bsa.org/uploads/publications/LMH-202312.pdf