



Session: Introduction to Ceremonial Skills Workshop

Lead Trainer Name: [Name]

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Session Length: 180 minutes

Session Description

Geared towards new members with an interest in learning about ceremonies. This session focuses on the skills needed to perform the pre-Ordeal and Ordeal ceremonies, the four principals, and ways to become a stronger ceremonialist.

Learning Outcomes

Through this session, you will:

Explain the basic symbolism of the pre-Ordeal and Ordeal ceremonies, as well as the principals and their tests. The methods and procedures critical in properly learning ceremonies.

Demonstrate that ceremonies are easy to understand with a little work, and the more work a ceremonialist puts into learning about the ceremonies, the more the candidates will get out of it.

Guide discussions about symbols, metaphors, and allegories within the ceremonies. Methods of learning the ceremonies simply and effectively.

Enable ceremonialists and advisers to be able to introduce fellow team members and new Arrowmen alike to the concepts presented and bring methods back to their chapters & lodges in memorization and understanding.

Delegates should take the following away from this session:

- The purpose of our ceremonies
- Principals and their lessons
- Symbolism in the pre-Ordeal and Ordeal ceremonies
- Basic ceremonial mechanics

Session Outline

Below is an outline of the topic headers covered in this session and the time spent:

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| • Introduction | 10 Minutes |
| • The 10 Induction Principles | 20 Minutes |
| • Purpose of our Ceremonies | 10 minutes |
| • The Principals and the Lessons They Teach | 20 minutes |
| • Symbolism Overview | 10 minutes |
| • Symbolism of the pre-Ordeal Ceremony | 30 minutes |
| • Symbolism of the Ordeal Ceremony | 15 minutes |
| • Learning the Ceremonies | 35 minutes |
| • Closing | 10 minutes |

Performance Measurement Program

This session will help the lodge with the following Performance Measurement Program Requirement(s)

- (2) Induction Rate
- (3) Activation
- (4) Membership Retention

- (7) Brotherhood Completion

Required Material

- Computer with PowerPoint presentation
- Whiteboard/Blackboard/large presentation posters

Trainer Preparation

This course relies on the presenter's experience with ceremonies. Specifically, the presenter should have:

- A good understanding of the symbolism in the pre-Ordeal, and Ordeal ceremonies
- An ability to both present information, and facilitate discussion about that information
- Experience working with a variety of pedagogies for learning the ceremonies
- Access to the complementary visual aids for this course

Prior to the arrival of the participants, review materials needed for your session, prepare any materials needed, and display the following information on the media format you are using:

- The session name
- Your name
- Contact information

Session Narrative

o Introduction

10 minutes

The trainer should begin the session by introducing themselves and by briefly describing the topics of the session. A short icebreaker may be used to energize the crowd. The trainer should encourage participants to ask questions and become involved in discussions. Then, assess the participants by asking them to introduce themselves (if time allows) or ask the group how experienced they are with ceremonies.

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.

Trainer Instructions: The instructor should welcome the participants to the session and thank them for coming. The instructor should introduce 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.

What this class will be about:

- Purpose of the ceremonies
- The principals & their lessons
- Symbolism overview
- Symbolism of the pre-Ordeal
 - o The Opening/Investiture
 - o Nutiket & the test of hunger
 - o Meteu & the test of silence
 - o Allowat Sakima & the test of arduous labor
 - o Kichkinet & the test of isolation
- Symbolism of the Ordeal
- Learning the ceremonies: mechanics, techniques, and best practices

- Wrapping up: Lessons of the ceremonies & the induction

How this class works:

- This class revolves around discussion. The facilitator will be asking questions, and everyone is expected to contribute. We have a lot of combined experience in the room – let's utilize it.
- Everyone looks at ceremonies differently. If you have a different interpretation than I do, that's great! Let us know why and share that perspective with the audience. There can be more than one right answer.

Polling of the class:

- Experience level
 - o Veteran ceremonialist or ceremonies adviser
 - o Experienced ceremonialist or adviser
 - o New ceremonialist or adviser
 - o Not a ceremonialist or adviser
- Preferred principal & why?

Trainer Instructions: The important part here is the why. Ask for the why behind why they are here, why they like a specific principal, why they like ceremonies. If a delegate says that they are Nutiket in the ceremonies and would like to move on you can ask "Is there something about Nutiket that resonates with you?"

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o The 10 Induction Principles**20 minutes**

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 election through Brotherhood, helping to ensure the success of the election, call-out, Ordeal experience, journey to Brotherhood, and Brotherhood ceremony 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 principles and discard any traditions or practices that do not.

Trainer Instructions: The *Guide to Inductions* is a great resource that most people don't know about or overlook. This entire part of the session about the 10 induction principles is pulled directly from the *Guide to Inductions*.

• Principle One—Purpose

- o 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

- o 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.

o Purpose of our Ceremonies

10 minutes

Trainer Instructions: This part is a great way to get the audience involved in the session. Make sure you read through this thoroughly before the session so you know which questions you are going to just answer, and which questions the audience will answer.

Why does the Order of the Arrow put so much emphasis on our ceremonies and inductions process? Why don't we just tell people what to do when they arrive for their Ordeal and then toss a sash at them the next day? In other words, what do we have with our ceremonies that we don't have otherwise? (Symbolism & Mystery)

- Symbolism helps convey many ideas at once: All the layers of WWW are entrenched under the four tests and the actions that the principals do (i.e., gestures and movements). Symbolism enhances the ceremonies – with metaphors and similes – yet difficult to understand completely.
- Mystery provides a sense of wonder, excitement, and surprise. It provides a vehicle for attention: people pay attention the first time.

We study the ceremonies because they are pieces of art. They have many layers (and interpretations), yet some interpretations are more common than others. They are art with a purpose, and any interpretation we may have must not stray from that purpose... to introduce, teach, and reinforce the admonition.

- Pre-Ordeal > Introduce
- Ordeal > Teach
- Brotherhood, & watching the ceremonies > Reinforce

o The Principals and the Lessons They Teach

20 minutes

Principal & Principle

- Principal: Nutiket, Meteu, Allowat Sakima, & Kichkinet
- Principle: Brotherhood, Cheerfulness, & Service

Trainer Instructions: This is also a good time to define what PrinciPAL and PrinciPLE mean.

Principal – Is the person

Principle – Is the idea

Trainer Instructions: When covering the various aspects of each principal, this is a great opportunity to capture audience ideas on a whiteboard. Draw a chart that lists the four principals on the left, and “role, principle, token, test, & emotion” along the top. As you go through the content, fill out the chart. You can use this as a reference when walking through the ceremonies later.

Principal	Role	Principle	Token	Test	Quote	Symbolism	Quote
Nutiket	Guard	Cheerfulness	Bow wood	Self-Denial (through scant food)	“Eat you nothing but the scant food you’ll be given”	Sacrifice for others is how we really dedicate ourselves. Yet remaining cheerful in the face of hardship, being flexible, positive, and upbeat is important regardless of what obstacles you face.	“Learn by fasting, sacrifice, and self-denial to subordinate desires to the spirit’s higher purpose”
Meteu	Medicine Man	Brotherhood	Bowstring	Silence	“Therefore, from this moment onward, till we meet within the circle or	Our connections to nature, the world around us, and to the sky/stars/sun/moon. Memories of our past and we use them to drive us	

Trainer Instructions: Trainers should note that the text of Meteu's challenge has changed to allow for the pledge of silence to be lifted before the Obligation. Trainers should let the audience know about the change and discuss it at this point. In addition for Meteu's role: Medicine Man (Note how American Indian medicine was physically, emotionally, mentally, and spiritually drawn from the nature around us) – also the storyteller

How is Kichkinet the manifestation of the three? How does this manifest itself in what Kichkinet does? What they say?

Keep in mind the goals of each principal as we go forward. Think about what each principal does and says with this mindset.

o **Symbolism Overview**

10 minutes

There are layers of symbolism in these ceremonies. Look for the following things:

- Fire
 - o Allowat Sakima: “If these virtues glow brightly in our hearts, the fire cannot fail to be kindled in theirs.”
 - o Nutiket: “Fifteen blazes led you to us, but the trail that you have followed becomes rougher, steeper, fainter: you will need a brighter fire!”
 - o Nutiket: “seek the fire at the center!”
 - o Nutiket: “fan it now, forgetting hunger, feed it—till it is a fire.”
 - o Kichkinet (Ordeal): “They have, Nutiket. They stepped bravely forward and tested the bow, and the fire now burns cheerfully in their hearts.”
- Arrow
 - o Allowat Sakima: “As the warrior draws the arrow most trustworthy from the quiver, you were drawn from many others: for the first shaft of the hunter must be straightest, must be surest.”
 - o Allowat Sakima: “straight and true you each will travel—as an arrow driven skyward, as an eagle soaring sunward.”
 - o Kichkinet: “Thus do you appear to others on the path of cheerful service.”
 - o Kichkinet: “Now with courage on this first step, follow me and these my Brothers. Let us try to find the Arrow!”
 - o Allowat Sakima (Ordeal): “As the symbol of our Order, the arrow has been fitly chosen. It must be straight, its point keen. Aimed high, its course is undeviating, its direction onward and upward.
- Definition of Allegory:
 - o A story, poem, or picture that can be interpreted to reveal a hidden meaning, typically a moral or political one.

Note bold or italicized text. That emphasis is the ceremony telling you that **THIS IS IMPORTANT**, even for the ceremony.

The content of this session is not exhaustive. In the interest of time, many examples have been skipped. With the knowledge you gain here, go back to your team, and review the entire ceremony, sentence by sentence. They're there for a reason. This is the very first thing a team should do, before even memorization. (we'll talk more about memorization and other techniques later).

Remember that teams should pay particular attention to the pre-Ordeal. Everything you need to know about the Order of the Arrow is in the pre-Ordeal ceremony.

o **Symbolism of the pre-Ordeal Ceremony**

30 minutes

This next part of the session will focus on the symbolism in both the pre-Ordeal and Ordeal ceremonies. We'll go line by line in the ceremonies to discover the deeper meaning.

Trainer Instructions: show the induction portal ceremony or to try and ask for an audience member to portray each principal before discussing them. Some people might need a refresher

Opening (Investiture) - opening for the ceremonialists to become the principal, alluding to the closing and their symbolic purpose.

- **"They have not felt the fire, they have not heard the admonition, they have not seen the Arrow" - Meteu**
 - o Who are they?
 - o We'll come back to some of the symbolism this talks about later, but what is Meteu's role (Medicine man, storyteller, history keeper, Brotherhood) and how does that apply here? (These are parts of Brotherhood – admonition)
- **"Each one who comes to us must find us ever Cheerful, Thrifty, Brave, & Clean. I will remind is to keep ourselves "Physically Strong, mentally awake, and morally straight". I will guard the entrance, and open the way to those who are ready" - Nutiket**
 - o Nutiket's Scouting principles are: The Law & Oath
 - o Nutiket is the guard who/what is Nutiket guarding? Who/what are they guarding that from?
 - The circle, the fire, the principles... the candidate themselves
 - Others who aren't OA members... kind of
 - More so what OA members don't represent, what we don't want in our organization

- **“Each one who comes to us must find us ever Helpful, Friendly, Courteous, and Kind. I will remind us ... ‘to help other people at all times.’ I will guide them, and I will answer for them.” - Kichkinet**
 - What are Kichkinet’s principles?
 - Kichkinet is known as the guide, right?
 - Answer for them? How so? Literally in the Ordeal ceremony!

- **“Each one who comes to us must find us ever Trustworthy, Loyal, Obedient, and Reverent. I will remind us of our duty to God and country. If these virtues glow brightly in our hearts, the fire cannot fail to be kindled in theirs.” Allowat Sakima**
 - Allowat embodies what principles? What’s important about the four parts of the law, since Allowat is the leader?
 - Trust, loyalty, obedience, and reverence are all of the utmost important to being a good leader according to Allowat
 - Trust is the center of the leader-follower relation (NLS, anyone?)
 - Loyalty and obedience go both ways - a leader is nothing without their team
 - What do they reference when they say the virtues "glow" in our hearts and the fire will be "kindled" in theirs? Note that the pre-Ordeal still has an unlit firelay.
 - Candles in the ring, 15 blazes, the central fire... what does that tell us about the meaning of the central fire?
 - It represents all of the principles, points of the law and oath... and ourselves.
 - Connects to the candles in the ordeal ring – and the closing line
 - How does it relate to leadership? Servant leadership, as you should lead by example (as the principals do in being principals)

Nutiket

“Awake, my friends.”

- Why does Nutiket say "awake"?
 - because they're sleeping symbolically, and the idea is to open their eyes to WWW - an awakening experience that returns them to their units in a spirit of cheerful service supported by their brothers
 - *Illuminating*
- Why is Nutiket calling them friends? They've only just met.
 - Nutiket is being cheerful – they know that the unit vouched for them via their election, as will Kichkinet on their behalf. Plus, they made the effort to come to the ordeal. That's impressive, when it's called an "Ordeal"

“Now starting on a long and toilsome journey. Before you undertake it, you must Be Prepared completely.”

- They're not physically going far... and they're not climbing a mountain. Why does Nutiket call it long? Why do they say toilsome? How will this be hard?
 - It's long time wise - from one weekend to six months. And it's not an external one either... the journey is internal and will take a long time for you to complete it... in fact, it doesn't really end. We're also continuing onward.
- Capitalization is always significant. What does it signify here? How are the principles helping you be prepared?
 - They're testing you so that you may know yourself as you continue the quest
- Journey is a key symbol; we'll talk about it more soon

“Fifteen blazes led you to us, but ... you will need a brighter fire.”

- What is the significance of the number 15?
 - 12 points of the Scout Law + 3 parts of the Scout Oath = 15.
- What does Nutiket mean by a “brighter fire”?

- o Faithful adherence to those ideals is what caused the candidate to be elected, what “led you to us.” Nutiket tells the candidates that those will no longer be enough, as they become true servant leaders in their units. They will need a “brighter fire,” the principles of the Order of the Arrow, the Admonition, and determination to fulfill their Obligation. Note how the fire lay is unlit in the pr—Ordeal.

“Lay the oak and pine together ... with a warm and cheerful spirit.”

- What do the oak and pine represent, and how will that help the candidates in the challenges ahead?
 - o Oak is a hardwood compared to pine which is softwood. Oak burns slow and steady. The oak can represent sturdiness, steadfastness, physical and spiritual strength, and adherence to one’s beliefs. Pine burns fast and bright. The pine can represent adaptability, readiness to help others, and flexible endurance. Put them together and there’s a quality fire. If the candidate combines these qualities in the spirit of cheerfulness, they can withstand the tests of a hundred Ordeals – as they will have to throughout their life.
- Oh hey there, *cheerfulness*. Let’s remember what Nutiket’s principle is
- *Warm*. Fire is warm, now, isn’t it?

“*Eat you nothing but the scant food you’ll be given.*”

- Why is this phrase italicized?
 - o Italics, as mentioned in the introduction, tend to indicate that something is extremely important. In this case, it is one of the four tests of the Ordeal, something that ceremonialists should take care to impress on the candidates, to prevent confusion throughout the weekend.
- We already talked about this being the test from Nutiket

“Learn through fasting, sacrifice, and self-denial, to subordinate desires to the spirit’s higher purpose.”

- So, what is the purpose of the test of scant food?
 - o To practice the denial of one’s own desires and choose to live up to high moral standards and ideals. Again, already talked about this a bit.

“A cheerful heart is lively, as this bow-wood, under hardship.”

- What does it mean for a bow-wood to undergo “hardship” literally?
 - Shooting the Arrow
- What does it mean for a heart to undergo hardship, figuratively?
 - Obstacles, trials and tribulations, life in general. The tests of the Ordeal. Being cheerful makes all of the above much easier to get through.
 - Being "lively" - not unmoving or stubborn. If a bow was unmoving, it wouldn't work - it would just snap.
- What then, does the unstrung bow represent?
 - A cheerful heart. Convenient, How Nutiket's principal is cheerfulness and token is the bow. Like it was planned.

Meteu

“Long ago ... the great and mighty chieftain looked with love upon his children ... saw them ...fighting... with the evil ... and he spoke and said in this wise.”

- Who is the great and mighty chieftain?
 - God, or another higher power. Note the use of “children” to describe who he is speaking to. This is the primary evidence that Meteu is not talking about Chingachgook or Allowat Sakima here.
- This section of the pre-Ordeal is frequently referred to as the “Love Poem.” Why?
 - Because Meteu spends it talking so much about love. Love of nature. Love of higher power.

“You who love the haunts of nature ... love the moonlight ... love the sunshine ... love the shadow of the forest ... love the wind ... love the rushing of great rivers ... love the thunder in the mountains ... listen to these admonitions for your guidance on your journey.”

- What is an admonition - IE the dictionary definition?
 - 1: gentle or friendly reproof

- 2: counsel or warning against fault or oversight
- What admonitions is the great and mighty chief, through Meteu, referring to here?
 - The haunts of nature. The sights and sounds of nature that bring clearness of mind, and mental alertness. The calmness that we often seek from nature. Balance
- What then, are they suggesting we do?
 - Be quiet! Listen to nature and study our thoughts and feelings.
- It also is a reference to the OA's admonition and ties in neatly with the theme of the "Love Poem."

"I, Meteu, heard this message whispered on the western mountains where the sun from eve to morning never sets, while all beneath me as... slept in darkness, slept in shadow."

- What does Meteu do when they hear the message of the great and mighty chief?
 - They go out into the wilderness and listens. – they climb physically, mentally, and emotionally
- How does the sun not set at night?
 - The light or the fire burns within Meteu. It symbolizes the ideals of Order, not just physical light. It is also a reminder why the fire is lit during the Ordeal ceremony and not the pre-Ordeal ceremony.
- When have we talked about sleeping already?
 - "Awake my friends!" They are like the shadowy sleepers that Meteu observes from their high vantage point. They have yet to be enlightened

"These high places are within you"

- The admonitions we listen too (and the ability to listen to them), including our own, are things we inherently know... for they're what make us human.

"This ordeal is but a pattern for a journey whose directions are the whispers, urgings, promptings, deep within your hearts and spirits."

- If the Ordeal is just the pattern, what is the actual journey? What did we talk about earlier?
 - Life after the Ordeal. The candidates are expected to apply the lessons they learn through the tests of the Ordeal to challenges they will face as leaders in their units, and as members of their communities.

“Therefore, from this moment onward, till we meet within the circle or unless the ban is lifted, strictly keep a pledge of silence.”

- (Note the italics.) What is the purpose of the test of silence?
 - To allow the candidates to listen to the sounds of nature, and reflect on the meaning of the tests, their lives as Scouts, and ponder what they will do after the ordeal is over.

“Soon you will be bound as brothers in this ... Order, but only if you ... fulfill its obligations out of love for one another.”

- Does that sound familiar? Where have we heard that before?
 - This is a reference to the Admonition & Obligation- brotherhood is built out of the shared love we have for one another.

“Let silence, like a bowstring, bind you each to every other, closer when the bow is tested.”

- Do you see the picture being created there?
 - The ends of the bow grow closer together when the string is pulled, just as the candidates will grow closer together as they work together in silence through the Ordeal. The flexibility of the bow allows them to experience this
- What then, does the bowstring represent?
 - The ties of brotherhood.

Allowat Sakima

“As the chieftain, I exhort you, spend the day in arduous labor ... and thus be faithful to the high ideals and purpose of the Order of the Arrow.”

- What does exhort mean?
- We already talked about both the test and the symbols

“Friends, the ones who chose you, need you.”

- Again, "friends" - Allowat agrees with Nutiket
- Who chose them? How were they chosen? And how do they need them now? How are we expected to fulfill that need?
 - They were chosen by their fellows as part of the unit election. They were picked because they were the best and are being asked to return to their units in service.

“Who will go upon this journey? You must choose. If you decide to stop ... you may withdraw without discredit. ... If you accept the full ordeal ... take one step forward.”

- Why does Allowat Sakima do this? Why does it matter that candidates choose to go forward at this point?
 - Allowat Sakima, as a leader, is very concerned with choices, as that is what leadership is all about: making the right choices. When candidates first arrived, they did not know what to expect. Now that Allowat Sakima has told them what they will be going through, it's up to them whether they go through with it.
 - This is also in accordance with the principle three of the 10 Induction Principles: “Candidate’s Compliance: The candidate has the continuous choice of meeting the tests of the Ordeal... or of withdrawing.”
 - Ultimately the Ordeal is a challenge and the candidate needs to take the positive action to step forward and accept it.

“Each new friend shall test the bow, and ... give proof in silence of his will to make the journey.”

- Here Allowat Sakima strings the bow. Recall what the bow and bowstring each represent. What does this action symbolize?

- There can be several answers explored here. Notice that the bow is being bent (undergoing hardship) but the bowstring (the bonds of brotherhood) is holding it together. This may symbolize that during the ordeal, each candidate's cheerful spirit will be sorely tested, but the sense of brotherhood created with the members of their clan, and their Elangomat, will see them through, and they'll feel closer with them as they do.
 - Allowat is the chief and it's their duty to bring together the principles of our Order. Note that he actually has all four tokens in his possession at this time.
- What does testing the bow symbolize? How does this play into the choice with the induction?
 - A candidate's willingness to go through the ordeal – another chance to withdraw.

“As the warrior draws the arrow ... from the quiver you were drawn from many others, for the first shaft of the hunter must be straightest, must be surest.”

- What does the arrow represent? What does the quiver represent? What does the drawing of the arrow represent?
 - The candidate. The unit. The election of the candidate by their unit. This answer is explicitly stated.
 - As a gesture, Allowat may want to look through a few arrows before selecting the best arrow. The one that will fly straight and true.

“If you hold fast to Scouting pledges, straight and true you each will travel as an arrow driven skyward, as an eagle soaring sunward. He who follows such a pathway ... will be seen by many others, and, by inspiration, lead them.”

- What “Scouting pledges” is Allowat Sakima referring to?
 - The Scout Oath, Law, Motto, etc.
- What does the flight of the arrow represent?
 - The candidate's life following the ordeal. Their leadership in cheerful service to the unit. Remember this passage when we discuss Kichkinet.
- His service will be seen by others, and by inspiration lead them means what?
 - Servant leadership, leading by example.

Kichkinet

“From the darkness ... we have come with words of warning ... an ordeal approaching swiftly, as a flock of field crows flying black across the sun.”

- What feelings is Kichkinet trying to create in the candidates here?
 - An ominous, foreboding feeling.
- What image do they create to accomplish that?
 - They want to impress on them that this ordeal will be challenging and arduous. To illustrate this, they describe the sun being blacked out by a flock of birds.

“My friends, leave all daily cares behind you, leave the crowd and its opinions, lift your thoughts like sparks when from the fire’s heart they shoot like arrows springing from the bow bent backward... loosed upon a lofty journey! Thus do you appear to others on the path of cheerful service”

- What is Kichkinet asking the candidate to do?
 - To focus their thoughts on the Ordeal, rather than mundane thoughts of daily life, and its various tasks and routines. They are asking the candidates to ignore what's popular to find out what's they really believe... to be open to WWW. Note the comparison of the candidate's mind to the fire, and then to arrows.
- Here, Kichkinet looses the arrow from the bow. Remember what the flight of the arrow represents, from Allowat Sakima's portion of the ceremony. Considering that, what is the firing of the arrow?
 - The arrow is the candidate, and the flight of the arrow is their life following the Ordeal. The firing of the arrow represents the Ordeal itself, from the pre-Ordeal Ceremony to the Obligation.
- What do the candidates resemble?

- o the loosed arrow

“It is not an easy journey. Sometimes even friends will mock you, tempt you to betray your promise. All your strength will be required when you face the isolation that a leader often faces.”

- Who has ever been mocked for being a scout or for following scouting ideals?
- What promise do they want you to betray?
 - o The Scout Oath, and the candidates' promise to uphold the Scout law. Soon, the obligation they'll take as well.
- What isolation must a leader face?
 - o Leaders will be called upon to make choices that no one else has the power to make. There are very few positions of leadership that can be filled by two people at once: usually a leader acts, in many ways, alone

“So tonight, sleep alone upon your groundsheet.”

- (Note the italics.) What is the point of the night alone?
 - o To impress upon the candidates what life as a leader can be like, on occasion. Isolation is a part of leadership
 - o Feeling that isolation, however, is not the same as being isolated. Whilst alone in the dark, it could feel a little scary. Yet, you know deep down that there were other candidates - other leaders - just a few feet from you. If you really needed help, you could go to them. This is true in life. You have advisers for a reason. Use them. You have friends and mentors.

“Then in your Ordeal tomorrow I will labor with you. With you, I will listen, eating little.”

- What does Kichkinet say they'll do – why do they do it?
 - o Follow the other three tasks. They'll embody the tasks of the other principals as a manifestation of those principals since they're the guide. They'll show them how to live as brothers. They'll be helpful, friendly, courteous, and kind, and help others at all times

“This ordeal is but a shadow of the rigors of the journey, but its joys also are shadows of the brighter greater beauty in a life of cheerful service.”

- Do you see a connection between Kichkinet’s definition of the Ordeal, and Meteu’s definition of the Ordeal? Kichkinet describes two aspects of Meteu’s “journey.” What are they?
 - Meteu describes the ordeal as a pattern for the journey, and Kichkinet describes it as a shadow of the journey. Both emphasize that the tests of the ordeal are only symbolic of tests that candidate’s will experience throughout their lives afterward. Kichkinet describes the rigor of the journey, but also the beauty of the journey, just as the climb to the top of a mountain may be difficult, but the view is always worth the hike!

“Now, with courage on this first step follow me, and these my brothers. Let us try to find the Arrow!”

- Who are the brothers Kichkinet is referring to?
 - This could be the other ceremonialists, the Elangomats, or, more broadly, all brothers in the Order of the Arrow who have gone through the Ordeal in the past.
- What does it mean to try to find the Arrow?
 - To search for the principles of the OA (brotherhood, cheerfulness, service) within the candidate themselves. They have seen outward symbols of all of these, and - as directed by the words of Nutiket, Meteu, and Allowat, and led by Kichkinet - must now turn inward on their own journey: the Ordeal.
 - Thus, Ordeal Membership means the Arrow sought. Brotherhood membership means the Arrow found.
 - Therefore, completion of the Ordeal is not the completion of the Journey

◦ Symbolism of the Ordeal Ceremony

15 minutes

The Ordeal ceremony is more mechanical and operational than the pre-Ordeal. Its purpose is equally to inspire as well as to recognize. It’s a celebration of the completion of the Ordeal, but also a call to action: for new and existing Ordeal members to complete their induction, to find the arrow, and to become Brotherhood members through six months or more of dedicated service to their unit.

- Where'd the tokens go?
 - Nutiket: The bow wood is the wood that fuels the fire
 - Meteu: The bowstring is the rope that binds candidates together
 - Allowat: The Quiver - representing the obligation to the unit - is now replaced by the hand-on-shoulder
 - Kichkinet: The arrow - the candidates in the circle... The new members.
- Hand on the shoulder in front of them
 - Fixity of purpose - to return to their unit in serve
 - Show of support one another - to know that their fellow Arrowman is behind them in whatever they do
- Rope
 - Symbolic of the obligation that they have yet to take, but are still bound by it since they completed the Ordeal
 - What is symbolic of the obligation in the pre-Ordeal?
 - The bow string, the test of silence
- Pathway into the Circle
 - In the pre-Ordeal, note how the principals circle out from the center of the circle to greet the candidates. Kichkinet grabs them, and after their ordeal, leads them back into the circle. As they wind around the center, they get closer: physically closer to the fire, but also symbolically:

Meteu's prayers

- First prayer:
 - "Gathered now to help and serve, cheerfully in our actions, lovingly in our reflections"
 - Help, cheer, love, & serve. What set of four items does this remind us of?
 - Love & Reflection - sounds like the love poem & the rest of Meteu's part
- Second prayer:

- "We... [s]tand beside and urge them forward on the next step of their... long and toilsome journey, each one ready now to help them through their toils and tribulations"
- What's the next step? Brotherhood

Allowat Sakima's Charge

- "Membership in the Order of the Arrow is given, not only for what you have done, but what you are expected to do in the future, for your journey is just beginning"
- What does that allude to? (The unit election, service to one's unit, to the Brotherhood journey)
- Note, once again, the reference to a journey.

Kichkinet

- What does Kichkinet do during the ceremony?
- Guides the new brothers through the ceremony, fulfilling their promise made in the investiture: "I will guide them, and I will vouch for them"

Other items:

- Legend – particularly being called upon for service
- The drumbeats and their symbolism

o Learning the Ceremonies

35 minutes

Most teams probably already have some understanding of the ceremony, but we usually recommend that new ceremonialists **don't start with memorization.**

Go through the Ceremony sentence by sentence, paragraph by paragraph, as a team. Discuss what each sentence means, what each paragraph means; both individually and in the context of the Principal you represent, the ceremony, and the induction process. Be familiar with the text, the principals, and the symbols. Know the entire procedure of the ceremony, and that will aid you significantly in the ring.

After ceremonialists understand the text, then they should begin on memorization. There are different ways that work well for different people.

- Write it out
 - o Write your parts out over and over again. Writing down information helps you remember information far more than reading - especially for kinesthetic people
- Say it out loud
 - o It helps you to remember by saying it yourself, and you can hear when things are wrong, you become familiar with what you saying it right means.
- Listen to it
 - o Record yourself saying it word-perfect. Be sure to say it naturally, with the pace you would if you were in a ceremony. *Note - recall that memorizing it wrong means you'll know it wrong. This needs to be perfect. Have a friend, adviser, or fellow ceremonialist check it for you.
 - o Load it into your phone or what have you. Listen to it while driving (safely), on the bus, walking, etc.
 - o Doing it little by little will result in a lot of time over the course of practicing
- Read it whenever you can
 - o Read it whenever you have a chance

Once a team has the ceremony memorized, they should start focused on the physical aspects of ceremony – particularly gestures and movements. If you have them at this point, start coordinating them to movements and the words in the text. They'll give you another way to associate various parts of the ceremony together

Recognize the patterns of the ceremony. As we've discussed, there's symbols, allegories, and patterns everywhere. Use this knowledge to your advantage. Note the patterns in the text, and you'll be able to recognize what comes next.

Embodying the Principals

What does "embodying" mean? To give a concrete form to; express, personify, or exemplify in concrete form: to embody an idea in an allegorical method.

So as a ceremonialist, you become the physical embodiment of the principal. That means you need to understand the principal (and principle) completely. Becoming the principal means you must know them as well as yourself.

Kichikinet believes in what they say – they prove it throughout the following day. YOU must believe in what you say. Speaking from the heart is unmatched in getting your part across. This state of mind will enhance your conduction of the ceremony greatly. YOUR passion for scouting and Order of the Arrow will shine through your principal. Recall, "If these virtues glow brightly in our hearts, the fire cannot fail to be kindled in theirs."

It doesn't matter who you are or what you look like. If you follow the scout oath and law, and hold the admonition in your heart, you can be a ceremonialist. The ceremonies are built like that!

Tone and delivery

There are many ways to be ceremonialist. Don't feel that only one way works for you. Try a bunch of different styles and learn from others. There are some examples below.

Speak conversationally. Speak naturally. Go along sentence by sentence, paying attention to punctuation. Don't worry about a huge overarching tone. Focus more on how individual parts should be said, individual words should be emphasized, etc. As an example, how would Nutiket differ in saying "Eat you nothing" and "with a warm and cheerful spirit"? Or how would Meteu differ in saying "Battling the evil that abounded" versus "Obligations out of love to one another"

There is some stuff that every ceremonialist should do: This may be the only time the candidates experience the ceremony. Make sure they hear every word.

- Slow down: you'll always try and speak faster. Get used to hearing yourself speak at a good rate. Memorization gets you used to speaking quickly since you know it.
- Project: speak to the candidate in the back. That we everyone - especially the ones in the back - can hear you. Don't yell - project. Speak like I am: projection puts more air behind the words without yelling. Preserve the ceremonial aura
- Great tip: When speaking, announce the last consonant of every word. This will slow you down a bit and will help you announce the word as a whole.

Movements

The key with movement & gestures: don't be distracting. You want to enhance the words, not distract from them.

You're not a plant. Take a step, move around. Don't pace, or be hard to follow along, but taking steps can help engage other candidates, particularly if they're off to a side of the ring or can't see/hear you well. Some examples are below.

- For example, Meteu in the Ordeal, in the Legend: how would they move when they are quoting Chingachgook, Uncus, or just being Meteu.
- Kichkinet in the pre-Ordeal: "Leave the crowd and its opinions" - step to the side as if you're side stepping a crowd

Gestures

Gestures add to certain words to give visual connection to what you're saying. As an example:

- Nutiket in the pre-Ordeal: "Seek the fire at the center" - gestures help because it gives a great hint as to what Nutiket means when they say this.
- Tip: in the pre-Ordeal, remember that you have tokens to manage, so practice with them. Remember that Kichkinet has a strung bow and arrow for the first half of the pre-Ordeal ceremony.
- Gestures need to travel. Yes, you can put a finger to the lips. But you need to move your arm, and think about when you start moving, when to stop, and when to put the gesture back to neutral.
 - You don't always need to move your hands back to neutral. If you have back-to-back gestures, move from one to another it looks a lot better.
- Gestures should always have a purpose in reinforcing the words.

Don't overuse them, and don't underuse them. Too many, or too crazy will be distracting. Gestures should direct attention to the words being said, not away from them. Too few will bore them, and they could stop listening. Ceremonialists need to find the happy medium.

Trainer Instructions: If time permits, break the class up into groups. Have each group pick one of the two paragraphs, and they have a few minutes to come up with **2 or 3** gestures for the part. Share with the group.

Meteu: "Soon you will be bound as Brothers in this great and honored Order, but only if you are determined to fulfill its obligation out of love for one another. Till then, let silence, like a bowstring, bind you each to every other, closer when the bow is tested."

[Note: have a bowstring, shoelace, or other string ready for groups that choose this passage. Managing the token adds a host of variety.]

Kichkinet: "From the darkness, from the forest, we have come with words of warning, bringing tokens of a struggle, an Ordeal approaching swiftly as a flock of field crows flying black across the sun."

[Note: have a strung bow, or some other unwieldy object ready for groups that choose this passage. Managing the token adds a host of variety.]

o Closing

10 minutes

Please consult the list of resources for teams to use. Use those when you have questions. In addition, talk to your fellow team members, your advisers, or older ceremonialists. Feel free to contact me as well!

Remember that OA ceremonies involve being part of the team, but it is also an individual sport.

You need four principals, advisers, support staff, as well as younger ceremonialists who plan on taking your place one day. Support them, and they'll support you.

Appendix: Sources and Materials

- Guide to Inductions, June 2022 Revision
 - <https://oa-bsa.org/uploads/publications/gti/GTI-O-202206.pdf>
- Ceremony for the Ordeal, May 2022 Revision
 - <https://oa-bsa.org/uploads/inductions/ceremony-texts/OrdealCeremony-202203.pdf>
- Pre-Ordeal Ceremony Demonstration, available through the Inductions portal
 - <https://oa-bsa.org/resources/inductions/ordeal-and-pre-ordeal-ceremony-resources>