

# LAMP LIGHTER

ILLUMINATING THE PATH OF THE INDUCTION



FAQ answering many common questions about the new inductions process



## A new chapter begins: The new OA induction launches!

For 115 years, the Order of the Arrow has changed lives. Now, we're evolving to change even more of them. The new OA induction experience launched in March 2026, and it is something every OA member needs to experience.

The new induction experience is an evolution. The things you remember and love are still there. But the experience is now built around three clear purposes:

**Discover Brotherhood. Reflect on Cheerfulness. Provide Service.**

New members form crews guided by an experienced OA member called a **luminary**, a mentor who walks alongside them through the weekend. The induction opens with the **Ceremony of the Arrow**, moves through a day of engagement, guided reflection, service, and growth and culminates in the **Ceremony of the Fire** where each candidate makes a personal choice to accept the OA Obligation and the Admonition. Membership is no longer something you endure — *membership is something you choose.*

This rollout isn't happening overnight, and the approach is not random. Every lodge is expected to "see one" then "do one" and then "offer one." To facilitate this, **National Induction**

**Experiences** (NIEs) and **Section Induction Experiences** (SIEs) are being held across the country to train lodge teams who will then bring the experience home to share with their own and other lodges. Every lodge is expected to be ready to offer the new induction to new members by April 2027.

Here's our ask: *go experience it.* The new induction is being offered to existing members hundreds of times between now and April 2027. Attend one. Then tell us what you think at [inductions@oa-scouting.org](mailto:inductions@oa-scouting.org).

The Arrow has been loosed for a new future. Come join us on the journey to see where it flies!





## Why the change?

The Order of the Arrow is special and holds a cherished place in the hearts of hundreds of thousands of people. For those people, the OA, its values, and the Fire of Cheerfulness burn brightly.

Yet, this is not the case for everyone who joins the OA. For too many, the spark does not light a flame nor does a fire begin to burn. It is our duty to serve Scouting America by keeping Scouts in Scouting. It is as simple as that.

The OA Ordeal is long-standing and familiar to many of us. But the

data tells a hard truth: only 1 in 3 Arrowmen ever return after their induction, and only 12% return to attend two of more OA events.

At the same time, more than 60,000 Scouts ages 11-16 leave Scouting every year. The OA exists to change that — our new mission is to be why Scouts stay in Scouting.

The new induction is mission critical to getting there.

**6** National Induction Events being held for exemplar lodges to experience the new induction

**472** Current OA members from 13 different lodges who participated in pilot testing the new induction last Fall

**41** Exemplar lodges participating to "see one" at the National Induction Experience weekends

**14 of 15** of existing OA members participating in the new induction reported a better understanding the tests and feeling more connected to something meaningful



*"A powerful induction is not remembered for what was said, but for what was affirmed."*

## The luminary: bringing to life Brotherhood, Cheerfulness, and Service in the induction

A luminary is someone who lights the way for others. Their role in the induction is central to the candidate's experience. The luminary's role in the induction is central to the candidate's experience, as the luminary serves as a guide and mentor for a small crew.

### How is a luminary different from an elangomat?

Whereas elangomats primarily served as silent companions, luminaries are active guides throughout the induction. They attentively facilitate conversations and lead reflections. Luminaries guide crew conversations using the *Luminary Guidebook*, encourage new members to talk with each other, and help build connections within the crew. This shift supports the new induction's emphasis on fellowship and understanding.

### What makes a good luminary?

Think of it like choosing an OA Trail Crew foreman, as they are a person capable to lead new members through conversations, activities, and experiences. Any committed OA member can do it, but a stronger luminary means a better experience for the new members.

*"We intend to strengthen Scouting by keeping Scouts engaged long after their induction."*

*The induction's core is not changing; Brotherhood, Cheerfulness, and Service remain central as the new approach helps to ignite limitless Scouting journeys."*

*-- Chris Grove, National Committee Chair*

## National Induction Experience (NIE)

- » Six scheduled NIEs
- » March - June 2026
- » 41 exemplar lodges
- » Delivered by the national induction team

## Section Induction Experience (SIE)

- » Delivered in the Spring, Summer, or Fall 2026
- » Hosted by the section and exemplar lodge
- » Lodges don't have to attend their own section's SIE (but space is prioritized for in-section lodges)

## Lodge Induction Experience (LIE)

- » Beginning Summer 2026
- » Host one or more LIEs for existing OA members
- » Welcome OA members from other lodges
- » Maximize the number of OA members who experience the new induction

# The 3-step process: Navigating the induction roll out



**Wyatt Corbin**  
National Induction Experience Lead

This induction process truly is new. While the principles remain steady, the experience is wholly different for the newly elected OA members.

The phrase, "you have to see it to believe it," is true with this new experience. Lodges are asked to "see one" and then "do one." It has been proven over the past 10 months that people need to experience the new induction to realize, understand, and appreciate its approach, methods, and, most importantly, its impact.

The process for lodges is simple: see one (as participants), do one (for existing members), before finally offering one (for newly elected members). The new induction will be offered hundreds of times over the next year to help you in this journey. Come join the experience!

### See One

**Step 1** is to **experience** the induction as a participant. Lodges send a cadre to an SIE or LIE to experience the induction.

Our ambition is every OA member experiences the new induction as a participant

### Do One

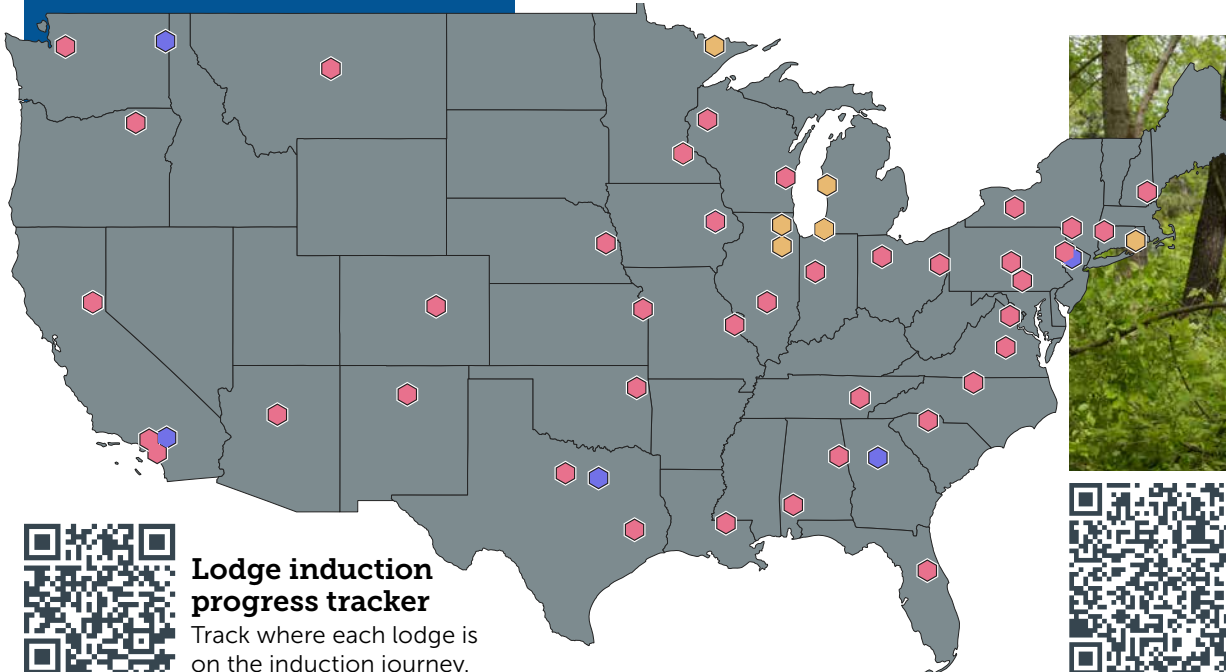
**Step 2** is to **host** the new induction for your lodge members. Host multiple inductions as "practice brings progress."

Best practice is to host multiple 'do one' events for existing OA members to experience the new induction

### Offer One

**Step 3** is to **offer** the new induction to newly elected OA members once your lodge is fully prepared to do so.

Honor our next generation of OA members with an outstanding induction experience



### Lodge induction progress tracker

Track where each lodge is on the induction journey.



### Induction events across the country

Use the live induction map to find the nearest event to you.

# A message from the national chief and chair

In January 2026, the National Order of the Arrow Committee approved a new member induction process to replace the current Ordeal. While this may seem sudden, it has been years in the making.

In 2019, the committee began reviewing the induction experience to ensure it was effectively serving new members. In July 2024, we established a vision for the Order of the Arrow: "To be why Scouts stay in Scouting."

With that direction, we set out to reimagine the induction process to better serve Scouting and the OA. A diverse group of youth and adult OA members developed the first version of this experience. It was piloted at the 2025 National Council of Chiefs and refined using feedback from more than 300 participants, including lodge, section, and national leaders.



The program was then tested in 13 lodges, incorporating additional input. In total, over 1,500 people contributed to what is now the 8th iteration of our new induction weekend. This Spring, we each had the chance to experience the new induction process firsthand — not as leaders or observers — but as full participants. What we found was something powerful: an experience that is welcoming, meaningful, and deeply rooted in the principles that define the Order of the Arrow.

As members, we take an obligation to observe and preserve the traditions of the Order of the Arrow Brotherhood, Cheerfulness, and Service. This updated induction doesn't replace those ideals; it brings them to life in a way that

resonates more strongly with today's youth without losing the spirit that has guided us for generations. Our founder, Dr. Goodman, reminded us that the OA is "a thing of the Spirit."

This new experience makes that truth tangible. We believe that when you participate in it, you won't just understand those words, you'll feel them.

Many may ask, "Why are we changing something



**Joshua Nero**  
2026 National Chief



**Chris Grove**  
National Committee Chair

that seems to have worked well for many years?" We would answer with questions of our own: "Are we truly succeeding when 7-8 out of 10 people who go through an Ordeal never return to another OA event? Are we fulfilling our mission and purpose when only 1 out of every 20 members seal their membership with Brotherhood?"

## "The Arrow's Path"

Watch how the Order of the Arrow's induction has continually evolved over the past 111 years.



The reality can be tough to confront: the OA lost 5.7% of our membership last year. When you include the fact that we inducted about 38,000 people, that means we lost about 46,200 members. This data is sad to confront, but it became clear to the National OA Committee that we needed to do something different.

We're excited that the moment has arrived to bring the new induction experience to life and we need your help to make it more meaningful. Our ask is simple: attend your lodge's induction weekend with an open mind, heart, and spirit. Embrace the experience fully. Let it challenge you, inspire you, and remind you why you said yes to the OA.

Our hope is that it sparks the same fire in you that it did in us, a renewed commitment to Brotherhood, Cheerfulness, and Service. We welcome you to join us on the journey!



## Help us spread the word. Share your photos, stories, and videos

It's "Show and Tell" time in the OA! As your lodge sees and then does a new induction event, share your experience to help the national communications team tell the story.



Upload to the OA image collection  
<https://inboxes.pics.io/oa>



OA Scouting