

LAMP LIGHTER

ILLUMINATING THE PATH OF THE INDUCTION



FAQ answering many common questions about the new inductions process

Luminaries light the way!

The role of the elangomat, long a cherished part of our induction tradition, is giving way to something new: the luminary. The name alone tells you something. A luminary is someone who lights the way for others. And in the redesigned induction, that's exactly what they do.

More than a name change

Introduced in 1975, the role of the elangomat was a friend and reassuring presence enduring the Ordeal's hardships along side the candidates. Where the elangomat is a silent companion, the luminary is an active guide. The luminary leads a small crew through **six scheduled conversations, and facilitates reflections on Cheerfulness, Service, and Brotherhood**, in addition to working alongside new members during service projects

Far too many members leave their Ordeal unclear and uninspired. The luminary helps **bring the OA to life during the induction**; to encourage connection in the crew, and to support new members to process what they are doing throughout in the induction.

This luminary role isn't accidental. With the new induction, a great emphasis placed on fellowship and understanding. The luminary role is built to support that.

The heart of the induction experience

Many say the anchor of today's Ordeal are the two ceremonies. While the new Ceremony of the Arrow and Ceremony of the Fire are inspiring and serve as bookends

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What makes a great luminary?

The luminary role isn't just a new name — it's a genuine leadership assignment. Here's what to look for when identifying strong candidates.

They can foster conversation. Great luminaries ask good questions, draw quieter crew members out, and guide reflection without steering toward predetermined answers.



They exemplify the OA's values.

Great luminaries have authentic character, and they know new members

are watching closely. A luminary who genuinely lives Cheerfulness, Service, and Brotherhood — not as a performance, but as a habit — sets the tone for the entire crew experience.

They're warm and credible. Think of your best camp counselors or OA Trail Crew foremen. Approachable enough that new members actually open up; capable enough that the crew naturally follows their lead.

They read the room. Some new members will be uncertain, disengaged, or processing something difficult. Great luminaries notice, and they adjust to help the person engage.

They show up prepared. Six conversations don't run themselves. Making this happen takes preparation, and great luminaries take that preparation seriously.

They play the long game. The relationship doesn't end at the induction. The best luminaries stay in contact, offer encouragement, and walk their crew members all the way to Brotherhood.

Not every OA member will check every box, but the more of these qualities a luminary brings, the more transformational the experience becomes for everyone in their crew.



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to the induction, the 'meat' of the induction are the guidances and experiences that take place between the ceremonies. The luminary is central to those guided experiences.

Being a luminary takes preparation. **A six-module training program has been developed as the standard for anyone serving in the role** — even those who've done it before. Just as a ceremony team invests hours of rehearsal to deliver a powerful performance, luminaries bring that same intentionality to their preparation. Resources from the OA will be made available to lodges as they plan and conduct their local Lodge Induction Event.

Who should serve as a luminary?

The role of luminary calls for a special individual. This person will be leading others through **conversations, questions, activities, and experiences that matter**. The stronger the luminary, the richer the experience for everyone in their crew. Those with a heart for growing others, an openness to introspection and reflection, a disposition that

engenders trust often make for outstanding luminaries. An OA member may not check every box, but the more of these qualities a luminary brings, the **more transformational the experience becomes for everyone in their crew**.

Lodges should match luminaries thoughtfully to the shape of each crew. Youth luminaries serve youth crews; adult luminaries serve adult crews. As a practical guide, youth luminaries ideally should be at or slightly above the median age of their crew.

Are you ready?

Change in an organization with deep traditions can feel unsettling. But the luminary role doesn't discard what made the elangomat meaningful — it builds on it. **The presence, the care, the investment in new members — all of that remains**. What's new is the voice, the conversation, and the intentional relationship-building that can make this induction one of the most memorable experiences a Scout will have in the OA.

Your lodge needs luminaries who are ready to light the way. Consider whether that's you.

Hosting a lodge induction: What you'll receive and what to gather

One question lodge leaders ask about the new induction is, "What do we need to do to be ready?" The process is more straightforward than you might expect.

Register your LIE to receive your kit

After your lodge cadre has seen one — by experiencing the new induction as participants — confirm your Lodge Induction Experience (LIE) date in OA LodgeMaster. After doing this, two things will happen.

First, your lodge will gain access to a portal with event guidebooks, ceremony scripts, video and development aids, and more. Second, the OA will ship an induction kit to your council office. This kit will have most — but not all — of what you need to host the LIE.

What's in the Kit?

The National OA Committee is providing each lodge one complimentary induction kit. The kit contains ceremonial costumes, a sample of the New Member Guidebooks, other ceremonial materials, and samples of additional items your lodge will need to source.

The kit is not a one-time-use package. Like your current costuming, your lodge will customize these materials and continue using them over time. The number of kits you'll need is equal to the number of costume sets your lodge currently operates.

Additional kits and replacement items will be available for purchase in the OA trading post. Other items your lodge can source independently.

See One

Experience the induction as a participant at a section or lodge event.

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

Do One

Host the new induction for your lodge members.

The best practice is to host multiple events for existing OA members to experience the new induction

Offer One

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

They saw it. They did it. They can't stop talking about it.

How one lodge moved fast on the new induction — and what they learned along the way.

When Keane Pfeifer finished his Ordeal in the fall of 2020, he walked away without knowing a single person. COVID had compressed the weekend, stripped away the downtime, and left him with almost no connection to his crew. He went home, returned to his troop where nobody else was active in the OA, and quietly drifted away. It wasn't indifference that kept him from coming back. It was the experience itself.

"I just never had the want to go back until someone invited me. This new process is about making that connection happen from day one." -- Keane Pfeifer, Lodge Chief

Keane's story isn't unusual. Stu Smith, lodge adviser for Totanhan Nakaha Lodge in Minnesota, has heard versions of it for years. "I see the faces come in," he says, "and then the majority of those faces I never see again." It's the quiet frustration behind every lodge that loves its program but struggles to hold onto the people who pass through it.

When Stu came back from the 2025 National Council of Chiefs gathering at Philmont buzzing with energy about the new induction process, Keane, now the Totanhan Nakaha lodge chief, was intrigued. As Stu laid out how the new induction was shaping up. "I watched youth from all over the country go through an experience in one day and 30 new best friends were made," Stu recalls.

The difference you'll see immediately

The most striking change about the new induction isn't ceremonial, it's about brotherhood, fellowship, and friendship. An informal survey found few people remembered anyone from their original Ordeal. Nearly every hand shot up following the new induction when asked, "Who here remembers

"You can see the energy unfold as it happens across the youth going through the program. Nothing matters more than that." -- Stu Smith, Lodge Adviser

the name of someone in their crew? Who made a new friend?" People marveled at the difference.

Keane's advice to lodge chiefs is grounded in something he sees at every past Ordeal weekend: a room full of faces he will likely never see again. He says the new induction experience is a direct answer to that. "Think about how much you're willing to do to make it work," Keane says, "Think about how your lodge could grow, but also how the people in your lodge can grow personally through these new experiences."

Keane came into the Order of the Arrow without connections, almost didn't come back, and ended up serving as lodge chief. He was one of the lucky ones that got hooked, but, sadly, more than 80% of Ordeal members do not ever come back more than once. The new induction is, in some ways, designed to make sure fewer people have to find their way back the hard way.

Practical tips for lodges getting started

Totanhan Nakaha became one of the first lodges to move forward with the new induction. After seeing one at an NIE, then doing one for existing members, it was not long before they were offering the new induction to new OA members. Through all of this, they learned more than they expected. Here's what Keane and Stu shared for lodge leaders at the starting line.

See it before you do it. The cascade process exists for a reason. Having your core team experience it firsthand is worth more than any amount of planning. You'll know what you're communicating because you'll have felt it.

Invest in your luminaries early. This is the single biggest shift. Getting the right people into luminary roles — and giving them adequate time to prepare — is what makes an excellent event. As Stu puts it, "The Scouts that are leading are so critical. Once they get started, the energy they have in that role is fantastic."

Don't forget your current members. In the energy of welcoming new members, Brotherhood and Vigil members may feel like afterthoughts. Build programming for them too. Making sure we think of them in our scheduling was one of Keane's top takeaways.

Give yourself grace — and time between events. Totanhan Nakaha is now on their third new induction weekend and they feel like they've hit their stride. That's three events, each with its own adjustments. Don't judge the process on your first run. Build in time to debrief, adapt, and improve.

Use the vision to carry skeptics. Resistance, especially from adults, tends to fade once people actually go through it. Stu's advice: trust the process, get people into the experience, and let it do the persuading. "Good enough is good" for a first event. Nobody in the room knows what it's supposed to look like except you.

The new induction: What's changing and what stays the same

For decades, the Ordeal has been the gateway into the Order of the Arrow. It's where friendships begin, where values take root, and where the meaning of Brotherhood, Cheerfulness, and Service first becomes real. That foundation isn't going anywhere. But the induction is changing — and members deserve a clear picture of what that means.

The core remains intact

The values that have always defined the OA still anchor the new induction. Brotherhood, Cheerfulness, and Service remain central. The Admonition remains. The familiar Friday evening through Saturday evening weekend structure continues. There are still two ceremonies bookending the experience, and service remains one of the primary vehicles for living out the induction's intent. The four challenges remain as well, in familiar, but refreshed, forms. In short, the bones of the experience members have known and loved are still there.

What's new — and why

The changes to the induction are intentional and grounded in data. Of every 100 candidates who complete the Ordeal, only 33 return for another event and just 12 return for two or more events. Clearly, our current Ordeal experience doesn't help to retain new members. The new induction is designed to change that, by ensuring new members leave with real friendships, genuine understanding, and a sense that they belong to something meaningful.

A few specific changes are worth noting. The role of the elangomat evolves to an entirely new level into the luminary — a guide who leads a small crew through structured



conversations and reflections, helping new members connect with each other and internalize what they've experienced. The 24 hours of silence from the Ordeal gives way to a balance of individual reflection and guided small-group conversations. Participants will receive normal camp meals — encouraged to take only what they need — with a creative activity called Silent Lunch inviting personal reflection on generosity and sacrifice. New activities — including Flight of the Arrow, Step Forward, The Promises, and Crew Affirmations — give shape to the experience between ceremonies. Ceremonial attire is updated, and ceremony teams will now include five ceremonialists, with one role designed to read from the script to ease the preparation burden.

Service remains central

The Order of the Arrow has always been — and it will always be — founded on service. An OA member's service to their units, to their council and its programs and properties, and to their community and nation make our Order unique in the world. The new induction keeps service central and a large part of the day as new members go through their induction experience. In fact, it has been observed that with members enjoying a proper breakfast and lunch, their energy and attitude levels are often much higher resulting in working service projects to completion in the allotted time to be much higher in the new induction. Now that's a win for everyone!

Looking ahead

Change in an organization with strong traditions can be disorienting. That's understandable. But what made the Ordeal so special — the challenges, the reflection, the sense of belonging to something larger than yourself — remains at the heart of the new induction. What's changing is the delivery, not the destination. The OA is the same. The induction is simply getting better at welcoming people into it.

1353

Arrowmen have experienced the new induction (as of June 10, 2026).

40

Section Induction Experience events have been scheduled.

26

Lodge Induction Experience events have been scheduled.

1

New Brotherhood ceremony to be piloted at the 2026 National Scout Jamboree.



OA Scouting