LAMP LIGHTER

ILLUMINATING THE PATH OF THE INDUCTION

FAQ answering many common questions about the new inductions process

Lighting the way, together: The peer coach program behind the induction experience

Providing a fantastic induction experience for both lodge members and then, eventually, new members is key. The peer coach program is here to help lodge leaders plan, prepare, and execute a great induction experience in their local lodge.

Not a Director. A Guide.
The peer coach doesn't run the lodge induction or inspect it; that's local leadership's job. The peer coach is there to help teams prepare, reinforce the standards behind the rollout, and connect lodges to resources before and during the rollout. It's coaching in the truest sense: asking good questions and listening closely vs. handing down a checklist and walking away.

See One, Prepare, Do One
After the lodge's core induction team experiences the new induction, then comes the real work: training Luminaries, planning ceremonies, working out logistics. This can be a lot, and the peer coach is there to help your lodge through this. These people are your peers at the section, region, and national levels – individuals who have gone through the new induction experience themselves and who know the ins-and-outs of preparing for this sort of new experience. The lodge is at the center here, and it will conduct its own Lodge Induction Experience for its members. The peer coach is there to help this happen by confirming readiness rather than carry the load.

The Relationship Starts Early
Good coaching begins many weeks (think 'a few months') before the event. Time together building trust helps reduce anxiety and opens space for honest conversations about readiness. Most coaches meet with their lodge two to five times beforehand, walking the same ground each time: staffing, luminary readiness, materials, ceremony practice, schedule realism, safety, and reporting. It never helps to have another well-trained set of eyes take a look at plans to see anything that might be missed or not quite right.

Your Lodge Team
A strong event calls for an induction coordinator, a ceremony team, a logistics team, and a cadre of trained luminaries. A peer coach helps the lodge win at delivering its first new induction experience and setting forth a tradition of excellence it will carry for years. Done well, that first experience becomes the standard a lodge measures itself against. A peer coach helps to deliver that promise.

Buy a piece of our future!

Historic ceremonial sashes. Two sash set on the OA trading post.

Takhone Lodge's experience with the new induction

William
Lodge Chief

Jackson
Vice Chief of Inductions

Fiz
Ordeal Chair

Takhone Lodge, Pathway to Adventure Council, was one of the earliest adopters of the new induction. They attended the first National Induction Experience and ran their first live version for new members in March. This effort was led by lodge chief, William; vice chief of inductions, Jackson; and Ordeal chair, Fiz, with Patrick Wilson as their lodge adviser.

> "Being a luminary is one of the most impactful experiences you can have in the Order of the Arrow. Luminaries get to live and breathe the best parts of the OA and build meaningful connections with the new members, setting the stage for their OA journey. Once a person sees the light, they allow their light to brighten for others."
>
> *-- Blaise A. Lukasiewicz, Ed.D.*
> *Takhone Associate Lodge Adviser*

On a recent Zoom interview, the group shared what they've learned so far and some of their key takeaways.

Connection is the biggest win
Crews are bond faster and on a deeper level than under the old model. Several leaders said they've stayed in regular contact with their crew months later.

Skepticism fades with exposure
Members who disliked the pilot came around after seeing it again at the Section Induction Experience and at fellowships. As Jackson put it, "it takes once to react to it, twice to see it... and the third time, you learn it.

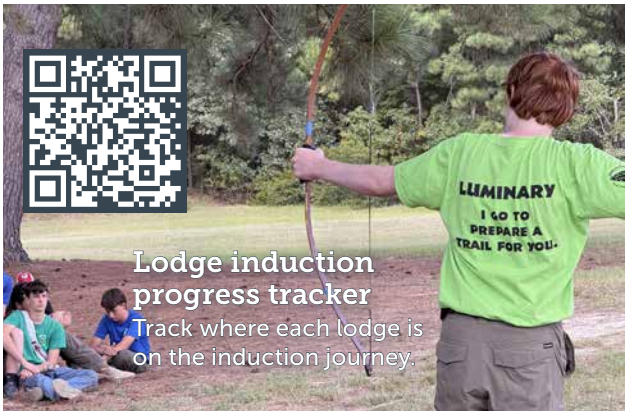
Don't wait for a perfect rollout
Takhone chose to move forward rather than run the old and new inductions in parallel. "There's no reason to disservice another year of inductees," William said, "when we've got a product that is a lot better than the old induction."

It takes a team, not a hero
Success depended on spreading ownership across multiple roles — inductions, ceremonies, activities — rather than one person carrying it all.

Luminaries make or break the weekend
The team called this the single most important role, capping luminary service to once per person per year to protect the depth of the relationships formed. "The importance of the luminaries is top to none," William said, "They are the crew guides...who make it all happen."

Expect to learn by doing
As Fiz noted, "you cannot build experience until you actually do it." Treat early hiccups as part of the process, not failure.

Their advice to lodges preparing for their own induction: build a real team, sweat the scheduling details, and invest deeply in luminary selection and training.



Structuring and scaling crews

The luminary crew is the heart of the induction experience. Size and structure both matter for effective operation and for the best experience of the new member.

Crew design
Be intentional and follow these guidelines when creating your crews. The correct ratio creates the right experience.

- Youth crews led by youth luminaries, and an adult should lead an adult crew
- 1 luminary per crew
- Optimal crew size is 6-10. There is a hard maximum of 12 participants
- Always follow Safeguarding Youth Training

Ceremonies size and scaling
Well conducted ceremonies can be transformational. The model ceremony size is approximately 30 with a maximum of 50 participants. Any more than this and the experience will be diluted.

When multiple ceremonies are needed, think about how your lodge can use one, or more, of these strategies:

- Stagger ceremony times
- Use multiple ceremony teams
- Run concurrent ceremonies in distinct locations

As with all things, what makes the difference is preparation. Do not skimp on the training and practice needed to have luminaries and ceremonialists ready to deliver an incredible induction for new members!

Helping lodges prepare for what comes next

As Section Induction Experiences conclude, our attention will shift toward helping lodges move from "See One" to "Do One." One of the most important lessons from the initial rollout is the need for adequate planning time. Lodges should plan for at least six weeks between completing their "See One" experience and conducting their "Do One" Lodge Induction Experience.

That runway is important. Lodges need time to report their progress in LodgeMaster, receive their ceremony kit, obtain consumable materials, review and practice the induction, identify and train luminaries, and connect with their peer coach.

Lodges are being asked to complete "Do One" by the end of April 2027. They do not need to induct new members before NOAC 2027, but every lodge should have conducted the new induction at least once by that point. For exemplar lodges, successfully hosting the SIE with a full lodge team fulfills their "Do One" step. Their focus can then shift to "Offer One" using the new induction with new members.

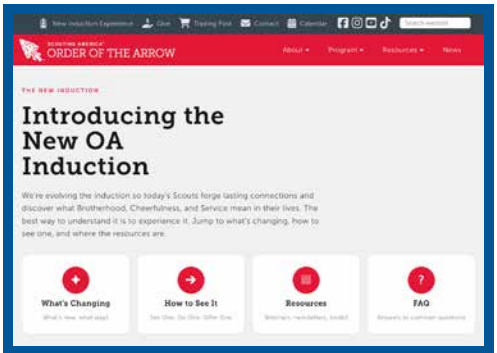
ASK THE INDUCTIONS TEAM

Can our lodge wear American Indian clothing in our ceremonies?

OA policy is clear: any American Indian programming — including, but not limited to, costuming in ceremonies — requires a written agreement between a local state or federally recognized tribe(s) and your lodge. If the tribe has endorsed costuming as part of the written agreement, the lodge may use American Indian costuming as part of the legacy Ordeal, Brotherhood and Vigil ceremonies.

Remember, the new induction has different characters and costuming. The OA National Committee is providing each lodge a kit (once it schedules its LIE) containing the standard costumes (lodges are then encouraged to customize these locally). Neither American Indian thematics nor costuming are a feature of the new induction. Please see the FAQs on this topic for more insight and information.

OA Scouting



Expanded induction resource hub

You've got questions and the OA website has answers! The new induction information section has been revamped and expanded.

The hub is full of useful information and ideas. Some people are wondering what about the OA induction is changing and what is staying the same. Others are trying to figure out how to explain the induction to others, or what is needed to host a new induction in your lodge.

New information is added each month. Take a moment to review the latest and use this page as a go-to resource.

https://oa-scouting.org/

A message from the National Vice Chief

Emma Wright
2026 National Vice Chief

This fall, as we moved into section and lodge induction experiences, Arrowmen across the country have had the chance to go through our new induction. Personally, I've served as a luminary at the Dallas NIE and as a peer coach a few times. Each experience has continued to refuel my purpose and passion for the Order of the Arrow and Scouting America.

We are leading one of the largest changes in the history of our organization — one that will impact the OA for decades to come. I am so grateful for everyone who has stepped up to lead this change. This process reflects our principles of brotherhood, cheerfulness, and service.

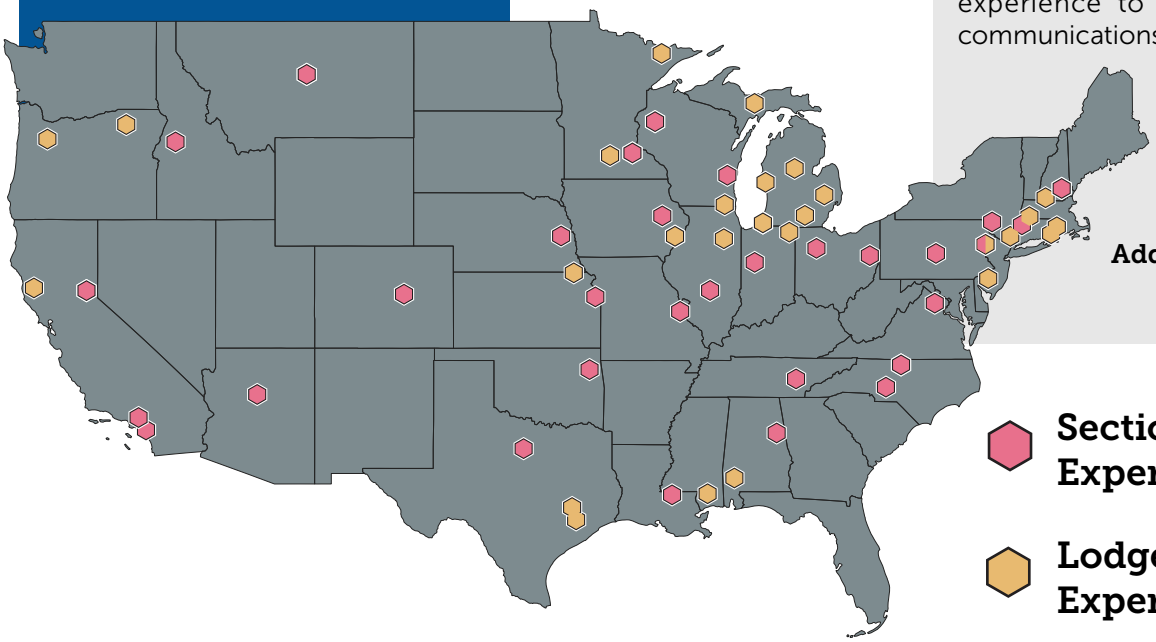
Outside of the experience itself, this process has also been a testament to our lodge leadership. It has been incredible to work with exemplar lodges who are stepping up to demonstrate the process for lodges in their section. The coordination, preparation, adaptability, and teamwork I've seen throughout this process speaks volumes about the leadership within the OA.

From the bottom of my heart, thank you to everyone who has started their journey in this induction experience. If you have not had the opportunity to attend an SIE or LIE yet, I encourage you to find a nearby event for you to see it yourself as we take the next step in this journey alongside your fellow Arrowmen.

Share your photos and videos

As your lodge conducts a new induction event, share you experience to help the national communications team tell the story.

Add to the OA's image collection
https://inboxes.pics.io/oa



Section Induction Experience (SIE)

Lodge Induction Experience (LIE)