



SCOUTING AMERICA™

ORDER OF THE ARROW

OA Induction Experience Update

Revision Process Overview & Tentative Schedule for Roll Out

A prototype induction experience and induction ceremonies were prepared for the attendees of the National Council of Chiefs to view and provide their feedback.

The new prototypes were developed in response to requests made by youth officers of the Order of the Arrow after multiple years of conversations and with members of all ages to improve the induction process. The proposed changes will align more closely with the recently adopted Vision, Mission and Purpose of the Order of the Arrow.

Youth members were actively engaged in the development of the prototype, helping to shape the activities that make up the prototype induction sequence.

There is no change to current ceremonies as a result of the prototype, rather its development was just one step of a multi-phase process as outlined in the Tentative Schedule found below.

The prototypes are currently being reworked based on the extensive feedback received from the participants who participated in the induction sequence and witnessed the prototype ceremonies. Additionally, before it is released for full use, the prototype will go through additional testing with selected lodges. Therefore, for a brief period, the new induction ceremony will be authorized for use while the old Brotherhood and Vigil ceremony will remain authorized.

Several guideposts have guided the writing process including:

- Creating familiarity and continuity by preserving key words, phrases, and actions found in the existing ceremonies.
- Refocusing on our core values, especially and including – Brotherhood, Cheerfulness, and Service.
- Creating a more dynamic induction sequence designed to foster greater engagement with the Order of the Arrow from the moment of induction. with the aim of improving retention.

Furthermore, The National Committee is exploring options on how to reduce financial implications of implementation for lodges.



SCOUTING AMERICA™

ORDER OF THE ARROW

Tentative Schedule

Phase One | Generation: January-July 2025 [Completed]

- Develop a prototype induction sequence and ceremony to allow 50 participants to make the prototype induction experience.

Phase Two | Reworking: July 2025-January 2026

- Rework scripts and other materials for the induction process and revise the ceremonies based on feedback from NCOC.
- After edits and changes, provide scripts to already selected lodges who have organized to run simulated experiences in November 2025.
- Generate final script for approval at the National Planning Meeting in January.

Phase Three | Training: April-September 2026

- Deploy materials for new ceremony instruction to lodges.
- Hold several (4-5) training events for ceremonies in various regions of the country.
- Train 1,000 members to be certified trainers of new induction and ceremony. (Train the Trainer events)

Phase Four | Completion: October 2026

- Implementation of new induction sequence and ceremony