

# 303B

# THE ORDEAL WEEKEND

## 2004 NATIONAL ORDER OF THE ARROW CONFERENCE

Session Length: 50 Minutes

### Learning objectives:

- Be able to plan and implement a quality Ordeal experience which follows the ten induction principles.
- Be able to identify the key components to be included in the pre-Ordeal planning stage, the Ordeal itself, and the post-Ordeal follow-up.
- Be able to identify key players involved in the Ordeal and understand how to manage them.



### Required Materials:

- Flipchart and markers.
- Laptop and LCD projector with PowerPoint presentation (or alternately an overhead projector with transparencies).
- The following handouts: sample budget, sample schedule, sample candidate registration information, and sample speech to candidates.

## TRAINER PREPARATION

The trainer selected for this session should have experience as an Ordeal Master or Lodge events or activities chairman, should be able to relate personal experiences of the induction process, and should have knowledge of the 'hot topics' surrounding the Ordeal.

Create slides of the required presentation materials using the templates included in the second appendix. They can be input into a PowerPoint presentation, typed onto transparencies, or written on flipchart pages.

Review the different sections in the narrative below, and create note cards or pages to use during the session. Do not work directly from the narrative as it will detract from the session.

**Trainer Tip:** When creating your notes, be sure to include the guiding principles and headlines (noted in bold in the narrative) and specific phrases that should be conveyed (noted in italics in the narrative).

Reproduce the four samples included in appendixes four through seven replacing the header and footer with those appropriate for your event. You may also wish to have a sample of your own lodge's 'Ordeal Operating Procedures' as an example to the participants.

## SESSION NARRATIVE

### Introduction:

5 Minutes

We are going to begin with introductions; please share your name, whether you have lodge or chapter Ordeals, and who runs ordeals in your lodge (i.e. events or activities chairman, Ordeal Master, both, etc.).

[Start by introducing yourself, then allow everyone to very briefly introduce themselves, then continue with the first section of the presentation.]

First let me share two caveats for this presentation. First, for those who do not use the Elangomat system, the ideas presented during this session are structured with the Elangomat system in mind, as it is the nationally suggested approach to Ordeals. Second, the concepts here are presented for a lodge level implementation of the Ordeal.

### The Players:

**15 Minutes**

Many different groups must work together to make the Ordeal effective and a valuable experience for the candidates in attendance. Let's start with a simple question: what individuals or committees are involved in the management of the Ordeal?

[Take 10-15 quick responses from the participants. Possible answers with include:

- Ordeal Master
- Assistants to the Ordeal Master
- Elangomats / Elangomat Chairman
- Service Committee / Service Chairman
- Ceremonies Team
- Ordeal Candidates
- Brotherhood Candidates
- Head Cook / Kitchen Staff
- Lodge Chief / Lodge Officers
- Registration Committee / Registration Chairman
- General Arrowmen
- etc.]

We are now going to talk more in depth about some of the individuals and groups mentioned, and discuss the responsibilities they have.

Next Slide	"Ordeal Staff"
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We'll start with the ordeal staff:

- *Events or Activities Chairman* – often a chairman exists in the lodge that oversees all lodge events, and thus is in charge of both the candidate and member experience for Ordeals. Often the chairman will be responsible for developing an overall plan for the Ordeal for the year, and may assist in choosing an Ordeal Master to carry out the plan during the weekend.
- *Ordeal Master* – most lodges appoint a person or small group to be in charge of the Ordeal experience for the candidates. He must execute the Ordeal plan adopted by the lodge, and work with the Elangomats, service committee, and kitchen staff. He is also responsible for the schedule and must have a knowledge of where all candidates are at any time.
- *Assistants to the Ordeal Master* – often the Ordeal Master will choose a number of assistants to help him in carrying out tasks and to serve in his place if he is unavailable.
- *Kitchen Staff* – responsible for the purchasing and preparation of candidate food throughout the experience. Important things to consider are the schedule and the dietary needs of candidates.
- *Registration Staff* – sometimes a standing committee in a lodge, this group is in charge of registering candidates and making clans, and providing lists and head counts when counted.
- *Parking Lot Manager* – in many situations it may be vital to have a member of the Ordeal staff in the parking lot to organize the arrival of candidates and direct people where to go.
- *Elangomats* – this group, which is provided and trained by the Elangomat committee, must re-affirm their commitment to the Ordeal challenges while leading a clan through them.

Next Slide

"Lodge Officers"

Next let's discuss the involvement of the Lodge Officers:

- *Lodge Chief* – oversees and provides support to other lodge officers and chairman. He also advises the Events Chairman and Ordeal Master on what should be done if a problem arises.
- *Lodge Vice Chief(s)* – responsible for overseeing the various committees that come under their charge and serve as a liaison between those committees and the Lodge Chief.
- *Lodge Secretary* – responsible for compiling records for the weekend and assisting the Lodge Chief with the Lodge meeting.
- *Lodge Treasurer* – responsible for all transactions that take place during the weekend, including registration and trading post. Must track collection for reporting purposes and must have a plan for securing all funds.

Next Slide

"Lodge Committees"

Lastly lets briefly review the Lodge Committees involved; their responsibilities should be self explanatory:

- *Brotherhood Committee*
- *Ceremonies Team*
- *Dance Team*
- *Publications Committee*
- *Service Committee*
- *Trading Post Committee*
- *Elangomat Committee*
- *Unit Elections Committee*

Before me move on to other Ordeal considerations, one final topic is of great importance: who has "the ball" through the weekend? We can break the weekend into a number of different partitions:

- Arrival through clan formation
- Pre-Ordeal through Saturday morning
- Saturday morning through the completion of work
- End of work through the completion of the Ordeal Ceremony
- Post-Ordeal meal through Sunday morning
- Sunday morning Lodge meeting

Next Slide

"Phases of the Weekend"

[Discuss each partition in turn, taking suggestions from the participants as to who should have "the ball" during that period and why they should have it.]

### **The Youth vs. Adult Question:**

**5 Minutes**

Youth and adults each have very different responsibilities and it is important to clarify the role of adults in the Ordeal experience. Adult members should be on hand to advise youth chairman and officers as needed to ensure that all aspects of the Ordeal are carried out in a safe manner.

In general, adults should be available to assist their youth counterparts in carrying out any tasks they have, providing advice when plans change. They should also provide other general support that may be needed: transportation, assistance with other adults, and a variety of other things.

Transportation leads into a very important topic: the use of power tools and vehicles. Inside a Boy Scout camp only adult members are allowed to operate power tools and drive vehicles. Youth can oversee

projects, but adults should fill these roles as to maintain a safe Ordeal experience. There should also be an adult serving as health & safety officer throughout the weekend to deal with any problems that may arise.

One other topic needs to be discussed here: the use of adult clans. Officially the Order has no stance on whether adults should be formed in one clan or dispersed between multiple clans. The are benefits to either choice. What solution does your lodge use?

[Hold a short discussion of the use of adult clans, with thoughts and reasoning from the participants.]

### Planning For The Ordeal:

**10 Minutes**

We are now going to take some time to discuss the different planning aspects that need to be completed to ensure a successful Ordeal weekend. What are some of the items that are go into the planning?

[Hold an active discussion on the many thing that go into planning the weekend, and upon completion go over the key points below.]

Handout  
Handout

“Sample Budget”  
“Sample Candidate Registration Information”

Some considerations are:

- Recruitment of the central Ordeal committee, which in most lodges will be done by the lodge chief in cooperation with the Events or Activities chairman.
- Development of a back-dater to define planning tasks that need to be completed before the weekend.
- Development of a schedule and budget.
- Recruitment of the support staff for the many different functions outlined in ‘the players’ discussion.
- Organization of pre-registration according to lodge practice so as to have a smooth registration process for candidates at the event.
- Plan work projects well in advance, and create a plan to ensure that all projects are supervised and meet the appropriate safe scouting guidelines. Also, the equipment required should be planned for and collected if necessary.
- Gathering or purchase of all supplies necessary for the weekend.

Next Slide

“Keys To Planning The Ordeal”

It is also important to plan your use of the camp and its facilities for the weekend, with plans for both good and bad weather:

- Dining area
- Gear storage
- Sleeping location for members (and candidates on Saturday night)
- Location for the night alone, including a backup location
- Health and safety building or location
- Ceremonial locations

Next Slide

“Using The Camp Facilities”

### Scheduling:

**10 Minutes**

We are now going to go through a sample schedule and I'll take any questions or suggestions you have about the different events of the weekend.

Handout	"Sample Schedule"
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[Review and hold an active discussion on the sample schedule, including questions and concerns participants have with it.]

It is important to remember one key consideration about the scheduling of ceremonial events: it is a quality lodge requirement that no more than 50 candidates be inducted in a single ceremony, so it is important to plan if multiple ceremonies must be completed or if multiple locations must be used.

Handout	"Sample Speech To Candidates"
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One final point of consideration in the planning the scheduling of the Ordeal, be sure you leave ten minutes or so on Friday night for the Lodge Chief or Events Chairman or Ordeal Master to speak to the candidates using a speech similar to this handout. It is important to provide this information to the candidates so they feel more comfortable during the weekend.

**Conclusion and Questions:**

**5 Minutes**

By having a well managed Ordeal, the benefits will be more than you can count. Recruitment and retention rates will improve and the event will be more fun for all involved, including the Ordeal staff. Spend the time and it will be worth your effort!

**APPENDIX: FREQUENTLY ASKED QUESTIONS**

- Q1: Should candidates be required to cook their egg / breakfast during the Ordeal?
- A1: Though there is no definitive resolution on this issue by the Order of the Arrow, the general feeling is that this simply isn't necessary, and does not enhance any of the challenges of the Ordeal. Thus, according to the ten induction principles, this is outside the 'focus' of the induction, and should not be included.
- Q2: Should lodges use notched arrows or other similar devices for the candidates?
- A2: No! This practice falls under the heading of 'hazing', and should in no way be introduced into the Ordeal experience. The *Guide to Inductions* states that "under no circumstances should any type of record be made of any violations of the four challenges of the Ordeal." It is only in rare cases that candidates are asked to withdraw from the Ordeal and notched arrows are not needed to realize these cases. It WILL have a negative affect on the candidates and their sense of personal honor.
- Q3: When should dinner be served during the Ordeal?
- A3: Again, no specific resolution on this issue has been made by the Order of the Arrow, but it should be clear that this violates the 'scant food' test and thus disrupts the experience for the candidate. This may lead to difficulties in scheduling, but as a general rule, dinner (which should be thought of as a feast), should be held until after the Ordeal Ceremony.
- Q4: How can I contact the original lead cell trainer for this session if I have further questions about this topic?
- A4: The original lead cell trainer for this session at the 2004 National Order of the Arrow conference, Michael Card, can be contacted by email at [mcard@ne2c.org](mailto:mcard@ne2c.org) with any further questions you might have or any suggestions for improvement.

## APPENDIX: RECOMMENDED FLIPCHARTS

The following is a recommended list of flip chart pages that can be used for visual presentation.

### Managing The Ordeal

The Ordeal Weekend:  
Planning And Execution

Page  
**1**

*Your Name*

### Ordeal Staff Responsibilities

- Events or Activities Chairman
- Ordeal Master
- Assistants to the Ordeal Master
- Kitchen Staff
- Registration Staff
- Parking Lot Manager
- Elangomats

Page  
**2**

### Lodge Officer Responsibilities

- Lodge Chief
- Lodge Vice Chief's
- Lodge Secretary
- Lodge Adviser

Page  
**3**

### Lodge Committee Responsibilities

- Brotherhood Committee
- Ceremonies Team
- Dance Team
- Publications Committee
- Registration Staff
- Service Committee
- Trading Post Committee
- Elangomat Committee
- Unit Elections Committee

Page  
**4**

### Jurisdiction Of the Ordeal

- Arrival through Clan Formation
- Pre-Ordeal through Saturday Morning
- Saturday During Work
- End Of Work through Ordeal Ceremony
- Post-Ordeal through Sunday Morning
- Sunday Morning Meeting

Page  
**5**

### Keys To Planning The Ordeal

- Recruit Ordeal Committee
- Develop Back-dater
- Develop Schedule and Budget
- Recruit Support Staff
- Pre-Registration
- Work Projects
- Supplies

Page  
**6**

### Using The Camp Facilities

- Dining Area
- Gear Storage
- Member Sleeping Areas
- Candidate Sleeping Area For Saturday
- Night Alone
- Health & Safety
- Ceremonies

Plan For All Weather Conditions!

Page  
**7**

## APPENDIX: SOURCE MATERIALS AND RESOURCES

**Order of the Arrow Handbook, #34996C, 2002 Revision**

Available from the BSA National Supply division through your local council.

**The Guide to Inductions, 2002 Revision**

<http://main.oa-bsa.org/resources/pubs/gti/>

**The Guide to Safe Scouting, #34416D**

<http://www.scouting.org/pubs/gss/>



## APPENDIX: SAMPLE SCHEDULE

### Friday Night

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5:00	Kitchen And Registration Staff Arrives	
6:00 – 7:30	Registration	Dining Hall
6:30 – 7:30	Snack	Dining Hall
7:00 – 7:30	Elangomat Meeting	Dining Hall
7:30 – 8:30	Clans Formed	Dining Hall
8:30 – 8:45	Candidates Hike To Pre-Ordeal Ceremony	From Dining Hall
8:45	Pre-Ordeal Ceremony	Amphitheater
10:00	Lodge Meeting & Prep For Saturday	Dining Hall

### Saturday

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6:15	"K" Arises	Ceremonies Lodge
6:45 – 7:00	Candidates Awoken	Sleeping Areas
7:00 – 7:45	Candidate Breakfast	Sleeping Areas
7:45 – 8:00	Candidates Drop-Off Gear	Candidate Area
7:00 – 7:45	Arrowman Breakfast	Dining Hall
8:00 – 12:00	Work Projects	Work Sites
12:00 – 12:45	Candidates Lunch	Work Sites
	Arrowman Lunch	Dining Hall
12:45 – 5:00	Work Projects Resume	Work Sites
5:00 – 5:45	Work Ends	Work Sites
	Candidates Cleanup & Change Into Uniform	Candidate Area
	Arrowman Cleanup	Campsites
5:45 – 6:15	Candidate Snack	Field
	Arrowman Snack	Dining Hall
6:15 – 6:45	Dance Team Performance	Field
6:45 – 7:30	Candidates Hike To Ring	From Field
7:30 – 9:00	Ordeal Ceremony	Ordeal Ring
Approx. 9:00	Lodge Banquet	Dining Hall
10:00	Committee Fair	Dining Hall

### Sunday

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8:00 – 8:30	Ecumenical Service	Dining Hall
8:30 – 9:15	Breakfast	Dining Hall
9:15 – 10:00	Lodge Meeting	Dining Hall
10:00 – 10:30	Chapter Meetings	Dining Hall
10:30	Arrowman Depart	

**APPENDIX: SAMPLE BUDGET**

## APPENDIX: SAMPLE CANDIDATE REGISTRATION INFORMATION

Dear Candidate,

On behalf of <lodge>, I would like to congratulate you on your nomination to the Order of the Arrow. The Order of the Arrow is *Scouting's National Honor Society* and originated in 1915. The purpose of the Order is as follows: to recognize those campers who best exemplify the Scout Oath and Law in their daily lives, to develop and maintain camping traditions and spirit, to promote Scout camping, and to develop the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.

Candidates for the Order are chosen not only for what they have done, but for what they are expected to do in the future in serving the welfare of others. Your nomination occurred because the Scouts in your unit saw your acceptance of the high ideals of the Scout Oath and Law. Because you were selected by your peers, we are confident that you are among the best in your unit, and truly are worthy of this honor.

Induction in the Order of the Arrow will open many doors for you in the future. Our lodge participates in many events throughout the year. In addition, we provide some of the most valuable youth leadership training and opportunities available. These opportunities will build upon the knowledge you have already received during your Scouting experience.

To become a member of the Order, you must attend one of our induction weekends, known as an Ordeal weekend. This year, <lodge> will offer <number> Ordeal weekends. <dates and locations>. Enclosed is a registration form, please fill it out and return it quickly.

The Ordeal experience is an experience like no other. You should be prepared to spend a night in the woods under the stars and work on Saturday. Please bring a **class 'A' uniform**, sleeping bag, waterproof ground cloth, work gloves, and a poncho. Keep these items separate from your other camping gear, as you will need these items on Friday night.

Plan to arrive at the camp dining hall by <time> on Friday night so that we may start promptly. Dress in work clothes. A small snack will be provided on Friday night, but you should bring something for dinner or eat before you arrive. You must stay through the completion of the weekend at approximately <time> on Sunday morning.

The cost of the weekend is <cost>, which includes a sash, pocket flap, handbook, dues for 2004, a membership card, and all meals for the weekend. Please send this registration form in no later than <date>. Checks should be made payable to <payee> and mailed to:

<mailing address>

Once again, I congratulate you on your nomination to the Order of the Arrow. I look forward to seeing you at an upcoming Ordeal induction weekends, and wish you luck in completing your Ordeal successfully!

Yours in Brotherhood,

<chief>

**APPENDIX: SAMPLE SPEECH TO CANDIDATES**

Good Evening, my name is \_\_\_\_\_, the <position> for <lodge>. This is \_\_\_\_\_, the Ordeal Master; and his assistants: \_\_\_\_\_ and \_\_\_\_\_.

We are glad that you have chosen to undergo the Ordeal and become a member of the Order of the Arrow. You may have heard many different things about what will occur during the next twenty-four hours. I want you to put those ideas out of your mind now and make room for the experience that is quickly approaching.

As you were told in your invitation, you are about to embark on a rugged, manly, and challenging outdoor experience. We will do everything we can to keep it safe and uplifting. You have the absolute right to seek help from me or anyone else in camp if you need it. You have the absolute right to withdraw at any moment without shadow upon yourself and without compromising your election to the Order.

In a moment, group-by-group, your names will be called and you will join a group at one of the tables. You will stay with this same group, which we call a clan, for the whole weekend. We call your leader an Elangomat. If you get separated from your clan, you will need to know your Elangomat's name so we can get you back with him. Pay close attention when he introduces himself.

If you need first aid at any time, see your Elangomat at once. First aid will be located here in the dining hall throughout the weekend.

We are already aware of your medical history, but for your safety we need to check again. Let your Elangomat know of any medical problem you have, any food allergies or insect allergies, or if you have asthma, a bad back, or any other hidden problems. If you are regularly taking a prescription medicine, you must carry it with you and remember to take it.

You are responsible for your safety. Water will be available throughout the weekend, be sure to drink plenty. Do not attempt any special skill for which you are not trained. If you do not know how to use a knife or axe or other tool, this is not the time to learn. Do not try anything that you cannot do safely.

Are there any questions? *(After answering relevant questions and politely declining the irrelevant ones, give the clan formation instructions>*