



2018 National Order of the Arrow Conference

**Cell Name: Advisers' Roundtable**  
**Session Name: Encouraging Young Adult Involvement in the Order**

**Session Length: 45 Minutes**

Through this session, you will:

**Explain** The issues Lodge Advisers encounter in their positions

**Demonstrate** Effective methods and best practices of handling challenges

**Guide** Advisers through scenarios that allow them to grow in knowledge

**Enable** Advisers to become better leaders through shared knowledge and experience

### **Learning Outcomes:**

- Outcome 1: The importance of creating an environment where young adult Arrowmen feel welcomed and encouraged to participate as adult leaders in lodge and OA programs.
- Outcome 2: How to successfully recruit young adult Arrowmen and place them in positions where they can be successful and have maximum impact on the program.
- Outcome 3: What unique skills and talents this age group possesses that can have a positive effect on youth leadership development, lodge program and council relations.

### **Theme Connection:**

The theme of NOAC 2018 is "Decide Your Destiny," emphasizing the message that today's decisions shape tomorrow's reality. This session will relay this theme in the following ways:

- As adult leaders we should all make a decision to commit to continual betterment of skills and knowledge. We should seek out those who can help us formulate innovative solutions to lodge challenges. Young adults bring unique skills and experiences to the program. We should encourage their involvement. By recruiting these energetic young adults we are helping develop excellent future advisers that will mentor and inspire the next generation of Arrowmen.

This session will help the Lodge/Chapter with the Journey to Excellence Requirement(s): # 2, # 5, # 6, # 7, # 8, # 10, # 11 and # 14.

**Required Materials: [tailor specifically for this session after the syllabus is done, e.g. handouts, flipcharts, projector, screen]**

- Computer with ability to access powerpoint
- Projector and projector screen to display powerpoint presentation



## TRAINER PREPARATION

This session should be taught by an experienced trainer who has held key youth leadership positions in the Unit, Lodge, or Section. Understanding of the role and responsibilities of Lodge Advisers, the Lodge Key Three and Council Key Three is helpful. The trainer should have experience working with Lodge officers, Advisers, Scout Executives, and Council Officers.

Prior to the course, review of successful youth experiences is recommended. Familiarity with lodge operations, training and mentoring best practices will prepare you to answer the questions or concerns of the participants.

1. Review the syllabus and powerpoint presentations in order to become familiar with the hypothetical situations and small group breakout sessions.

## Session Narrative

### Introduction

**5 minutes**

Being a lodge adviser is a rewarding but challenging experience. Many lodges across the country encounter similar challenges. One of the challenges facing lodges is how to effectively recruit and utilize young adult Arrowmen. Sharing of knowledge of successful experiences working with young adult Arrowmen can help advisers be better prepared to recruit and utilize these Arrowmen successfully. This cell and session will facilitate this knowledge sharing. This session will specifically cover the challenges of effectively recruiting and utilizing young adult Arrowmen.

**Trainer Instructions:** If the group of participants is small enough ask them to introduce themselves as well. [Be aware of the participant's Lodge/Section roles as this will inform your later discussions]

### Attributes of a Good Adviser

**10 minutes**

What are the attributes of a good adviser? What do you believe is the most important responsibility of an adult adviser? You should help the group to realize that the most important responsibility of an adviser is to effectively mentor youth. Some good answers are to create leadership opportunities for youth, serve as a positive role model, serve as counsel, teach effective communication, help set expectations, and provide perspective.

**Trainer Instructions:** Solicit answers from the group on the attributes/primary responsibilities of an adviser. Write these answers on a flip chart. Then compare them to the prepared list.



Young adult Arrowmen are uniquely positioned as effective mentors for youth leaders. They can relate in a different way than older advisers given their recent experiences in the program and knowledge of today's youth. Help the group come to the conclusion that young adult are well equipped to be advisers. It is the responsibility of the established advisers to create an environment where young adult Arrowmen are valued and encouraged to become active as adult advisers.

### **Recruitment of Young Adult Advisers**

**15 minutes**

Sometimes after turning 21 a young Arrowman is unsure of how to continue serving in the Order. There are a limited number of adult adviser roles available. They oftentimes feel they do not have the necessary experience to serve as an adult adviser. This could not be further from the truth. These young adults have the necessary skills to serve as an effective adviser.

**Trainer Instructions:** Break the group into groups of 2 participants. Have one participant act as a young adult Arrowman interested in becoming an adviser and the other act as a lodge adviser who will counsel them on this decision. Hold a conversation regarding the possibility of serving as an adviser. Think of creative ways the young adult Arrowman can serve. Participants should then share with the group how the conversation went.

The participants should through this exercise understand that there are a variety of adviser as well as non adviser roles where young adults can succeed and add value to the program. Given that young adult Arrowmen oftentimes have limited time, responsibilities that involve one event or activity may be a good first opportunity for adult service. Maintaining connection to the program and providing a meaningful opportunity to mentor and serve are the two most important aspects to consider when recruiting a young adult adviser. Once they display competency and confidence in these specific and oftentimes limited responsibilities, they should be engaged in a conversation about what further role they could fill in the lodge. Emphasis should be placed on ensuring that the responsibility assigned prepares the young adult Arrowman for a related larger responsibility later. For example, a young adult Arrowman is assigned to mentor the youth in charge of the one day lodge community service project. This responsibility prepares the young adult Arrowman to eventually become the lodge associate adviser for service. Some unique and special young adults are willing and able to serve as a lodge adviser or associate adviser of a key area as soon as they turn 21. I encourage lodge advisers to be open to their assignment to these key roles.

### **Unique Skills of Young Adult Arrowmen**

**10 minutes**

Creating opportunities for young adult Arrowmen to serve can have a tremendous impact on the success of a lodge.

**Trainer Instructions:** Solicit answers from the group on the unique skills and attributes of young adult Arrowmen. Write these answers on a flip chart. Then compare them to the prepared list.

Answers should include that young adult Arrowmen having recently been youth in the program are more aware of youth interests, concerns and modes of communication. They more recently remember the challenges of serving as a youth leader while juggling the demands of school, work



and family. Young adult Arrowmen can serve as incredibly effective mentors as they can act in the role of older brother to youth leaders. Youth leaders may respond more enthusiastically to their mentoring and guidance given the closeness in age and experience. Given age, young adult Arrowmen are also well suited for leadership on high adventure trips and similar lodge programs. Young adult Arrowmen can also help other adult leaders to better understand how to best utilize social media to aid lodge goals.

### Takeaway Challenge

**5 minutes**

Thank the group for their input and hard work during the session. I encourage you to reflect on our session today. What did you learn today that will help you in your role in the Order? I encourage each of you to write down two to three ideas learned during this session on encouraging young adult involvement in the Order. If we don't recruit and encourage the next generation of adult leaders we are not putting our lodges in the best position to succeed long term. Make the decision today to reach out to young adult Arrowmen. You will be glad you did. Please also share what you have learned with others in your lodge contingent.

## Appendix: Resources and Source Material

- 2012 Lodge Adviser's Handbook, available online at: <https://oa-bsa.org/uploads/publications/lodgeadviserhandbook-2012.pdf>
- 2012 Guide for Officers and Advisers, available online at: <https://oa-bsa.org/uploads/publications/GOA-2012.pdf>
- 2018 Field Operations Guide, available online at: <https://oa-bsa.org/uploads/publications/FOG-2018.pdf>
- 2012 Chapter Operations Guide, available online at: <https://oa-bsa.org/uploads/publications/cog-2012.pdf>