

## **SESSION 5: The Next Generation**

**Duration:** 45 minutes

**Facilitator:** Section Staff

### **Learning Outcomes:**

- Explain the basics of the induction process.
- Explain the significance and importance of communicating with and making an impact on newly elected candidates.
- Create a plan to innovate and improve lodge induction rates.

**Supplies:** None

### **Introduction 3 minutes**

Introduce the session by first introducing yourself and outlining your experiences in the Order of the Arrow; particularly, your experience managing induction processes.

In 2018 alone, 10,811 Scouts met the rank and camping requirements, were elected by their units, but never arrived at their Ordeals. If my mom knew that – of the 10 elections she drove me to, 3 were wasted trips because they never ended up becoming members of the Order of the Arrow, she would not be happy! OA membership peaked in 1987 – that’s over 30 years ago. If we meet our goals of inducting 90 percent of candidates and holding unit elections in 90 percent of units, our membership will skyrocket, and the Order of the Arrow would see its first year of membership growth in a generation.

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Before we get into the meat of this session, to start things off, could I have a volunteer read the learning outcomes for this session?

*[Delegate reads learning outcomes]*

*[Change Slide]*

### **Induction Barriers 12 minutes**

There are many barriers that prevent a candidate from attending an Ordeal. Let's take a few minutes to examine these. We're going to count off into groups to start our discussion.

*[Split all delegates into randomized groups of about 10 people per group.]*

Once we get organized, you will have five minutes to discuss the barrier that you are given and to discuss some potential solutions to that barrier.

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Barriers:

1. The candidate does not have a ride to the Ordeal.
2. The candidate does not know anyone in the OA or any other candidates planning to attend.
3. The candidate's parents are not comfortable with sending their child to the Ordeal.
4. Money is an issue in registering for the Ordeal.
5. The candidate wants to attend a sporting event or other activity.

I'm going to ask each group to designate a spokesperson to briefly share the group's discussion with everyone.

Each group at this point should briefly discuss the barrier and their ideas to solve it.

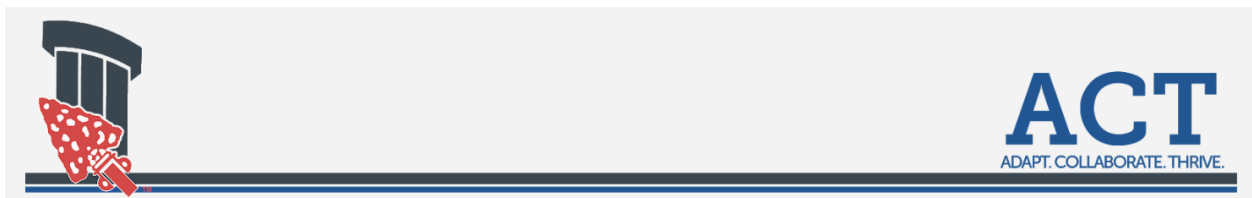
*Trainer Tip: Feel free to prod their discussion by asking leading questions in order to develop effective solutions. At the conclusion of this portion, delegates can return to sitting with their lodges.*

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## Resources to Improve Induction Rate      5 minutes

The national organization has created a variety of resources to help you overcome these barriers to increasing your induction rate. All of these resources seek to enhance communication between candidates, parents, unit leaders, and the lodge.

In October of 2019, we debuted a new program, called the "OA Welcome Session," to provide information to the parents of candidates prior to the Ordeal. This program was developed from a number of lodges that have hosted a similar event and have seen great success. You can find the slides and an accompanying guide to help you deliver the presentation at [oa-bsa.org/thrive](http://oa-bsa.org/thrive).



We also created email templates, phone call scripts, videos, and a physical letter to send to candidates. These resources start right after the call-out, when a candidate is most excited. After sending an initial email and congratulatory letter at the time of the call-out, the subsequent emails and videos keep the momentum going through the Welcome Session and up to the Ordeal itself.

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## **Recruiting and Utilizing Elangomats      5 minutes**

Elangomats are essential to the success of any induction weekend, so recruiting them should be a top priority. We are going to talk about some ideas to recruit them for the next few minutes. To start us off, I want to give all of you an opportunity to share your lodge's best practices with the other lodges in the section. Take two minutes as a lodge to develop one best practice you want to share with everyone.

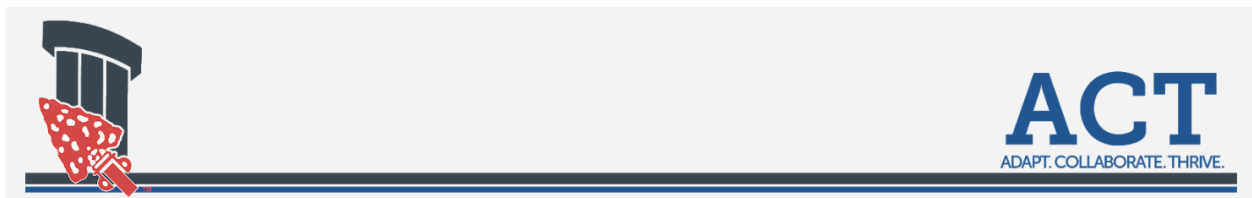
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*[After the two minutes have elapsed, allow a designee from each lodge to share a best practice with all of the delegates.]*

Those were some great ideas. I want to share a few suggestions of my own before we proceed. To find effective elangomats, we need to begin recruiting early. Start identifying potential elangomats well in advance of your Ordeal so you have plenty of time to set them up for success. I'm sure many of us know the struggle of trying to find an elangomat at the last minute. After all, the Scout motto is "be prepared;" so let's give ourselves as much time to prepare as possible.

You can also offer incentives, like an elangomat patch or other memorabilia as a thank you award for elangomats' service. You can also provide a discount on the induction event or a free dinner at the start of the weekend.

Many lodges also hold brotherhood conversions in conjunction with an Induction weekend. These brotherhood conversions can attract relatively new members who aren't super involved in the Order of the Arrow. Once these members are already registered to convert to brotherhood, they may be more likely to step up as elangomats.



Once you are able to recruit one elangomat, it is much easier to recruit their friends or members of their unit as well. I know if someone asked me to step up to a new role, I would be much more likely to do so if I had friends who would do it with me.

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## **Action Plans      20 minutes**

Lodges encounter a variety of challenges that prevent them from hitting a 90% induction rate. The idea of the High Performing Lodge initiative is to provide lodges with a sense of focus as to what is important.

For the remaining 20 minutes, table groups will continue to share their experiences with inductions and help each other refine ideas into potential plans. These plans will be shared with your lodge later today, when you will have the chance to introduce your ideas and create an ACTION Plan as a lodge. Aim to identify three distinct ideas that you can present to your lodge. Be sure to make the most of this time, gathering ideas and imagining how you can bring best practices into your lodge.

