



New Induction Experience Frequently Asked Questions

What's Changing and Why

Why is the Induction changing?

Our Order's Vision is to be "the reason why Scouts want to Stay in Scouting." But today, only less than 1 in 8 OA members attend a second event following their induction, and membership in Scouting America has steadily dropped for the last four decades. It became clear our induction was not well suited for new members to discover brotherhood from their first OA experience. The intent of this change is to strengthen lodges and Scouting by keeping Scouts engaged long after the weekend ends. That said, the core is not changing; reflecting on cheerfulness and providing service are central, and much of the new induction will be familiar to long-time members.

Why is this happening all of a sudden?

While it may seem sudden, this has been under consideration for nearly a decade. The 2012-2019 Lodge JTE and then PMP results annually showed the OA had significant issues with new member activation and retention. In 2019, an Ordeal Task Force was formed to address this. Following Covid, work continued. With the OA's 2024 adoption of a new mission, vision, and purpose, as well as thematic narrative, prototypes began to form based on all the learnings and ideas that had been collected. The second prototype was shared at the 2025 National Council of Chiefs (Philmont) and then it was developed through pilots involving 13 lodges and 450+ OA members as participants. After five full revisions, the OA Committee approved the new induction in January 2026.

Who was involved in all of this?

Close to 1000 people in some direct form, plus countless others. Over the last four years, the Order of the Arrow conducted surveys, listening sessions, focus groups, and gathered generational data to understand the need and why for the induction changes. The work was led by a task force of the National OA Committee, as well as its Inductions & Ceremonies Experience subcommittee, and involved input from chapter, lodge, and section officers and advisers from across the Order.

Is there a place where it is all explained?

In late February and early March 2026, the Order's National Chief – Joshua Nero – and his fellow officers hosted a set of webinars for Lodge Key 3 members. Please feel free to watch the recording of one of these webinars where many of the reasons for the change are covered, some of the history of how the Order got to this point are reviewed, and many 'burning questions' from OA members around the country are answered. The link is here:

oa-scouting.org



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How will the new Induction help 'keep Scouts in Scouting?'

Those who love the Order cite the deep brotherhood, friendships, and connection to service and leadership it fosters. Yet, for every 100 candidates who do their Ordeal, just 33 return for one event and only 12 return for two (or more). The new induction leaves participants with new friendships and a real understanding of what it means to exemplify the best of Scouting. Of the 435+ OA members in the initial pilot, 14 of 15 reported feeling more connected to their small group, better understanding the meaning behind the tests, and feeling part of something meaningful and lasting.

How is the new induction different from the previous Ordeal?

What stays the same:

- Brotherhood, Cheerfulness, and Service remain core values.
- Two ceremonies (though they are not the same ceremonies as before)
- The (typical) Friday evening thru Saturday evening weekend structure (note: many lodges extend activities into Sunday morning, an approach which remains relevant)
- The Admonition
- Service remains one of the vehicles for experiencing the intent of the induction experience.
- The the four challenges remain in familiar but new forms intended for discovering brotherhood, reflecting on cheerfulness, and providing service.
- Crews of new members will have a guide called a Luminary, whose role is similar to yet expanded beyond the typical role of an Elangomat.
- A centerpiece of the ceremony of the fire is a story. There is still a legend in the Ceremony of Fire (Saturday evening), though it is now a story about the Order's foundation. Simply, the message and arc will be familiar, but it tells a different story.
- Ceremony sites don't need to change (the only addition is hanging a backdrop).

What is different:

- There are new activities, e.g., Flight of the Arrow, Step Forward, The Promises, and Crew Affirmations
- Five ceremonialists instead of four, with one role designed to be "on book" (reading from the script).
- The Luminary role expands on the Elangomat's responsibilities. Luminaries help new members process the experience to better internalize the values of Brotherhood, Cheerfulness, and Service and know how to put these values into practice.
- Removal of 'scant food.' Participants will be provided food and drink on par with a normal day at camp. A lunch time activity entitled "Silent Lunch" will challenge participants to make personal judgements about what they keep for themselves and what they choose to share.



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- Total silence for the duration of the event is replaced with times for individual reflection, meditation, and small group conversation. Guided crew conversations provide opportunities for people to learn with others as they consider questions and ideas central to Brotherhood, Cheerfulness, and Service, while at the same time to build connections with fellow participants.
- Five ceremonialists instead of four, with one role designed to be "on book" (reading from the script).
- New ceremonial attire (robes/capes) replaces previous costuming.

Has the new experience been tested with actual members?

Most certainly, yes. The beta tests were conducted with existing members, although several lodges opted to use members who were recently inducted. More than 600 people have experienced the new induction as of the start of Spring 2026.

When will these changes take effect?

Approval of the new approach occurred in January 2026. A cascade rollout of the new induction experience ceremonies begins in March 2026 and will continue through NOAC 2027. The approach being used is called "See One, Do One, Offer One" (similar to the EDGE model). A core team from each lodge must 'see one' (i.e., experience it as participants) then they will 'do one' (host the event – hopefully multiple times – for existing OA members). Eventually, lodges will begin using the new induction to induct new members (likely by NOAC 2027). During the transition, lodges will continue using the current induction until they are certified with the new one.



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Understanding the Experience

What does a typical induction weekend look like?

The (typical) induction begins Friday evening with arrival, the first crew meeting, and the Ceremony of the Arrow. Saturday includes six crew conversations, service projects, reflections on Cheerfulness, Service, and Brotherhood, and several meaningful activities throughout the day. The weekend concludes Saturday evening with the Ceremony of the Fire and a celebration where new members are welcomed.

What is the Find the Arrow Guidebook?

The Find the Arrow Guidebook is a personal journal provided to each new member during the induction. It contains reflection prompts, space for notes during crew conversations, and helps participants process their experience of Brotherhood, Cheerfulness, and Service throughout the weekend.

How will the weekend be different than it is today?

In some sense, it will be quite similar: a 24-hour experience beginning with gathering, a first night ceremony, meals and different activities during the day, and concluding with a ceremony the second evening. Yet, the experience will be different in many ways. Crew members will be interacting, sharing, and growing together as they participate in service, reflections, and a variety of activities.

This is just a few new ceremonies, right?

Far from it. The new induction experience makes such a difference in inspiring people by what happens between the ceremonies. In fact, the ceremonies themselves draw a good deal on our past and students of both will see clear connections and thru lines. The crew experience led by the Luminary is transformational. In today's Ordeal, candidates are on strict silence and spend most of their time toiling. In the new induction, service, brotherhood, and cheerfulness all become challenges and experiences that bring to life the OA's spirit in new members.

What are the names of the new ceremonies?

The ceremony on the first night of the Induction Experience is called the Ceremony of the Arrow (held Friday evening). The ceremony on the second night of is called the Ceremony of the Fire (held Saturday evening). These new names better reflect the symbolism and purpose of each ceremony while maintaining the meaningful traditions of the OA.



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Are there food restrictions during the induction?

No. Unlike previous inductions, there are no food restrictions. Participants should / can eat as they normally would, and those will be the same or similar meals as other lodge members throughout the weekend. However, we encourage a disciplined attitude of gratitude by taking what you need without being wasteful. There is an activity on Saturday for lunch that involves food, but it is not a scant meal.

What should members bring to the induction?

New members should bring standard camping gear appropriate for the location and weather, including sleeping bag, personal hygiene items, work clothes for service projects, and any required medications. Leave cell phones and electronic devices in cars or turned off, as the induction asks Scouts to disconnect to encourage reflection and connection.

Can new members use cell phones during the induction?

No. The induction includes refraining from distractions. Participants refrain from using personal electronic devices to stay focused on the experience and building connections with fellow members. If a participant needs to contact someone outside the experience for an emergency, they should speak with their Luminary, who can help address the need following Youth Protection guidelines.

How different is the new experience from the prototype shown at NCOC?

What was shown at NCOC was an early prototype concept. Since then, it went through many revisions. While much of the NCOC version is in the final version, some notable elements were cut and many of the ceremonial lines were rewritten. Two rounds of further testing in fall 2025 of additional revisions produced valuable feedback. The final product (approved by the OA National Committee in January 2026) combines the best elements from all drafts along with input from hundreds and hundreds of OA members from across the organization.

Are there intentional pieces for adult retention?

Yes. The new induction includes activities that help adults (and youth) connect with those around them and leave the experience with friends, not just people they worked next to. That sense of community is designed to create the motivation to come back and engage. The recent election update also allows more adult mentors into the Ordeal alongside youth, further supporting adult engagement.



New Induction Experience Frequently Asked Questions

Luminaries

What is a Luminary and what do they do?

A Luminary is someone who lights the way for others. Their role in the induction is central to the candidate's experience. The Luminary serves as a guide and mentor for a small crew, leading the crew in six scheduled conversations, facilitating reflections on Cheerfulness, Service, and Brotherhood, working alongside participants during service projects, and helping new members process their experience.

How is being a Luminary different from being an Elangomat?

Whereas Elangomats primarily served as silent companions, Luminaries are active guides throughout the induction. They attentively facilitate conversations and lead reflections. Luminaries guide crew conversations using the Luminary Guidebook, encourage new members to talk with each other, and help build connections within the crew. This shift supports the new induction's emphasis on fellowship and understanding.

Who makes for a good Luminary?

Think of choosing a Luminary the way you might think about choosing an Order of the Arrow Trail Crew Foreman or summer camp counselor. The person will be leading the crew through a series of conversations, questions, activities, and experiences. While any committed OA member can do it, the stronger the Luminary signals the likely quality of experience for the new members.

Do only youth serve as Luminaries?

A lodge should do its best to match Luminaries with the needs and shape of the crew. Youth should serve youth crews, and adults should serve adult crews. As a rule of thumb, it's good (though not required) for youth Luminaries to be the same or a bit older than the median age of the crew.

In many lodges, Elangomats help people work toward Brotherhood. What's the equivalent for Luminaries?

The induction is designed to build transformational relationships between Luminaries and their crew members. Because of the knowledge they gain, the sharing they do, and the connections they make during the induction, it's a natural outcome that a Luminary would follow someone through their membership journey to Brotherhood. While this isn't specifically named as a requirement yet, it's considered a best practice and may be formalized in future guidance.



New Induction Experience Frequently Asked Questions

Induction Rollout Timeline and Process

Can existing members experience the new induction?

Yes! Not only can they experience it, the OA aspires that every current member should.

Where can I experience the new induction?

During 2026 and 2027, existing members can attend either Section Induction Experiences (SIEs) or Lodge Induction Experiences (LIEs). These are OA members-only inductions produced by a lodge to help current OA members experience the new format. You can attend one in your lodge or section, or (with the permission of the host) one in another lodge. Lodges are encouraged to allow space for a "member crew" during future inductions so members can continue to experience the new induction. Check the [event map](#) to find an experience that works for you.

Do existing members need to go through the new induction?

Yes and 'it would really be good to do so.' The model for a lodge to become certified is to 'See One. Do One.' After that happens, lodges will then be able to offer the new induction to new members. As such, a lodge cadre (approximately 12-20 people who would typically host an Ordeal) must experience (i.e., 'see one') the new induction. It is the Order's aspiration that all existing members of the OA experience the new induction, but it is not required. Note: if you plan to serve on an induction staff as a Luminary, ceremonialist, or leader, you must experience the new induction as a participant first. This "teach through experience" approach ensures everyone who staffs an induction understands it firsthand.

Will this happen all at once for every lodge?

The rollout will happen as a 'cascade.' Analogously, we must light a few candles so, in turn, each of those candles can light several more each. This repeats until all 235 OA lodges have experienced and then hosted the induction experience for existing members. It is predicted this cascade will happen over 14-16 months with the intent all are complete by NOAC 2027.

What is the "See One, Do One, Offer One" process?

The rollout follows a three-step cascade model called "See One, Do One, Offer One":

1. See One: Your lodge sends a contingent to experience the new induction as participants. This will happen at either a National Induction Experience (NIE), a Section Induction Experience (SIE) or a Lodge Induction Experience (LIE). Lodges may attend the lodge induction experience of a neighboring lodge, if needed (and with the host lodge's permission).



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2. Do One: Your lodge runs the experience for its own existing members, with coaching support from the OA. Completing the LIE certifies the lodge. To help as many people experience the new induction, we encourage lodges to host several LIEs.
3. Offer One: Once your lodge has seen an induction experience and conducted at least one of your own for existing members, lodges will be told when they can begin inducting newly elected members using the new process (date to be announced).

What is the difference between an NIE, SIE, or LIE?

National Induction Events (NIE) are being held between March and June 2026. The forty exemplar lodges (one per section) will attend these. Subsequently, these 40 exemplar lodges will each host a Section Induction Event (SIE) for the lodges of their section (plus any other lodges able to attend). The lodges that attend one of the SIEs will then host their own Lodge Induction Event (LIE) for the members of their lodge and/or members of other lodges.

How were the section exemplar lodges selected?

Each section was asked to pick one lodge in their geographic area that they thought would be the best exemplar. The section chief, section advisors, and section officers made the selection.

Is registration for SIEs available now?

SIE registration is handled by your section. Please contact your lodge and section leadership to determine for details of date, time, etc. This [event map](#) is regularly updated to show where there are SIE or LIE events in which you can participate.

Is there a map showing where events are scheduled?

Yes. There is a [live-updating Google Map](#) on the [national inductions portal](#) showing all NIEs (red dots), SIEs (blue dots), and LIEs as they are scheduled. Lodges can use it to find events near them, including neighboring sections if their own timing doesn't work.

Can a lodge attend a neighboring section's SIE?

Yes (with permission). You can go see an induction anywhere with agreement from the host lodge. Priority, however, will be granted to member lodges of the host section. Moreover, capacity limits will determine how many people can participate in any given weekend.



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Will lodges continue running the current induction during the transition?

Yes. Continue using the current induction process until your lodge is certified through completing a Lodge Induction Experience. It will be announced when lodges can begin inducting new members with the new induction approach.

After 'seeing one' how soon can a lodge 'do one?'

Do not rush it. As a practical matter, it is recommended that lodges build at least a four-to-six week gap between the two events. The number one matter to address is all the preparation required to deliver a completely new experience. Ceremony teams will take time to learn and be well rehearsed in the new ceremonies. Training of Luminaries will take between 8-12 hours per person. Planning for the logistics and flow of the new event will take time. Please prepare judiciously to provide a fantastic experience for our existing members to experience the induction through the LIEs, and, again, consider offering the LIE multiple times to existing members.

Is there a cost to attend an SIE or an LIE?

These events should be cost neutral for attendees. There are expenses such as food, materials, and insurance, of course. Host lodges should do their best to minimize cost to any participant as best they can.



New Induction Experience Frequently Asked Questions

Planning an Induction

How many Luminaries do we need?

Each Luminary guides a crew of new members throughout the weekend. Crew sizes should be no fewer than 6 and no more than 12, with an optimal size of about 8. For a 48-person induction, you would need about 4–8 Luminaries depending on how you divide the crews. Plan based on your current induction numbers.

Who should attend the NIE or SIE for our lodge?

Your induction core team. This includes Luminaries (about one per 6–12 people you would induct), five ceremonialists (one for each role in the ceremony), and your key planning staff (the youth responsible for the induction weekend, their adviser, and other key lodge leaders). Ultimately, this is likely between 12–20 people per lodge, but mileage may vary.

How do larger lodges train enough Luminaries?

The most effective approach is to host multiple Lodge Induction Experiences. Each time you run one, you build more Luminaries. Once you're certified after your first LIE, you can include existing-member crews alongside new member crews at your regular induction weekends, building capacity without adding extra weekends to your calendar. Remember, to 'do one' you first must 'see one' (i.e., fully experience the induction as a participant).

When will we get the materials to host an induction?

Once your lodge cadre has 'seen one' (i.e., fully experienced the induction as a participant) and it has scheduled its SIE / LIE, your lodge will be provided with two things. First, you will be shipped an 'induction kit' with all the materials for the weekend. Second, you will gain access to a lodge-specific portal with the event guidebooks, ceremonial scripts, video and development aids, and much more.

What's included in the Induction Kit?

Each lodge will receive one complimentary kit containing ceremonial costumes (which lodges customize), a sample of the Find the Arrow Guidebooks, and other ceremonial materials, plus a list of some other elements the lodge needs to source. The kit ships after the lodge both (a) completes its 'see one' experience and (b) confirms its LIE date via the OALM reporting portal.



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Is there a cost for the kit?

The National OA Committee is funding one kit for every lodge at no cost. Additional kits can be purchased at cost. Additional kits will be made available for purchase at a later date. Please note that the kits are not for one-time use; like your current costuming, lodges will customize these materials and then continue to them over time. A lodge only needs the number of kits equal to the number of costume "sets" it currently has.

Can lodges source their own induction materials?

Some, but not all. The National OA Committee is providing each lodge with the required costumes (e.g., capes and sashes) for the new induction. Lodges will be informed as to the other materials they will need to gather. Some will be available via the [OA Trading Post](#) while other items a lodge will need to source by other means. Lodges which would like additional kits and/or need to replace items can purchase the items required (e.g., capes and sashes) via the [OA Trading Post](#) (at cost) and source all other items as they see fit (e.g., the [OA Trading Post](#) self-sourced otherwise). Detailed specifications will be provided to lodges which they receive their kit from the Order of the Arrow.

Will materials be downloadable for areas with poor connectivity?

Yes and no. The documents are easily downloaded in most situations. While the videos are relatively short, it is recommended they be downloaded in advance for at home preparation, as well as being available when wifi connectivity may be weak (e.g., at camp).

Does the entire core team need to attend the same induction experience?

No (but helpful). Some lodges may not be able to have their core team go to the same induction experience. The key is to get everyone through an experience, not necessarily as a group. In true Scouting fashion, lodges will 'do your best' and find a path that works for its individual situation.

Does our lodge need to experience the new induction before offering it to new members?

Yes. All induction staff — including ceremonialists, Luminaries, youth leaders, and relevant advisers — must experience the new induction as participants before staffing one. Exemplar lodges will attend a National Induction Experience (NIE). All others will attend a Section Induction Experience (SIE) or a neighboring lodge's Lodge Induction Experience (LIE) to complete this requirement.



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Do Luminaries need special training?

Yes. In fact, the Luminary role is the most critical role for the induction weekend. During the rollout period, Luminaries must first experience the new induction as a participant. Beyond the transition, ongoing preparation includes the Luminary Guidebook, 12 video guides for each activity, and a preparation meeting (Pre-Arrival Luminary Mini-Retreat) with the Induction Coordinator before each induction weekend. Time for preparation will be like the amount of time a ceremonialist might prepare for a role.

What does "certification" mean?

Certification is completing the Lodge Induction Experience for your current members with coaching support. The certification process will be managed in OA LodgeMaster. Lodges will be required to report information on both the "see" step of the experience and the "do" when they conduct their own LIE. A step-by-step guide will be released showing the details of information to be reported. Reporting in OALM is a critical component to continuing through the certification process.

Do we need to change our ceremony sites?

No. The revised ceremonies have many similarities to the current ones in terms of structure and site design. The only change is hanging a backdrop, a rope tied between two trees would suffice. The new ceremonial elements are designed to be compatible with portable battery-powered LEDs and mobile audio devices for sites without power.

What do you recommend for lodges balancing an LIE, existing inductions, and a conclave all in the same year?

We recommend you plan ahead. The rollout takes place over 16 months. The duty is to 'see one' – i.e., have your lodge cadre attend an SIE or LIE – and then 'do one' which is to host the induction experience in your lodge for existing members (and members of other lodges, if space provides). It is highly discouraged to plan the event for the same weekend and location as any other lodge event. As those who have already attended the new induction will attest, this is a much different experience. Hosting the event calls on the full attention of those involved.

Will there be promotional materials for lodges to promote their LIE?

Yes. Materials intended to help lodges promote their Lodge Induction Experience to existing members are being developed, with a target release of May 2026.



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Ceremonies & Ceremonialists

How many ceremonialists are needed?

Five, compared to four today. The additional role is a youth member is 'on book,' i.e., they have the script in front of them and are able to read directly from it during the ceremonies.

What does "on book" mean?

"On book" means that person reads from the script rather than memorizing their lines. They deliver their role from a lectern, and the ceremony is designed so this feels intentional and natural. That said, by no means does having the script in front of the person equate to not needing the full ceremony team to be well rehearsed, well prepared, and fully in sync. The 'on book' individual provides a critical role of clarity and voice in the two ceremonies.

Do the other four ceremonialists have speaking parts?

Yes. All five ceremonialists have speaking parts. That said, each ceremonialist will have less to memorize than with the current ceremonies. The goal is to make the ceremonies more accessible for all involved. The ceremonies have been written for today's Scout, both in being more understandable and for the ceremonialist to deliver powerfully and with impact.

When will the new scripts be available?

The scripts will be released to a lodge once as they complete their "see one" step of the process and schedule their "show one" step. Once all Section Induction Experiences have been completed, the induction guidebooks, ceremonial scripts, and other induction materials will be published on the Inductions Portal with safeguards. Scripts should be safeguarded from those who have not experienced an induction as they are today with candidates who have not completed their Ordeal. Lodges will receive scripts alongside their ceremonial kit once they experience an induction and schedule their LIE.

What will ceremonialists wear?

The different principles in the ceremony have different attire and regalia. There is a place for a historical scout uniform, which can be inferred and need not be vintage and another principle wears ordinary street clothes. One principle wears robes reminiscent of those our founders wore at the first OA ceremonies. The regalia of the core principles in the ceremony will be capes provided in the induction kit. These capes are intended to be customized by each lodge with scouting and OA patches in ways that reflect their local lodge history and traditions while maintaining a consistent national standard. There will be no American Indian costuming.



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Brotherhood, Vigil, and Other Ceremonies

How will the Brotherhood ceremony change?

The new induction creates a member arc. The Brotherhood ceremony will follow that arc as a natural continuation. A prototype will be offered at the National Jamboree in summer 2026, followed by several iterations and revisions. The new Brotherhood ceremony is being written so that members who started under the current Ordeal will still feel a natural progression. The timeline allows completion well in advance of when any lodge would need it. Once available, lodges can begin using it six months after completing their first new induction with members. Expect a release date to be announced in early fall 2026.

Could we be doing the new Ordeal and the current Brotherhood at the same time?

Yes, during the transition. Those inducted under the current Ordeal should receive Brotherhood under the current Brotherhood ceremony. Once a lodge is using the new induction, the new Brotherhood ceremony will be available in time for those members.

Are there changes coming to Vigil?

Few, if any, changes are anticipated to the Vigil ceremony. It will be reviewed to ensure it is consistent with the Order's mission, vision, and purpose, as well as with the new ceremony thematic.

Will the callout ceremony and the election script change?

A suggested callout ceremony is in development and will be available towards the end of 2026. There will be some small changes to the election script to better align with the induction. Look to early 2027 for updated scripts. The current [Unit Elections Handbook](#) remains in effect until then.



New Induction Experience Frequently Asked Questions

Obligation, Song, and Symbolism

Will the Obligation and Song change regarding the use of WWW?

The Obligation now uses "Brotherhood, Cheerfulness, and Service." The original name for the Order of the Arrow, "Wimachtendienk," remains in the song.

When should lodges start using the revised Obligation?

Once your lodge begins using the new induction.

What about the four medallions?

The medallions will be a legacy item that does not have a part in the new induction experience.

Policy & Traditions

Can my lodge still perform American Indian-themed ceremonies?

No. National OA inductions has shifted to a unique thematic identity based on our history. Once the new induction and new ceremonies are fully adopted and legacy versions are retired, it will no longer be appropriate to wear American Indian costumes. Lodges may only conduct American Indian-related programming (e.g., dancing, drumming, crafts, and similar activities) if they have a formal, written agreement with the state or federally recognized tribe(s) with which the council shares a footprint.

Do Luminaries and crews need to follow YPT guidelines?

Absolutely. See the [Guide to Safe Scouting](#) for full requirements.



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Logistics and Funding

Is there funding to help lodges travel to induction experiences?

Lodges only need to travel to a section or nearby lodge event, not a national one — you'll receive the same experience at any level. NIE registration for exemplar lodges is fully covered by the national OA committee. Travel expenses are the responsibility of the lodge.

How do we report LIE events to national?

A module is coming in LodgeMaster. Lodges will be required to use OALM to report dates, get assigned coaching support, and get your materials kit sent. It should be available in early April 2026.

Training & Support

What training resources will be available?

A multitude of written, video, and live resources will be available. The OA National Committee wants lodges to be fully prepared to deliver an extraordinary experience to members and new members, alike.

An updated Inductions webpages will include: induction guidebooks, exemplar videos of the ceremonies performed by the national inductions team, material ordering, ceremony text, and the Luminary training videos (12 separate guides for each activity). Live time coaching and seminars will be offered (small and large group), and it is anticipated that lodges offer to their members and other lodges guidance, coaching, and experience to help all lodges “see one” and then “do one” in the most prepared manner possible.

The National OA committee is assigning two people from the national inductions team to each SIE (people with expertise in the new ceremonies and how to execute on the event) at no cost. For lodges, a qualified coach for each lodge's first induction will also be assigned.

Who in each lodge will receive access to the training portal?

The lodge key three will be provided access to the training portal to support their lodge members in preparation and ongoing delivery of the new induction. During the initial rollout, prior to the completion of the section induction experiences, the materials will be shared with induction experience leads from each lodge. As the rollout progresses, the portal will be accessible to everyone, the same way materials are on the website today. Some items will be password protected, but generally all members can access these materials as long as they are safeguarded appropriately.



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Managing Change

Any advice for working with long-time members who may be resistant?

The best thing to do is encourage people to experience the new induction as a participant. Do not force anyone to do anything, yet be positive and Scout-like in all your interactions. It is important to remember that no new member will ever have the complaint, "it wasn't like the old Ordeal."

How can we preserve excitement while waiting for our SIE or LIE?

Stay engaged and share what you've learned from these webinars. This is the largest change the organization has ever made, and it is historic. Being a part of it will become a part of the history of one's lodge. Every national committee member, every national and regional key volunteer, and all of the national and regional officers will all be attending an NIE, SIE, or LIE as full participants. Channel your energy into preparing your core team.

What if my lodge does not want to change to the new induction?

The National Order of the Arrow Committee has set NOAC 2027 as the deadline for lodges to use the new induction. All lodges must be using the new induction by this time. Experiencing the new induction is the best way to build enthusiasm in your lodge for change. Feedback on the new induction has been overwhelmingly positive, and it is expected most lodges will want to make the change once they experience it themselves.