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TRAIL TO BROTHERHOOD

Session Length: 50 Minutes

Learning objectives:

- To create a better understanding of the Journey to Brotherhood, through examination of the views of both the individual Ordeal members and the lodge leadership.
- Explain the importance of individual choice in an Ordeal member's decision to become a Brotherhood member.
- Identify and explain the importance of essential aspects of the Journey to Brotherhood.
- Examine the specific ideas for lodges to provide support and encouragement during The Journey to Brotherhood.
- Evaluate the effectiveness of lodge programs and their relationship to The Journey to Brotherhood.



Required Materials:

- Flip chart with easel and markers or whiteboard or chalkboard or overhead projector with blank transparencies
- PowerPoint slides and computer/projection system
- One copy of the Appendix material for this lesson for each participant

TRAINER PREPARATION

Target Audience

The intended audience for this session is all potential and incoming officers, committee chairs, and advisors who will be responsible for the Brotherhood program

Type of Trainer

Ideally, the trainer for this session should be a youth or young adult, preferably no older than 25 years old, who is at least a brotherhood honor member. The trainer should have significant experience in the area of Inductions work, preferably with programs aimed at encouraging Ordeal members to become Brotherhood members.

Use of Resource Materials

This session is set up to use PowerPoint slides. Prior to delivering this session, the trainer should spend a few minutes making sure that he is comfortable using the computer and projector available to him. If a computer and projector are not available, the same information should be written on flipcharts.

Other Advance Preparation

The last part of this session is designed to focus participants on the particular situation in their lodge. This section can be used either to develop a plan of action for the lodge to support individuals during the Trail to Brotherhood or to review and discuss a plan already developed by the lodge executive committee. The trainer should check with lodge leaders to see which approach would be ideal for this session.

Physical Arrangements

Chairs should be initially arranged in a circle around the presentation equipment. Enough space should be available so that participants can break into small groups without interfering with each other.

SESSION NARRATIVE

Introduction/ Brotherhood Membership and the Induction:

10 Minutes

The Ordeal experience introduces the new member to the ideals and principles of the Order of the Arrow. Brotherhood membership provides the member with the opportunity to consciously and clearly affirm that these ideals and the Order are important in his life, particularly in respect to his experiences with his Scout unit. It has been said that in the Ordeal, the Order of the Arrow accepts the new member; in the Brotherhood, the individual accepts the lodge and the ideals of the Order.

This decision by the Ordeal member is the result of a learning process, one that began even before the Ordeal weekend and will continue into the future. How the lodge decides to support, encourage, and help the new Arrowman in this learning process can have a profound impact on the quality of the Brotherhood experience. Our focus in this session will be on some of the important characteristics of this learning process and various approaches that lodges can use to support Ordeal members in their Journey to Brotherhood.

Let's start with a question - how is the Journey to Brotherhood related to other parts of the Induction Process? (Here it is important to hand out a chart of the inductions process. Many people do not know what it is. Also give examples of what kind of answers you are looking for).

Trainer Tip: Using a sheet of flip chart paper, a blackboard/whiteboard, or a blank overhead transparency, record the responses offered by participants. If a participant responds with an idea that is **not** consistent with National policy (i.e. lodges have the option to "flunk" individuals who don't pass Brotherhood "tests"), gently refer that person to the appropriate National policy statement, often found in the **Order of the Arrow Handbook, Guide for Officers and Advisors** or the **Guide to Inductions**. Your goal in this situation is to quickly and clearly identify what National policy is, in a manner that is not insulting or condescending. It may be necessary for you either to privately clarify at greater length the violation of National policy with the participant or suggest that the participant talk at greater length with appropriate lodge leadership.

The following responses are what the trainer should be aiming for:

- Ten Inductions Principles still apply throughout the Journey to Brotherhood.
- Journey to Brotherhood builds on ideas, principles, and themes introduced in the Ordeal.

- Journey to Brotherhood provides the individual with time to reflect on the Ordeal experience, the challenges of the Ordeal, and the principles of the Order (time that isn't really available during the Ordeal itself).
- The time between the Ordeal and the Brotherhood ceremony is much longer, much less structured than the Ordeal experience itself.
- The individual decides if he is ready to become a Brotherhood member; individuals will make that decision for a variety of personal reasons.
- The lodge does not carry out the role of "examiner" to determine if an Arrowman is ready to become a Brotherhood member.

Trainer Tip: After compiling responses from the participants, go to the PowerPoint slide below as a way to *quickly* summarize these points.

Advance PP Slide

"Brotherhood Membership and the Induction"

Stages in the Journey to Brotherhood:

5 Minutes

Given that the time between the Ordeal and Brotherhood ceremony is so much longer compared to the length of the Ordeal weekend, it is helpful to think of this process as occurring in stages. Let's start by describing the stages from the perspective of the Ordeal member:

Advance PP Slide

"Stages in Journey to Brotherhood"

Gaining Knowledge stage - the time immediately after the Ordeal weekend, when the individual is trying to identify the basic principles of the Order of the Arrow.

Gaining Experience stage - the time when the individual explores the application of the Order of the Arrow's principles to his own life and experiences in his troop, family, school, and community. This stage marks the beginning of an Arrowman's understanding that his efforts in his Scout unit are related to the Obligation and his membership in the Order. It is the time when the individual begins to apply the lessons of the Ordeal-including what he learned from the four tests and the ceremonies-to his responsibilities in his unit.

Making Commitment stage - the time when the individual consciously chooses to accept the principles of the Order of the Arrow, the lessons of the Ordeal, and membership in the lodge as an important part of his life. This stage includes the Brotherhood ceremony. The new Brotherhood member continues to develop his understanding of how experiences in his Scout unit and other aspects of his daily life are related to the principles of the Order and the Ordeal weekend experience.

Individuals move through these various stages at different rates. Sometimes they have positive experiences, other times their experiences may have little or no impact. Negative experiences in any one of these three stages may lead an individual to conclude that he is not interested in the possibility of incorporating the principles of the Order into his life. Finally, an individual may simply "drift off", for no apparent reason, and not continue his involvement in this process.

Keep in mind that, from a lodge perspective, we tend to look at this from a different perspective. The lodge perspective is better described as:

- post-Ordeal
- "In the Troop"
- The Brotherhood Event

The two perspectives aren't the same; just because a new member is back in his troop doesn't mean that he's "done with" the Learning stage. Be flexible in your planning, use ideas that connect more than one level at a time.

The Role of the Lodge:

20 Minutes

Now let's look more closely at the role of the lodge. The mission of the lodge is "*to achieve the purpose of the Order of the Arrow as an integral part of the Boy Scouts of America in the council...*"

In the Purpose of the Order of the Arrow, we find the following:

- *To recognize those Scouts and Scouters who best exemplify the Scout Oath and Law*
- *To crystallize the Scout habit of helpfulness into a lifelong commitment to service.*

Obviously, the Journey to Brotherhood is closely related to these two statements, as well as the broader goal of Scouting as a means of developing character in young men. So how can the lodge help?

Trainer Tip: Present the following paragraph in its entirety; this is the fundamental principle underlying the entire session and should be the one idea that EVERY participant walks away from this session remembering. Keep in mind that the PowerPoint slide only contains the first sentence for purposes of visual clarity.

Advance PP Slide	"Role of the Lodge"
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The most important thing that a lodge can do is to encourage individuals who are participating in the Journey to Brotherhood and help them learn more about the 1) purpose and principles of the Order of the Arrow, 2) the lessons of the Ordeal experience, and how they apply to his role in his troop and other aspects of his daily life. The more an individual understands about the Order of the Arrow's principles, the challenges of the Ordeal, and how they relate to daily activities, such as his troop, the more effectively he will be able to utilize them in his daily life. When an individual Arrowman sees the power of our ideals in his life as a Scout, then he is much more likely to make the commitment to be a Brotherhood member.

Pretty big words! Let's take those words and make them more concrete. What are some specific things that our lodge can do to encourage individuals in the Journey to Brotherhood and help them learn more?

Trainer Tip: Divide the participants into several smaller groups. Ask each group to come up with **specific** things the lodge could do to accomplish the statement above. Give each group a few minutes to come up with a list, then go around the room and ask each group to give 1-2 items from their list. By limiting each group to the number of ideas that they can share initially, it is easier for each group to contribute something to the overall list. List the various ideas on a blank piece of flipchart paper, blackboard/whiteboard, or blank overhead transparency.

Possible suggestions include:

- New member orientations (see separate lesson in LLD)
- Personalized letters to eligible Ordeal members
- Fun and engaging Lodge activities

- Special activities at OA and Scouting events focused on Ordeal members - these should be intended to provide guidance and encouragement towards Brotherhood membership (discussion sessions are a specific example)
- Articles in lodge newsletters
- Spirit of the Arrow booklets
- Extended Elangomat system (see separate lesson in LLD)
- OA Troop Representative (also see separate lesson in LLD)
- Discussion sessions
- Brotherhood Hike

Trainer Tip: There are separate sessions in the LLD course focused on OA Troop Representatives and the Extended Elangomat program. If your lodge is seriously considering the use of these programs as a way to support and encourage Ordeal members in the Journey to Brotherhood, you should plan to incorporate those separate session in your lodge's offering of LLD. Under these circumstances, the comments below about the OA Troop Representative and the Extended Elangomat program can be skipped.

OA Troop Representative

This position can be a powerful way to provide personal contact between the lodge and new and older Ordeal members and can serve as one way (along with the Extended Elangomat program) to provide a program of mentors for Ordeal members. It's important to remember that mentoring programs are most effective when they are tightly planned and organized and the mentors are trained.

Trainer Tip: Regardless of whether or not your session includes the information above on the OA Troop Representative and the Extended Elangomat program, you should cover the material below.

Let's take a few minutes to focus more closely on the last two items - discussion sessions and the Brotherhood Hike.

Discussion Sessions

Advance PP Slide

"Discussion Sessions"

These are particularly appropriate during the early stages when Ordeal members are still gaining knowledge and starting on the Experience stage; here is a sample discussion.

Trainer Tip: Distribute to each participant a copy of the discussion found in the Handouts file that accompanies this syllabus.

This discussion is designed to be used with new Ordeal members shortly after their induction into the Order. It is **not** intended as a New Member's Orientation session; instead, it focuses on exploring some of the ideas in the Obligation and how they are related to the challenges of the Ordeal and the Pre-Ordeal ceremony.

Brotherhood Hike

Trainer Tip: Distribute to each participant a copy of the Brotherhood Hike found in the Handouts file that accompanies this syllabus.

Advance PP Slide

"Brotherhood Hike"

Purpose. From its founding, the Order of the Arrow has encouraged outdoor experiences, because these experiences nurture the spirit. As the final step in the Order's induction process, the Brotherhood Ceremony celebrates a Scout's continuing intention to live by the Obligation, invites him formally into the activities of the lodge, and confirms him as a vital link in the circle of Arrowmen, past, present, and future. One way in which a Scout may already have gotten a taste of brotherhood is through the camaraderie of a patrol on a hike. "The Brotherhood Hike" is an experience for Brotherhood candidates designed to trigger those memories and associations, and to strengthen in them a feeling of fellowship and a sense of purpose. It combines physical activity, group interaction, and personal reflection in a natural setting.

Overview. The Brotherhood Hike is composed of three periods of silent walking, interspersed with three periods of discussion loosely focused on themes which build toward an understanding of **inspirational leadership**. The candidates share food together during the third discussion, which is followed by a period of individual reflection. Hiking silently together and the three discussion sessions are equally important in the overall experience of the Brotherhood Hike. Discussion and hiking times should be approximately equal. The Brotherhood Hike is not an endurance test; the pace of hiking should be neither too slow nor too fast. Modifications may be made for persons who are unable to hike. The Brotherhood Hike is also not the time for Brotherhood counseling: each hiker must already have satisfied the requirements for Brotherhood before beginning the Brotherhood Hike.

A skillful Nimat will facilitate the discussions without controlling them, knowing when to tactfully turn the attention away from one who is too talkative to give others a chance, when to speak a word or two and when to keep silent. A receptive silence may serve better than words to encourage patrol members to share with one another. The gift of a Nimat to a patrol is brotherhood: the connection and closeness each candidate will feel when the Nimat truly listens and values each candidate's attempt to express himself.

Evaluating How the Lodge is Doing:**5-7 Minutes**

Trainer Tip: The information below is focused specifically on evaluating the lodge's efforts in support of the Journey to Brotherhood from one perspective. This material is designed to build on the separate session "Evaluating Your Inductions Programs" found elsewhere in the LLD course material.

Advance PP Slide

"Evaluating"

If we want to evaluate what the lodge is doing to support Ordeal members during the Journey to Brotherhood, then we need to start by setting objectives. Remember that we want our objectives to be:

- Specific
- Measurable
- Attainable
- Relevant
- Time-based

From the perspective of the support and encouragement provided by the lodge to new Ordeal members, what might be some good objectives to use?

Trainer Tip: Give participants 1-2 minutes to offer some possible objectives. These should be listed on a piece of blank flipchart paper, a blackboard/whiteboard, or blank overhead transparency.

In order to evaluate how well we've met our objectives, we need to get information from individuals that have a "stake" in how well we meet our objectives. For each of the objectives we've just listed, who would be the best "stakeholders" to get information from? What would be the best way to get this information?

Trainer Tip: Take 1-2 minutes to go back through the objectives the group just listed and help participants begin to identify what information would be helpful in evaluating the lodge's role in the Journey to Brotherhood and what people the lodge should get information from. These people can include new Brotherhood members, adult leaders in troops, and lodge/chapter officers.

Advance PP Slide

"Evaluating"

Along with these specific objectives, we need also to remember other things that are important in evaluating any program:

- communication
- planning
- recruiting
- training

Conclusion:

5 Minutes

Brotherhood membership provides the individual with the opportunity to consciously and clearly state that the Order, its ideals and its mission are important in the member's life.

We've seen that the Journey to Brotherhood consists of several stages, with each stage having a different focus. Since individual members move through these stages at their own pace, it's important that the lodge use an approach that can work for multiple stages at the same time.

The most important thing that a lodge can do is to encourage individuals in the Journey to Brotherhood and help them learn more about the principles of the Order. There are a number of specific program ideas that can be used to encourage individuals to become Brotherhood members. Some elements are more appropriate at a particular stage of the process; others can be used in several stages. Some things are fairly easy to do - like articles for new members in the lodge newsletter - while other elements like the Brotherhood Hike require more planning. Each lodge needs to identify the approach that will work for it.

The important thing is for the lodge to develop and plan, mobilize, and deliver.

APPENDIX: FREQUENTLY ASKED QUESTIONS

Are lodges required to use either the Brotherhood Hike?

No, but many lodges around the country have successfully used this program for many years

If our lodge uses Elangomats during the Ordeal, are we required to utilize the Extended Elangomat program?

No, Elangomats can be used during the Ordeal alone. However, the sense of fellowship and connection that develops during an Elangomat led Ordeal is essential to the success of the Extended Elangomat program.

Which program works best in terms of encouraging Arrowmen to become Brotherhood members?

There isn't one perfect program that every lodge should use; different lodges around the country have used different programs with great success. It's important that the lodge leadership look at their particular situation and identify what programs would work best for them. However, personalized contact and encouragement is the "best" way to encourage Ordeal members to follow through with their Brotherhood commitment.

Why don't lodges have the authority to "examine" individuals prior to allowing them to participate in the Brotherhood ceremony and become Brotherhood members?

The Induction Principle Eligibility states that "the right to earn ordeal and brotherhood membership is given only by the scouts of a candidates home unit during an authorized order of the arrow election. Only the elected candidate can overrule their decision."

APPENDIX: FLIPCHART SUGGESTIONS

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

Brotherhood Membership and the Induction

Ten Inductions Principles still apply
 Builds on ideas, principles, and themes introduced in the Ordeal
 Provides time to reflect on Ordeal, principles of the Order
 Time between Ordeal & Brotherhood much longer, much less structured than Ordeal itself
 Individual decides if ready to become Brotherhood

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1

Stages in Journey to Brotherhood

Gaining Knowledge

Gaining Experience

Making Commitment

Page
2

Role of the Lodge

The most important thing that a lodge can do is to encourage individuals in the Journey to Brotherhood and help them learn more about:

- the purpose and principles of the Order of the Arrow
- the lessons of the Ordeal experience, and how they apply to his role in his troop and other aspects of his daily life.

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Discussion Sessions

Particularly appropriate during early stages when Ordeal members still gaining knowledge and starting on Experience stage

Not same as New Member's Orientation session
 can focus on exploring ideals, principles, themes and symbols from ceremonies

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Brotherhood Hike

Purpose

Overview

Role of Nimat

Page
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Evaluating

We want our objectives to be:

- Specific
- Measurable
- Attainable
- Relevant
- Time-based

From perspective of support & encouragement provided by lodge to new Ordeal members, what might be some good objectives to use?

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Evaluating

Other things important in evaluating any program:

communication
planning
recruiting
training

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APPENDIX: SOURCE MATERIALS AND RESOURCES

Order of the Arrow Handbook

Guide for Officers and Advisers

Guide to Inductions