

A COMMISSIONERS GUIDE ON HOW THE ORDER OF THE  
ARROW CAN HELP SUPPORT THEIR UNITS

By

Ian Romaine

Unit Commissioner

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## CHAPTER I

### WHAT IS THE OA?

#### Introduction

A component of commissioner service has always been to help units see what resources are available to make the unit run smoother and have a stronger quality program. One resource that is typically overlooked is the Order of the Arrow (OA). The only mention of the Order of the Arrow in all of the commissioner manuals is that the OA is a good source for commissioner recruits<sup>1</sup>. Then, if you take a look at training that the OA offers, you will only find methods for Arrowmen becoming better commissioners. There is no literature on what the OA can do for their units. Why is this? Most commissioners fall somewhere on the continuum of already being members of the Order of the Arrow and completely familiar with what the OA can offer, or they have never heard of the Order and do not use them as a resource.

This treatise will hopefully provide a bridge to help this gap between these two opposites. It will hopefully also make the Order of the Arrow understandable and provide an insight on how the Order can help units in Scouting

#### The OA's Mission and Purpose

The Order of the Arrow has been shrouded in mystery for many years to keep the "surprise" alive for young candidates, due to this, many have overlooked what the OA can do to help Scouting. Specifically, Scouting's fundamental block, the Scouting unit. The Order of the Arrow provides a great number of ways that it can strengthen each type of unit in Scouting. To truly know where and how to plug in the Order, it is necessary to build a basic understanding of the Order of the Arrow.

The Order is built upon its stated mission and purpose within the bounds of the Scouting program. The mission of the Order of the Arrow is to fulfill its purpose "as an integral part of the Boy Scouts of America through positive youth leadership

under the guidance of selected capable adults”<sup>2</sup>. While the purpose of the OA is stated as:

As Scouting’s National Honor Society, our purpose is to:

- Recognize those who best exemplify the Scout Oath and Law in their daily lives and through that recognition cause others to conduct themselves in a way that warrants similar recognition.
- Promote camping, responsible outdoor adventure, and environmental stewardship as essential components of every Scout’s experience, in the unit, year-round, and in summer camp.
- Develop leaders with the willingness, character, spirit and ability to advance the activities of their units, our Brotherhood, Scouting, and ultimately our nation.
- Crystallize the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.

### How are Members Elected

The OA is quite unique amongst other honor organizations in that membership is voted on by both members and **non-members** alike. This is to truly pick “those who exemplify the Scout Oath and Law in their daily lives.” During a unit election a team of OA members are invited by the troop leadership into the troop meeting to help answer questions on the OA and facilitate an election. At an OA election, EVERY youth, member or non-member, has a vote on who should be recognized. It does not matter even how new or old a youth is in the troop, all have the opportunity to have their voice counted. All youth are selected by their units to become eligible to join the OA. Units are only eligible to hold one election each calendar year.

Under the current policy, there are certain requirements<sup>3</sup> that a youth member must meet to become eligible to be elected by their troop. There will be more on a change to the membership requirements when we elaborate what the OA can do to help

support Venturing crews. Historically the youth must be a registered member of the Boy Scouts of America and this is typically coupled with having the Scoutmaster's approval to be placed on the ballot. The two most quoted requirements to be eligible to be elected by their troop to the OA are: Scout must have obtained the rank of First Class and must have participated in 15 days and nights of camping within the last two years. The days and nights of camping must be after registering with a troop and must include one and only one long-term camping experience. This long-term camping experience is defined as six consecutive days and five nights. A youth must then have 50% of the votes.

Youth membership in the OA is different than in most of the traditional scouting units in that a youth is still considered a youth in the OA until they turn twenty-one. The result of this difference is that any person under the age of twenty-one is held to the same eligibility standards (including 1<sup>st</sup> Class) that other youth are held. This then allows for an 18 to 20-year-old assistant Scoutmaster to also be elected by the youth of the troop if the youth feel that they are worthy. In the past there was a requirement that only a certain percentage or strict number of youths could be elected from a troop election. This is no longer the case, so every youth who is eligible for membership can be elected during a given election.

Adults are also selected for membership in the OA but they have a few different ways to be nominated. Adult selection is not meant to be for the recognition of the adults but for when the adult will make Order of the Arrow membership more meaningful in the lives of the youth members. Adults can be nominated to the lodge adult selection committee once a year from each troop that successfully elect at least one youth to the Order of the Arrow. These adults are nominated by the troop committee with the same requirements of youth, except that there is no 1<sup>st</sup> class requirement. The number of adults that can be nominated are one-third that of the number of youths elected. The exception to this number is the addition of the current Scoutmaster as long as he meets the other requirements and has been the Scoutmaster for the previous twelve months.

Adults can also be nominated through a district or council nomination. These nominations come from the lodge adviser, council president, district chairman, or a

member of the Scouting professional staff. The requirements are the same for the district or council level nomination except that the camping requirement can be waived at the discretion of the lodge adviser and the Scout executive. The primary registered position in Scouting determines the way that an adult is nominated.

### OA Levels

Once a youth is elected by their troop or an adult is nominated and selected by the adult selection committee, they become a candidate for the Ordeal. They have one calendar year from the time of election to go through an induction weekend held by their lodge. At this induction weekend, they will undergo the Ordeal and become an Ordeal member. This is represented by a red arrow on a white sash. The OA does not have ranks but they do have three different membership levels. These levels show the different levels of commitment and service given to the lodge.

As with all levels, an Arrowman's first duty is to his unit<sup>4</sup>. With this in mind, the second level is the Brotherhood. To be eligible to go through the Brotherhood, an Arrowman must meet several requirements. These are: serving ten months after receiving the Ordeal, maintaining their registration in both the lodge and Scouting, and then to gain an understanding of the Ordeal, OA obligation, and admonition. Most lodges confirm this by holding a Brotherhood review before each Brotherhood opportunity. The last requirement is to have each person going through the Brotherhood write a letter to the lodge secretary. This letter should include topics like explaining the Obligation, how they have been fulfilling the Obligation in their unit, and give plans for future service to the lodge and to Scouting. All Arrowmen are encouraged to seal their membership in the Order by becoming Brotherhood members. Brotherhood members can be recognized by their sash of a red arrow with a bar on top and bottom of the arrow.

The third level is the Vigil Honor. Two years after completing the Brotherhood, a person can be nominated to a youth committee to be considered for election to the Vigil Honor<sup>3</sup>. The Vigil Honor is the highest honor that a lodge can bestow upon a member of the lodge. This honor can be bestowed upon youth and adults alike. Each lodge is limited

in the number of Vigil Honors that they can bestow every year based on one Vigil Honor per fifty members registered within the lodge. The ratio of youth to adults has to also be a one to one ratio. This honor is not supposed to be for longevity within the lodge, but for service given to the lodge. There is no check list of items needed to be done to be selected for the Vigil Honor, but one must be viewed as worthy by the youth of the lodge. This honor can be recognized by the red triangle with three arrows inscribed in the middle of the Arrow on the Brotherhood sash.

### OA Structure

The OA is structured in the same way that many are familiar with in Scouting. Many of these tiers just have a different name. Nationally, the OA is led by a youth national chief and vice chief along with a national committee of volunteers. Each region is also led by the region chief and a corresponding region committee. The area level of Scouting has is the counter part to the OA section. The section has their own officers. The section program has a gathering of all the lodges in the area typically called a section conclave. The OA program in the council is the lodge. This is the basic administrative unit of the OA. As the council is supported by the districts the lodge is supported by chapters.

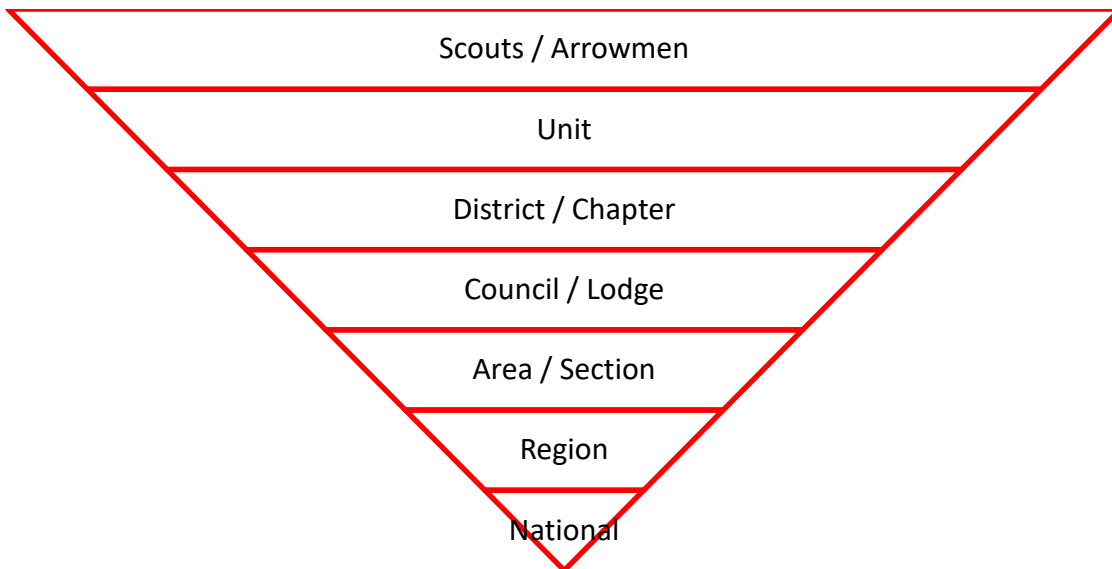


Figure 1. Traditional BSA structure compared to Order of the Arrow structure.

## CHAPTER II

### A SHORT HISTORY OF THE OA

The Order of the Arrow was founded in 1915 as a camp honor society<sup>5</sup>. It was naturally founded at a Boy Scout summer camp, Treasure Island in the Delaware River. Dr. E Urner Goodman was early in his BSA Professional career when he was asked to serve as the Camp Director for the Treasure Island Scout Camp in Philadelphia, PA. In preparing for camp, Goodman wanted a way to help the campers and staff to help preserve the camp traditions while recognizing those who exemplified the Scout Oath and the Scout Law in their daily life. Thus, began the Order of the Arrow. Even from the beginning, the Order had some distinct differences than other camp societies of the time. One of the biggest differences is that the members are selected by members and non-members alike. The first elections to the OA were not based on an election within a Scout unit but was based on the entirety of Scouts who attended a week of Summer Camp.

The OA has been tied to Boy Scout summer camp and the love of the outdoors ever since the very beginning. Dr. E. Urner Goodman once described the order by saying “The Order of the Arrow is a thing of the outdoors rather than the indoors. It was born in an island wilderness. It needs the sun and rain, the woods and the plains, the waters and the starlit sky.” The OA soon began to grow and expand to other councils and other summer camps. This was especially true when Carol A. Edison, a BSA Professional who helped Goodman start the Order in Treasure Island, moved to BSA positions in other councils. The Order grew naturally and in 1938, The Nashville Area Council applied and were granted a charter for the 111<sup>th</sup> lodge in the nation<sup>6</sup>.

At Old Camp Boxwell at the Narrows of the Harpeth, on May 21, 1938, a ceremony team from Cherokee Lodge #50 performed the first ordeal ceremony for our fledgling lodge<sup>7</sup>. With their assistance, eight scouts successfully completed the ceremony to be inducted as the first members, under the lodge name “*Wa-Hi-Nasa*”, which loosely translated from the Cherokee tongue means “Eagle Lodge”<sup>8</sup>. An eagle with outspread wings was chosen as the lodge totem. After the original Ordeal, approximately five



people were elected to be inducted into the Ordeal each week of summer camp at Camp Boxwell.

The early years of the Wa-Hi-Nasa lodge still have many mysteries as there are very few records that have survived from that time. There are two examples from old records that show our lodge has not shifted very far from the roots. It is known that our lodge hosted many early Council Jamborees, and that there are several articles that talk about the lodge repairing (rebuilding) the floor from a sinkhole that formed in the middle of the cabin at Boxwell reservation which at that time was located at Rock Island.

The lodge experienced its most dramatic growth due to the influence of lodge adviser Howard B. Olson. Taking the helm in 1978, Mr. Olson helped lead a transformation of the lodge into a large, vibrant organization. Under Mr. Olson's watch, the lodge developed a formal committee system and comprehensive lodge training program. Most of all, Mr. Olson brought a vision of excellence in youth-driven service that continues on to this day.

When talking about the lodge Training program that has been built and refined from Mr. Olson's day, it has helped many of the youth of the lodge be honored to hold sectional, regional, and national OA offices. The Wa-Hi-Nasa lodge has had fifteen youth to serve as section chief (area level of the OA), two region chiefs, a national vice-chief, and three national chiefs. This is an exceptional record for any lodge in the country<sup>9</sup>.

The Wa-Hi-Nasa lodge also has a history of exceptional service. The lodge itself has been recognized with the Presidential Volunteer Service Award, the Whitney M. Young Jr. Service Award, and twice with the E. Urner Goodman Camping Award.

## Chapter III

### OA SUPPORT OF PACKS

When talking about what the OA can do for a unit it is important to recognize that there are several ways that the OA can aid units, both active and passive. There are active ways in which the OA directly interacts with the unit or the unit leadership. There are also passive ways, in which the members of the unit can be strengthened and come back to help the unit to share their experience. The first item that we need to reiterate is that an Arrowman's first duty is to his unit.

#### Cub Scout Pack and the OA

Arrowman are not typically thought of when you say Cub Scout packs. The reason most people do not associate the two is that packs may not hold election to allow a person to become a member. Alternatively, Adult leaders who have formerly been elected and have completed their Ordeal may register with the lodge.

#### OA and Pack Ceremonies

The OA can also actively help the packs in several program themes. OA ceremonies teams can also perform Arrow of Light ceremonies and cross-over ceremonies<sup>10</sup>. Many packs ask their OA ceremonies teams to conduct the ceremony around or during the time of their Blue and Gold banquets. The ceremonies teams have had an option to do a combination of a cross-over ceremony and an Arrow of Light Ceremony at the request of the pack. These packs typically have their young people look forward all year to this ceremony. Many of these ceremonies can cause wonder in the younger scouts and give all the scouts a high point to remember throughout their scouting. When talking about this it is very important to talk to your local chapter adviser to schedule this ceremony as some chapter teams will do a district wide crossover and others like to do this on a pack by pack basis based on request.

One item that never changes is that as time moves on, change is inevitable. On July 23, 2018 the national Order of the Arrow committee announced a policy change concerning cross over and Arrow of Light ceremonies<sup>11</sup>. This stating "we have had many

complaints surrounding these ceremonies from various American Indian tribes due to the manner in which they are conducted as well as the inconsistent nature in which they are performed.” This announcement for the first time selected a single ceremony as the official cross over ceremony and Arrow of Light ceremony. This ceremony was developed in conjunction with the national Cub Scout program leadership. Starting January 1<sup>st</sup>, 2019 all will be required to use these new ceremonies. These ceremonies are to be conducted in Scout uniform only.

On top of a Ceremonies Team, many lodges have drum and dance Teams. These are groups of Arrowmen that demonstrate Native American drumming or specific styles of dancing. These teams can be scheduled to come and perform at pack meetings or special events. These groups are becoming rarer within the OA and typically only happen at the lodge level. But many teams can use a taped performance of a drum team to help increase the ambiance of their performance.

#### OA Supported Pack Events

The lodge and chapter structure of the OA is much like that of each individual council, district and units. The lodges and chapters each have Journey to Excellence (JTE) petitions to help guide them in planning their yearly programs. Both chapter and lodge petitions have designated projects they have to perform. The national Order of the Arrow committee released the form for the chapter JTE that offers 5 different lodge designated goals. While the lodge JTE has three different categories that involve different projects/ events: #7 Service Projects, #13 Council designated support, #14 Council Program Support<sup>12</sup>. These service projects / events are typically filled with OA support of the Cub Scout program. Some of the project are OA led or sponsored Cub Scout belt loop events, Webelos Woods, or Webelos pin events. These events are either wholly run by the Order of the Arrow or have a significant portion run by members of the OA. On a case by case basis these events are either supported by the lodge leadership or by the chapter leadership. Commissioners may know about these events already but may not associate them with a resource that the OA can give a Cub Scout pack.

In mentioning the OA's lodge JTE program, it should be pointed out that the category directly after the three mentioned above, the #15 Camp Promotion, is also a place that the OA can support units. We started talking about the OA as a group that began as a Camp society. One of the greatest assets that the OA can be in that as a source of promotion to the camping program. Most lodges and some chapters host a night at their roundtables to present a Cub Scout camp promotion night. These are nights when each chapter introduces the resident camp and day / twilight camp for Cub Scouts with in that specific district. The close to home information is typically the most important for Cub Scout and Cub Scout leaders. The Cub Scout camp kick off, introduces many Cub Scout leaders with the details on upcoming Cub Scout resident, Webelos resident, Cub Scout day camp along with other camping experiences that could be offered to the Cub Scout pack. Though typically only once a year, if asked many of the chapter leaders will be happy to come to a pack meeting and present this information for the entire pack. Even better than the information, is the ability to have the Arrowman who are Scouts be able to show and convey their love of the outdoors and joy of camping.

As the youth Arrowmen that are able to share their joy and passion for the outdoors, there are many aspects of the Order of the Arrow that can directly provide benefits to Cub Scout packs. One of these is the simple example that the youth Arrowmen can have directly on the individual youth of the pack. When defining a den chief, the Den Leader Guide Book suggest that den leaders should look for a Scout that can serve as a positive role model for Cub Scouts. Arrowmen can be the definition of what the Cub Scout leader look for in what they want for a den chief. The youth Arrowmen are those who have been shown to set the example by being elected to the OA and are looking for a new challenge. Arrowmen are typically also recruited to in leadership positions at other district events like day camp, district lock-ins, and other district Cub Scout events.

One of the least recognized resources that the OA can be to a pack is that of a knowledge pool. Some places this is known as Arrowmen Sharing Knowledge (ASK). This is a program that starts by trying to understanding the fact that there is not a one size fits all answer for any situation. This is coupled with learning that many times there are

others in the program that have been in the same place, and can tell at least how they tried to solve the problem. Many of older Arrowmen can create a group of resources for any pack that can very easily reach outside any district boundary. The secondary realization is that the best answer may be that many of these Arrowmen have been where the pack leaders are currently. These Arrowmen are those who have typically very enthusiastic about having quality program at all levels of Scouting. Even if the Arrowman asked does not know the answer, and can connect the leader to a person who will know

## Chapter IV

### OA SUPPORT OF TROOPS

Boy Scout troops are where most see members of the OA. Both youth and adults are eligible for election and induction into the Order. Troops as a whole have many differing opinions of the OA and this opinion typically determines how a troop will leverage the OA. The OA states in the Guide to Officer and Advisers that an Arrowman's first duty is to their unit.<sup>3</sup> This duty is important to remember especially for the Arrowmen who are looking to seal their membership in the OA by completing the Brotherhood honor. To the OA, actively serving the troop, pack, or crew is continuing faithfully to serve your fellow man.

The OA can support a troop in several different ways. Some are ways to support and develop the individual unit member, both youth and adults. There are also ways that the OA can benefit the troop as a whole. Some of these resources are built to help develop those who have completed their Ordeal and some are entire troop. While we will look at a lot of what the OA can offer. It is important to note that some of these offerings are for OA members, but that member is also a part of the unit and an OA members' first duty is to their unit.

#### OA and Leadership Development

One of the greatest strengths of the OA is that of leadership development. The OA offers a wide range of leadership training. Beginning at the lodge level, each lodge will once a year hold a Lodge Leadership Development (LLD) course. This course not only details how Arrowmen can better serve the lodge but there are several optional sessions specifically on unit level leadership. Many lodges have added to this learning plan to make their own training event. The Wa-Hi-Nasa lodge has one of these training events called "Order of the Arrow University (OAU)", where there have been specific tracks for the troop senior patrol leader. This LLD offers sessions specific to troop leadership including: Becoming A Leader, Budgeting for Success, Build the Team – Coach the Team, Empower The Team, Motivate the Team, Cheerful Service in the Community, Duct

Tape Leadership, Goal Setting and Time Management, Finding the Right People, and Where are my Resources?, to name a few.

On a higher level, the region chief of the Order of the Arrow hosts one of the premier training events in all of Scouting<sup>10</sup>. The National Leadership Seminar (NLS), is a weekend seminar that focuses on the skills and characteristics of leadership. This weekend is open to both youth and adult Arrowmen. A second course specifically designed for adults is the Developing Youth Leadership Conference (DYLC). This conference teaches adults many of the best practices on how an adult can help to guide and develop youth into the next generation of leaders. Both NLS and DYLC seminars are offered only a few times a year (2 to 3) within the region and typically occur on the same weekend. While talking about developing our youth (both within the troop and within the OA), it is also important to realize the development opportunities that are offered at the area level through the Conclave Training Initiative (CTI) for sessions like The OA and Cub Scouting – “The Order’s Role”, Servant Leadership, and OA Scoutreach Mentoring – “An Arrowman’s Introduction”. Then there is also world class training offered to Arrowmen at the National Order of the Arrow Conference (NOAC). This gathering of Arrowmen happens every two to three years at a University and provides some of the greatest trainers in the country to help develop our Arrowmen.

How better to serve a troop than to help develop the youth and adult leaders of the troop by providing advanced leadership opportunities. In most troops the leadership experiences for the Scouts start by leading a patrol of six to seven other members, then after a while some leaders have the chance to be the units Senior Patrol Leader (SPL). This would then allow the young person to grow his leadership by leading anywhere from sixteen to sixtyish people. Most patrol advisers would love to have a former SPL come back and be the patrol leader. The same can be said of a youth leader in the OA. At the chapter (district) level a youth can be elected the chapter chief. Then again, each chapter should hold a service project for the district. This could be something like a camporee, or a service day. The

youth then gets a chance to be the person in charge of that sixty to one hundred and fifty-person event. Then at a lodge level that young person as lodge chief would be in charge of all that the OA does within the council. Lodge events of three to four hundred people, or the youth in charge of Winter Camp is responsible for the thousand people who attend the event. With this being said, how exactly does it help the troop? The answer is, how much better would a youth leading an event or outing for the troop be when they have had the experience of leading a larger event with the OA.

### OA and High Adventure

Many troops retain their older boys by offering an experience of a lifetime or a high adventure experience. These experiences seem to be an afterthought of history in a lot of troops that continually have these trips on a rotating calendar. These troops use stories and experiences of previous trips as the fuel for younger scouts to look forward and keep them active. Other troops seem not to know how to even begin to get their youth to look for these kinds of trips. One advantage that the OA can provide an opportunity for some of these older youth go to a BSA national High Adventure bases and bring back that experience to jump start that units planning for a high adventure trip and hopefully the unit membership retention.

The OA nationally runs five different programs that are collectively called OA High Adventure (OAHA). Each program is built on the premise of spending time providing significant service and then allowing the participants to enjoy an experience tailored to that each high adventure base. All of these programs are set up a little differently. The OA Summit Experience is for younger Arrowmen who are fourteen to seventeen to spend an eight-day experience at the Summit Bechtel Reserve. The most expensive of these adventures is the OA Ocean Adventure, which in 2018 was \$500 for a ten-day trek in the Florida Keys. This adventure along with all that follow are for older Arrowmen, from sixteen to twenty years old. Going north a little bit we have a pair of sister programs out of Northern Tier which in



2018 were the cheapest at \$200. The Canadian Odyssey is based out of Donald Rogert Canoe Base and spend two weeks in the Quetico Provincial Park of Ontario, Canada. Again, one week of service to building or repairing portages and one week canoeing through some of the most pristine wilderness in North America. The OA Wilderness Adventure is a mirror program to the Canadian Odyssey based out of the Charles L. Sommers Canoe Base and the Boundary Waters Canoe Area Wilderness (BWCAW) in Minnesota. The last OAHA program is the oldest and the most popular program, the OA Trail Crew Program at Philmont. This program gives Arrowmen a chance to spend seven days building or repairing trails and then a seven-day trek through the backcountry of New Mexico.

These programs can help units by not only giving them the older scouts who have the stories of a mountain top experience, but also in giving those older scouts conservation (trail building and trail maintenance) experience. This could allow a troop to build even more comprehensive outdoor ethics or outdoor service projects. The Order also provides many service projects for districts and councils. The OA can help to provide some of those much-needed service hours for Scout rank advancement.

### OA and Fellowship

It is always important to remember that we all need some time off. The OA offers several fun events that youth and adults can attend to relax and recharge their Scouting batteries. At the area level there is an event in the spring called a section conclave. This is a weekend of training and fellowship hosted each year by a different lodge around the area. Each lodge also has a yearly fellowship. The Wa-Hi-Nasa lodge holds theirs in the fall of each year. Again, this is an event meant to foster fellowship and bring Arrowmen together. The lodge also hosts a night at summer camp where they provide a “cracker barrel.” This event, every Wednesday at camp, is meant for nothing except to allow OA members to spend some time in fellowship and have some ice cream. chapters are also encouraged to have social events. Some chapters have picnics and some even go as far as having inner chapter games against each other.

The OA is used in many ways by many different troops. One way that that it should be used is for plain recognition of the Scouts and leaders. In the OA Guide to Unit Elections<sup>13</sup>, the election teams are told to stress that the troop members should “Select the candidates who, in your opinion, have set the best examples of brotherhood, cheerfulness, and service.” This, if nothing else, should be used by the troop as a source of recognition of their youth and adults.

#### OA SUPPORT OF THE TROOP

With having so many resources to help the individual Arrowman, the OA offers several resources directly aimed at the troop as well. One challenge most troops encounter is that they typically go the same places for their camping outings and have a hard time to find other places. Most lodges have created and continually update a guide for any unit to use of ideas and locations to go camping. This in most lodges is called a “Where to go Camping Guide”. In Wa-Hi-Nasa’s case this is a compilation of places that Scoutmasters around the council have contributed to the work of where they have had successful camping engagements.

The chapters and lodge also provide some programs directly to the troop. Each chapter is asked to provide service to the district. Some of these chapters do lots of different projects. Some take on projects to help Cub Scouts, and some take on district events for troops of the district. One of the projects that is tailored fit for the OA is that of the chapter running a district camporee. This would be one where the OA chapter chief and their adviser is picked to be the camporee chairman and the chapter members run different aspects of the event. Other chapters have been known to run merit badge events or first year Scout events. These events typically take the pressure of leadership off the troop leaders.

The lodge has also created an event to help enrich each and every troop called winter camp. This is an annual event that spans Dec 27<sup>th</sup> to Dec 31<sup>st</sup> of each year. Winter camp is a combination of merit badge event in the morning with merit badges that most are not offered at Boy Scout resident camp, taught by adult merit badge counselors.

Other pieces of winter camp include inner troop games and fellowship then an evening campfire program. Winter camp began at Boxwell reservation at Camp Stalman and has grown to include Camp Stalman, Cub World and Camp Craig. The event has grown so popular, that a separate winter camp at Latimer Reservation was created. There are many distinctive aspects about the winter camp in the Middle Tennessee council, while being the longest running in our Area, it also is one of the few that all meals are prepared by the staff and are served in the dining hall.

### OA Troop Representative

A different way of support for the unit is that of the leadership position on the patrol leaders' council, the OA troop representative and the OA troop representative adviser. The OA troop rep is one of the positions that is available for rank advancement in both the Life and Eagle ranks. The OA rep is meant to enhance the communication and provide a programmatic link to all Arrowmen and Scouts within the unit. This can be seen by helping in arranging the OA election team, camp promotion visit or High Adventure promotion team visit. This also helps by serving like the new member coordinator for the troop for those who are joining the OA. This person also helps in ensuring the recognition of those Arrowmen who do decide to seal their membership by becoming Brotherhood members in the OA. This youth role also has the OA troop rep adviser to serve as a mentor and adviser to make this youth successful. A special leadership position patch was created for this adviser to wear which is the ASM patch with the OA arrow under the fleur-de-lis.

The OA has created a program called the OA Unit of Excellence Award to recognize not only the OA rep but also the troop, the Scoutmaster, and the OA rep adviser. Each year if the troop meets a few requirements, the troop is eligible for a unit ribbon. The OA troop rep only needs to help earn this award for the year and serve as OA troop rep for six months. The OA troop rep adviser has the requirement of help two young people earn the troop award and the troop's Scoutmaster can earn this award by earning this unit award for 3 years in their tenure as Scoutmaster.

## Chapter V

### OA SUPPORT OF CREWS AND SHIPS

In talking about how the OA can support Venturing crews and Sea Scout ships, it is important to understand that there is a big shift that happened at the 2018 national Order of the Arrow committee meeting at the BSA national annual meeting. Starting February 1<sup>st</sup>, 2019, the relationship and way that the OA can help individual crews will change<sup>14</sup>. It will be important to explain the good and the bad of this relationship so that commissioners can help add resources to the crew.

Currently, Arrowmen in crews and ships are just like that of Arrowmen in Cub Scout packs. Those who have already gone through the Ordeal may remain registered in the OA. This was muddled greatly in the fact that even though only troops should hold elections, some crews had youth that earned First Class in a Boy Scout troop and then moved into Venturing, and completed the camping requirement. Some chapters and lodges allowed these crews to hold an election and elect those young people into the OA. This caused a lot of frustration. With both young men and young ladies in Venturing crews, unit elections became an issue of why are the OA only taking a few and not all. These crews should not have had the elections. Several pointed out that the OA was not taking sides but the young ladies were not able to earn the rank of First Class. While Venturers, who earned the rank of First Class with in a Boy Scout troop, are able to advance forward and work on the rank of Eagle Scout as a part of Venturing crew. The rank of First Class has to be earned in a Boy Scout troop.

The big news is that at the 2018 national annual meeting of the BSA, the national OA committee approved a membership policy update. The update is quoted here

**Beginning February 1, 2019**, unit elections will be permitted in Scouts BSA, Venturing and Sea Scout units. The new Order of the Arrow membership requirements are as follows:

- Be a registered member of the Boy Scouts of America.

- Have experienced 15 nights of camping while registered with a troop, crew, or ship within the two years immediately prior to the election. The 15 nights must include one, but no more than one, long-term camp consisting of at least five consecutive nights of overnight camping, approved and under the auspices and standards of the Boy Scouts of America. Only five nights of the long-term camp may be credited toward the 15-night camping requirement; the balance of the camping (10 nights) must be overnight, weekend, or other short-term camps of, at most, three nights each. Ship nights may be counted as camping for Sea Scouts.
- At the time of their election, youth must be under the age of 21, hold the Scouts BSA First Class rank, the Venturing Discovery Award, or the Sea Scout Ordinary rank or higher, and following approval by the Scoutmaster, crew Advisor or Sea Scout Skipper, be elected by the youth members of their unit.
- Adults (age 21 or older) who meet the camping requirements may be selected following nomination to and approval by the lodge adult selection committee.

This policy update does many things. The first of which is moving the OA from being the Boy Scout honor society to that of the honor society for the entire Scouting program. Second, this will give all Sea Scouts and Ventures the opportunity to join the OA, providing all of the benefits that the OA can offer to the youth and adults of troops, crews, and ships.

## CHAPTER VI

### PARTNERING COMMISSIONERS AND THE OA IN THE MIDDLE TENNESSEE COUNCIL

The life of every organization continues to have its ebbs and flows. The life of an OA chapter is no different. Chapters can go from really strong to struggling in the span of a few years. Then usually spend some time rebuilding to get back to being really strong. Of course, this cycle also tends to be based on the leadership of the chapter adviser, selected by the district, along with the youth leadership that the youth of the chapter elect. Each chapter is then lead by the chapter chief (youth) and the chapter adviser (adult). This is the team that most units and unit leaders should get to know as they are typically the first point of contact with the OA. As we talk about the cycle of chapters it is also need to note that based on where the chapter is on this cycle not all of the referenced services may be within the capability of every local chapter. It is important to check with the chapter adviser to see what the chapter already provides and what they are willing to accomplish to help the unit.

Each chapter has a program of its own that should be built around how they can best support the units and the district that they represent. Each chapter is asked to be responsible for scheduling and conducting their own unit elections and camp promotion visits. Then also a service project for the district. Chapters are encouraged to meet as often as they have a need to fulfill the needs of the district. Chapters with a strong program typically hold monthly meetings. Provided on page 23 is a table with all sixteen chapters of the Wa-Hi-Nasa lodge, who is serving as the chapter leadership in 2018, and when and where they meet.

The question becomes how to allow the commissioner to get the OA involved to help their units? One of the easiest ways would be the simple introduction of the unit leader to the chapter adviser. This can be simple as an introduction before roundtable, or connecting them though an email. The listing below will allow any new commissioner to not only identify their district but also have a point of contact provided by the lodge and know if their chapter meeting is concurrent with the district roundtable. The emails

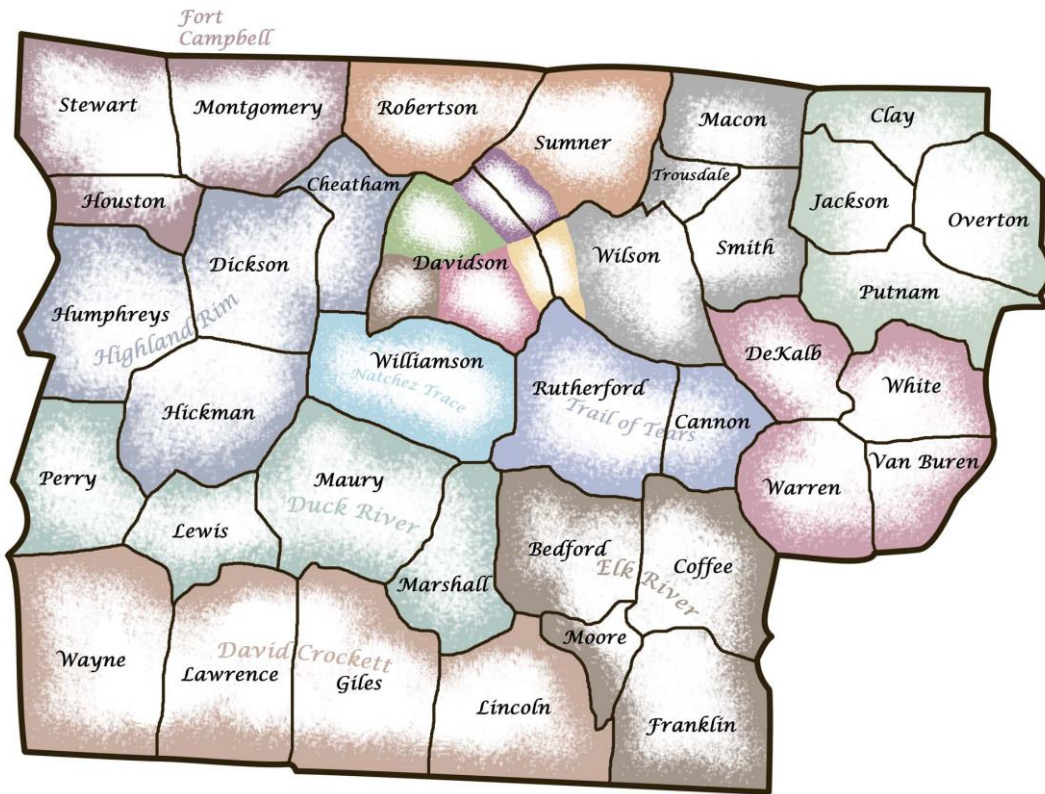
in this table are sent to both the chapter chief and the chapter adviser. A second person to have on the contact sheet would be the sitting lodge adviser. This person will be able to help follow up on any requests and point you in the correct direction for any of the lodge resources. Below is the contact information for the lodge chief and the lodge adviser. The chief's email also goes to the lodge adviser.

Lodge Name	Lodge Chief	Lodge Adviser	Email Contact @Wa-Hi-Nasa.org	Email Contact @Wa-Hi-Nasa.org
Wa-Hi-Nasa	AJ Hagerman	Craig Salazar	lodgechief@	lodgeadviser@

District Name	Chapter Name	Chapter Chief	Chapter Adviser	Email Contact @Wa-Hi-Nasa.org	Meeting Time	Meeting Location
Black Fox	Wulalowe	Alex Johnson	Tom Kelly	wulalowe@	2nd Tues, 6:30 PM	First United
Cherokee	Cherokee	Dylan Castle	Liz Worthington	cherokee@	2nd Thurs, 7:00 PM	107 Twin Hills Dr.
Cogioba	Anawaha	Sam Brantly	Red Kirby	anawaha@	1st Thurs, 6:30 PM	First Church of the
Dan Beard	Witschindin	Derek Adair	Jim Byers	witschindin@	Every 2nd Thursday	5112 Raywood Ln
David Crockett	Chewalee	Aaron Baker	Trina Parks	chewalee@	1st Tues, 7:00 PM	FUMC - Pulaski
Duck River	Kitan	Dalten Hopson	Kris Callebs	kitan@		Maury Regional
Elk River	Elk River	Eian Russell	Elaine Posanka	elkriver@	2nd Thurs, 7:00 PM	First Christian
Hermitage	Wewoapisak	Colton Wilson	Keith Wamsley	wewoapisak@	1st Thurs, 7:00 PM	Presbyterian
Highland Rim	Allagon	Zane Smith	Phillip Duke	allagon@	3rd Tues, 7:00 PM	TriStar Horizon
James E. West	Echota	Charles Nissen	Vacant	echota@	Every 2nd Thursday	121 Davidson Rd.
Nashboro	Wulihan	Raymond Mayton	Kelley Beasley	wulihan@		
Natchez Trace	Nendawen	Rodney Bakken	Bobby Brown	nendawen@	Thurs of Roundtable	First Presbyterian
Trail of Tears	Wdee	Chris Curtis	Quentin Bolden	wdee@	1st Thurs, 7:00 PM	St Paul Episcopal
Upper Cumberland	Machtagen	Jack Wiggins	Andrew Berta	machtagen@	1st Thurs, 6:30 PM	First United
Walton Trail	Atohuna	JT Driver	Mitch Hagerman	atohuna@	2nd Tues, 6:30 PM	300 South Tarver
Warioto	Allouchsit	Vacant	Vacant	allouchsit@	2nd Thurs, 7:00 PM	Northridge Church



### Council Map w/ District and Counties



District Name	Chapter Name	Counties / Areas Served
Black Fox	Wulalowe	DeKalb, White, Warren, Van Buren
Cherokee	Cherokee	Northeast Davidson, Southwest Sumner
Cogioba	Anawaha	Stewart, Houston, Montgomery, Ft. Campbell, KY
Dan Beard	Witschindin	Southeast Davidson
David Crockett	Chewalee	Wayne, Lawrence, Giles, Lincoln
Duck River	Kitan	Perry, Lewis, Maury, Marshall
Elk River	Elk River	Bedford, Coffee, Moore, Franklin
Hermitage	Wewoapisak	East Davidson, West Wilson
Highland Rim	Allagon	Humphreys, Dickson, Hickman, Cheatham
James E. West	Echota	Southwest Davidson
Nashboro	Wulihan	North Davidson
Natchez Trace	Nendawen	Williamson
Trail of Tears	Wdee	Rutherford, Cannon
Upper Cumberland	Machtagen	Clay, Jackson, Putnam, Overton
Walton Trail	Atohuna	East Wilson, Trousdale, Macon, Smith
Warioto	Allouchsit	Robertson, Northeast Sumner

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2. Order of the Arrow Handbook #34996, 2015
3. Guide for Officers and Advisers #24-413, 2012
4. Lodge Advisers Handbook, 2012
5. The Brotherhood of Cheerful Service, A History of the Order of the Arrow, 4<sup>th</sup> ed, Ken Davis, #423-160, 2015
6. W. F. Creighton, Jr., L. R. Johnson, Boys will be Men, Middle Tennessee Scouting since 1910, 1983
7. Bulletin, Order of the Arrow, Dec 1938.
8. Constitution of Lodge 111, Pre 1949
9. I. Romaine, Wa-Hi-Nasa 111: A Brotherhood of Cheerful Service in Middle Tennessee, 2015
10. Chapter Operations Guide, Revised 2012
11. <https://oa-bsa.org/article/official-arrow-light-and-crossover-ceremonies>
12. [https://oa-bsa.org/uploads/resources/forms/2018\\_JTE\\_points.pdf](https://oa-bsa.org/uploads/resources/forms/2018_JTE_points.pdf)
13. Guide to Unit Elections, Order of the Arrow, May 2017
14. <https://oa-bsa.org/article/2018-membership-update>

## QUICK REFERENCE GUIDE

### OA SUPPORT OF PACKS QUICK REFERENCE GUIDE

Cub Scout pack and the OA

NOTE – Not all of the referenced services may be within the capability of your local chapter. Check with them.

Adult who have joined the OA before are welcome to reregister with the lodge but remember that an Arrowman's first duty is to his unit.

The OA can provide help in ceremonies for a pack

- ✓ Crossover
- ✓ Arrow of Light
- ✓ Drum Teams

OA chapters and lodges put on events specific to each chapter based on the needs of the district. Possible events are:

- ✓ Cub Scout belt loop events,
- ✓ Webelos Woods, or
- ✓ Webelos pin events.
- ✓ District lock-in's
- ✓ Cub and Webelos resident camp promotion nights
- ✓ Day / Twilight camp promotions
- ✓ General camping promotion

Youth OA Members can be very useful for program help in the pack

- ✓ Becoming den chiefs
- ✓ Youth Arrowmen to lead games or other ceremonies.
- ✓ Youth staff at day camp, district lock-ins, and other district Cub Scout events.

## OA SUPPORT OF TROOPS QUICK REFERENCE GUIDE

NOTE – Not all of the referenced services may be within the capability of your local chapter. Check with them.

### Building individuals within a troop

An Arrowman's first duty is to their unit.

One of the greatest strengths of the OA is that of Leadership Development.

#### Through Training

- ✓ Lodge Leadership Development (LLD) course
- ✓ Order of the Arrow University (OAU)
- ✓ National Leadership Seminar (NLS) (Youth and Adults)
- ✓ Developing Youth Leaders Conference (Adults)
- ✓ Conclave Training Initiative (CTI)
- ✓ Training at the National Order of the Arrow Conference (NOAC).

#### Leadership opportunities

- ✓ Chapter chief / adviser
- ✓ Lodge committee chair / adviser
- ✓ Lodge officer / adviser
- ✓ Area, region, national officer / leads

#### OA and High Adventure

- ✓ The OA Summit Experience
- ✓ The OA Ocean Adventure
- ✓ The Canadian Odyssey
- ✓ The OA Wilderness Adventure
- ✓ the OA Trail Crew

### OA and Fellowship

The OA offers several FUN events that youth and adults can attend to relax and recharge their scouting batteries.

- ✓ Conclave.
- ✓ Fall Fellowship
- ✓ Summer camp "cracker barrel."
- ✓ Chapter picnics and chapter games

#### Recognition

### OA SUPPORT OF THE TROOP

#### Camping locations

- ✓ "Where to go Camping guide".

#### Chapter & lodge events

- ✓ OA sponsored district camporee.
- ✓ OA Sponsored merit badge events or first year Scout events.
- ✓ Winter Camp at Boxwell
- ✓ Winter Camp at Latimer

#### OA Troop Representative / Troop Rep Adviser

#### OA Unit of Excellence Award.

- ✓ Unit Award
- ✓ OA representative recognition.
- ✓ OA representative adviser recognition
- ✓ Scoutmaster

## OA SUPPORT OF CREWS AND SHIPS QUICK REFERENCE GUIDE

NOTE – Not all of the referenced services may be within the capability of your local chapter. Check with them.

### Current vs what is coming

#### Current

No unit elections in crews or ships

New Membership standards coming into effect Feb 1<sup>st</sup> 2019

- ✓ Be a registered member of the Boy Scouts of America.
- ✓ 15 nights of camping while registered with a troop, crew, or ship within the two years immediately prior to the election. The 15 nights must include one, but no more than one, long-term camp consisting of at least five consecutive nights of overnight camping, approved and under the auspices and standards of the Boy Scouts of America.
- ✓ Must be under the age of 21, hold the Scouts BSA First Class rank, the Venturing Discovery Award, or the Sea Scout Ordinary rank or higher
- ✓ be elected by the youth members of their unit.

Once February come then these will be similar to troops.





# Scouting's National Honor Society

Fact Sheet • Order of the Arrow • BSA

## Mission

The mission of the Order of the Arrow is to fulfill its purpose as an integral part of the Boy Scouts of America through positive youth leadership under the guidance of selected capable adults.

## Purpose

As Scouting's National Honor Society, our purpose is to:

- Recognize those who best exemplify the Scout Oath and Law in their daily lives and through that recognition cause others to conduct themselves in a way that warrants similar recognition.
- Promote camping, responsible outdoor adventure, and environmental stewardship as essential components of every Scout's experience, in the unit, year-round, and in summer camp.
- Develop leaders with the willingness, character, spirit and ability to advance the activities of their units, our Brotherhood, Scouting, and ultimately our nation.
- Crystallize the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.

## History

Founded in 1915 by Dr. E Uner Goodman and Carroll A. Edson at Treasure Island Scout Reservation in New Jersey.

## Members

Members are called Arrowmen and are elected to the organization by their fellow Scouts. The OA is unique in that nonmembers are often the ones that elect Scouts in their troop for membership.

## Honors (Levels)

There are three honor levels in the OA: Ordeal, Brotherhood, and Vigil. The Vigil Honor is the highest honor level in the organization.

## Leadership

The youth Arrowmen elect officers to lead the organization on the various levels. The elected officers lead the organization under the guidance of selected adult advisers.

## Identification

Arrowmen wear white sashes with a red arrow to signify their membership in the Order of the Arrow. Arrowmen also wear a patch on the top of their right front pocket on the official Boy Scout uniform that both signifies their membership in the organization and distinguishes which lodge they are a member of.



Scouting's National  
Honor Society

-1-





# Wa-Hi-Nasa Lodge

## Middle Tennessee Council

### History:

In 1938 Wa-Hi-Nasa became the 111th lodge in the nation. The name "Wa-Hi-Nasa" was selected by its charter members to serve what was then known as the Nashville Area Council. "Wa-Hi-Nasa" means "eagle lodge" in Cherokee. Thus, an eagle with outspread wings was adopted as the lodge's official totem.

### Identification:

Members of the Wa-Hi-Nasa lodge can be distinguished by a patch on the top right pocket of the official Boy Scouts of the America uniform. Several different variations of this patch can be found. The standard patch is found with three different borders: white signifying ordeal honor, red signifying brotherhood honor, and gold signifying the vigil honor.



### Service:

While the OA is about service, an Arrowman's most important service is to their units. For those who look to go above and beyond, the lodge looks for other ways to give back to scouting and meaningful service opportunities. Chapters routinely provide individual service to their districts, just as the lodge gives service to the Middle Tennessee Council. Preparing and taking down Boxwell for the summer camp season, and the Latimer Trail Crew program are examples of the many ways that the lodge looks to give service to our Council camps. The biggest service project that our lodge performs each year is hosting a Winter Camp at both Boxwell and Latimer Reservations. Manning service crews at BSA national meetings, council events and the annual summer camp kick-off are among a few of the other service projects our lodge performs.

### Leadership:

The lodge is one of the Premier YOUTH lead organizations in Scouting and is governed by the Lodge Executive Committee. This committee consists of voting members (six youth officers, sixteen chapter chiefs, all lodge committee Chairman) and nonvoting members (advisers to all voting youth members)

### Fellowship:

A benefit of membership in the Order is gathering to have fun with fellow Arrowmen. There are many opportunities to gather, take a break from service and have fun. In the spring OA members from nine different lodges come together to have Fun, Fellowship and Training at the section conclave. Every week at Boxwell summer camp the lodge hosts an evening of fellowship and ice cream at the OA cracker barrel. Fall Fellowship is the time when the lodge hosts a weekend to come together and join in fellowship with each other.

### Arrowmen Development:

Every Arrowman has opportunities for personal development. In addition to the lodge holding a training weekend (Order of the Arrow University) in the spring, there are many positions of responsibility one can hold to help development. Qualified adults are selected to advise each position, from the OA troop representative all the way to the lodge chief. Both the youth and adult reap benefits from the mentor relationship. The lodge offers training for all the lodge officers, the committee chairman, and the chapter chief.

### Chapters:

Just as the Wa-Hi-Nasa lodge provides service to the council, chapters provide service to each district within the council. There are 16 chapters to serve each of the 16 districts. Each of these chapters has their own elected youth officers and appointed advisors to allow more leadership opportunities and better service to the districts.



WA-HI-NASA LODGE

Questions? Contact:

[wahinasa111@gmail.com](mailto:wahinasa111@gmail.com)

[www.facebook.com/wahinasaofficers](http://www.facebook.com/wahinasaofficers)

[www.wa-hi-nasa.org](http://www.wa-hi-nasa.org)