

INCENTIVES FOR SCOUTS TO EARN THE ORDER OF THE
ARROW HONOR AND HOW TO RETAIN SCOUTS IN THE PROGRAM

Douglas D. Bartlett
Assistant District Commissioner
York District
Palmetto Council
Boy Scouts of America

April 2008

Piedmont-Appalachian College of Commissioner Science
Lees-McRae College
Banner Elk, North Carolina


Hulic Ratterree, Advisor


To the Doctoral Candidate Review Board:

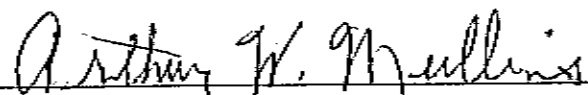
I am submitting herewith a Dissertation written by Douglas D. Bartlett, entitled "Incentives for Scouts to earn the Order of the Arrow Award for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.


Hulic Ratterree

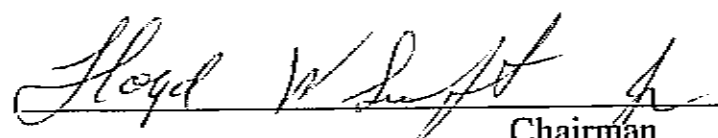
We have read this Dissertation
And recommend its acceptance.


Blue Ridge Council

Great Smoky Mountain Council

Palmetto Council


Sequoyah Council

Accepted for the Piedmont-Appalachian
College of
Commissioner Science


Chairman
Doctoral Candidate Review Board
And Daniel Boone Council

INTRODUCTION

As a 10 year Boy Scout of America Scout leader, I have observed that there is a great need to find more successful ways of retaining Order of the Arrow Scouts and encourage more Scouts to earn the privilege of Order of the Arrow. Broader input is needed from Scouting members, the community, and from families of Scouts. Future Scouts might see that scouting has high expectations and they may try to achieve these goals throughout their Scouting careers.

My interest in this very important level of Scouting has brought me closer to the values I have placed in my view of Scouting and places me and the many Scouts that I personally touch through the programs of Scouting, into the controversial world outside of the world of Scouting.

TABLE OF CONTENTS

CHAPTER		PAGE
I	Goals	6
II	Research	8-16
III	Conclusions	17-18
IV	Appendix Cover	19
V	Letter	20
VI	Survey	21-22
VII	Example on Well Run Lodges	23-26

ACKNOWLEDGEMENTS

My deepest thank to my beloved wife Beth, whose understanding and encouragement helped me to put this together. Also, to my friend, Elaine, for her help in writing this report, and who could see how this might effect Scouting in general for generations to come. Also to my daughter Casey, and son DJ, thanks for believing in me and giving me the strength too look forward each day. And to all my close family and friends, I could have not done it without any of you. Thanks again!

ABSTRACT

The purpose of this project is to determine more successful ways to retain Order of the Arrow Scouts in the Order and seek better incentives to encourage Scouts to earn the reward. Current statistics point to a discouraging percentage of O.A. entrants versus enrollment later in the year.

For example, there are 325 new ordeals from the summer fellowship. Of the 325, it is estimated that only 10 percent of the 325 will return for future fellowships and earn brotherhood. A survey requesting thoughts and opinions of the lodge was sent to Scout Masters asking for input. The results came back stating there is a lack of structure in the program, inadequate communication and a lack of program interest for the older Scouts, just to name a few. Research was done on how the requirements for the award can be adjusted to be less "work" oriented and more towards bettering the community and the Scouting world.

Several methods were researched and evaluated to determine where encouragement can best be applied, and how the reward of the Order of the Arrow award would best compliment the Scouting values, and the affect on

The lives of the youth and their families, and future Scouts. The research also reveals that the improved efforts of retaining Order of the Arrow youth in the program helps the interaction between scouts and leaders was very beneficial and would further link the youth with their families. These improved efforts are included in this study.

GOALS

It is my goal to find ways and ideas to make continued participation in the Order of the Arrow program more appealing to Scouts who may have lost interest or who may find current projects not stimulating enough for any numbers of reasons, be it lack of excitement, naturally maturing in age or that leadership has run into a stalemate.

The Scouts themselves must be included in decision making so that the programs will include their thinking and their goals. Leadership should keep in mind that the gap between generations can outdate some old programs and the leaders should keep an open mind, all the while keeping the true meaning of Scouting in all programs and adventures.

These goals should be available to all levels of scouting, from Cub Scouts to senior Scouts, as younger Scouts should have the vision that Scouting can reach into the highest levels.

I hope to include non-scouting adults and youth with the eventual intention of widening the values of Scouting. I feel the outside organizations such as Masons, Knights of Columbus, schools, charitable organizations and

out-reach programs from inner-cities can be targeted for information and recruits.

Research

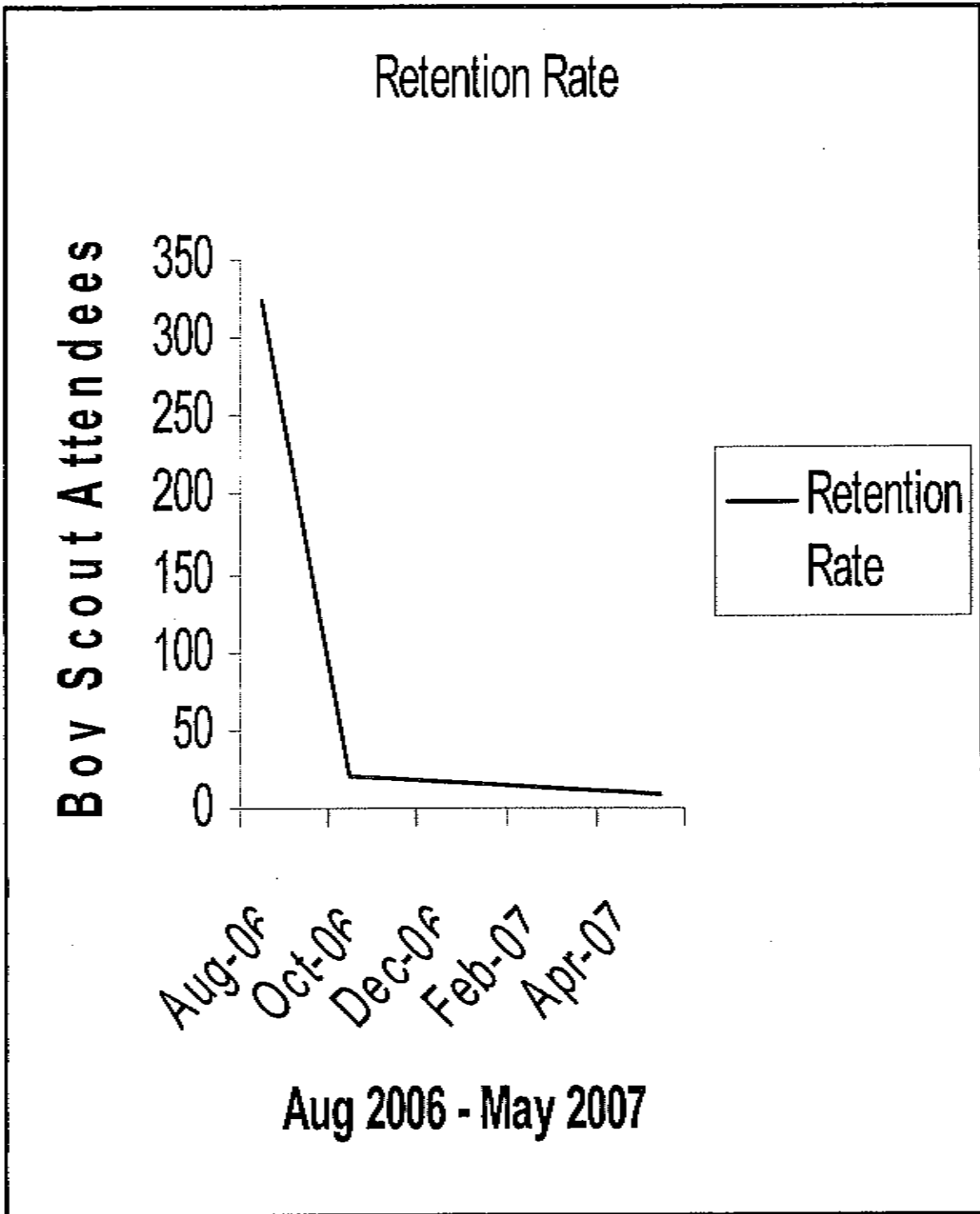
In my search for information and data, I used the following resources: the Internet, Scouting magazines, youth publications, questionnaires, and articles on the history of Order of the Arrow. While researching, I have realized that the Order of the Arrow is a very imperative contribution to the total picture of Scouting. Through many ways of communication with adults, both of which are Scouting and non-Scouting, men and women, I've come to understand even more that retention of member Scouts can only be increased by knowing that Scouts don't mind "work" projects, but want a little fun in the project too. I see a need for advanced adventure activities, but while keeping the activities within the realm of Scouting ideals.

I envision finding improved projects and programs which can draw in members of the community and also family members who all could provide additional encouragement for the Scouts to stay in the Order, or to even encourage the younger Scout's participation.

With diversity greater than even in the United States, and with diversity continuing to grow, I feel today's scouts' interests and hobbies are growing also with the increase in diversity, in which our programs must address these many diverse interests and hobbies. Programs should contain

material that promotes the term "Scouting Spirit", and emphasize that the Order of the Arrow is the "Honor Society" of Scouting.

The following graph displayed illustrates the retention rate from the entrance into the O.A. at the beginning of the summer fellowships. Starting with 325 Scouts, only 10% return for future fellowships and earned Brotherhood. Throughout the year timeframe, the graph illustrates the drastic drop of scouts, with lower numbers returning for the next years' fellowship. These numbers are based from my lodge between 2006 and 2007.



The Internet proved to be a very helpful tool while gathering information for the research on this subject. During the course of researching, I found that it is imperative that a leader use the websites of other lodges and the O.A., in order to know and understand the scouts varied interests and abilities, to successfully plan projects for continued involvement in the O.A. programs. I took it upon myself and investigated some sources of possible new and exciting programs in which could help keep our Scouts more involved and from abandoning Boy Scouts.

My first idea in enticing Scout interest is to attend local sporting complexes, in which the location would be travel distance from our District. For example, the largest man-made white water rafting facility in the world is located just outside Charlotte, NC, in Mt. Holly, right off Interstate I-85. This facility has no admission charge, and provides activities such as, white water rafting, kayaking, rock climbing (beginners & advanced), rappelling, hiking and biking. Along with the facility, there is a boat launch on the Catawba River for canoeing and kayaking. Also, with the Catawba River, the areas offers many lakes and rivers, which also offer excellent canoeing and rafting opportunities that are affordable and include launching facilities and parking lots.

The NASCAR Hall of Fame (currently under construction), is just another complex which is just near by. This facility will be a wealth of information and is geared to Scouts who may have an interest in racing. Again we are in the heart of NASCAR country. In addition, NASCAR has a technical school located in Mooresville, N.C, which attracts and trains technicians from around the country who have an interest of advancement into the motor sports world.

Moving somewhat out of our Lodge's immediate area, I found valuable information regarding Scout ranches, including the famous Philmont Scout Ranch. This legendary ranch offers ultimate scouting experiences to both adults and our youth. Backpacking hikes, horseback cavalcades, seminars and informative courses are just some of the offerings in which Philmont ranch provides. The ranch also carries some of the world's most spectacular scenery to date. Also, at the ranch, there is an array off opportunities for summer employment for all Scouts.

With our District within three hours of both the Atlantic Ocean and the Appalachian Mountains, some of the most high adventure opportunities can be explored and enjoyed. The coast of South Carolina can be both thrilling and educational. Not only can you study sea life such as, manatees, dolphins and much more aquatic life, scouts can also enjoy deep-water ports,

where military and antique sailing ships are explored and studied. And if you want to throw some adventure in, Scuba adventure is awaiting experienced and novice diving enthusiasts to join in on the fun, where parasailing is waiting for it's next adventurous to fly over the great Atlantic. Snorkeling, fishing, and sailing in the waters off the Carolina coasts are projects sure to capture the imagination of anyone, whether a Scout or adult.

Opposite of the coast, is the beautiful and famous Appalachian Mountains. With spectacular views, the Great Smoky Mountains offers not only spectacular views, but overnight camping allowing scouts to put use their effective training skills on how to survive in the wild. As a leader, I have found that Scout camping pulls all campers together in a brotherhood like no other experience. One experience that the mountains offer, that can't be resisted is the beautiful caving that is offered.

Cave spelunking can be a breathtaking and intriguing undertaking. The ancient glaciers that formed over millions of years ago are an opportunity that no one would want to miss. With all activities mentioned above, there are very many possible activities that will benefit our District.

As thus far, my research has indicated to me that there are several ways to approach the problem of poor retention of O.A. members. Another way to solve this problem is to find more stimulating experiences for the

Scouts. One very important observation that was noticed, because most Scouts have very different interests, programs should be formed around these interests. In conclusion, Scouting in general, not just O.A. members should be more visible and attention getting to get more stimulation at all levels; local, regional and national. A website would be very useful so other lodges can use the information and tools that has been gathered.

My intentions for the future of this project would include a web page directly addressing this subject, describing in detail the lack of retention in O.A., and possible solutions to resolve this problem. I will continue to pursue the best approach and design of the web page.

A possible second solution to solving the rate of retention, would be putting a BSA and O.A. booth at community functions, so we can attract the public's attention to our cause. And along with our booth, perhaps present visuals to attract the public. For example, Indian ceremonial dancers in full costume have always had a visual impact on the general population, scouts included. This would be proper example to attract the community to our booth, to bring the community to our booth, and to make the community aware of our problem.

A different approach to the resolution of spotty retention is to form a program which might be titled "Adopt-A-Scout", which would encourage

participating adult leaders and successful O.A. member to renew their initial participation and interest in O.A. All levels and regions could benefit from this program.

During my search for the history of Order of the Arrow, I felt the most influential information to be the long life of the Order, with the Order going on 43 years, and the heartfelt dedication to the Order's development by such great leaders such as E. Urner Goodman, Carroll Edison and many more. Enrollment now totals more than 160,000, a very impressive number, with a notable 400 lodges nationwide. The Order's motto being, "Brotherhood of Cheerful Service", is a worthy extension of the Scout motto.

The Order's website has many links, including:

"Research"

"Publications"

"The Value of Scouting"

"Atlas Communications, by James Howes"

"Orders of the Arrow History"

"World Organization of the Scout Movement (WOSM)"

"www.ScoutingBooks.com"

"Boys Life Magazine"

"Scouting, a Family Magazine"

“Boy Scouts of America, O.A. Training tips for Lodge Leadership Development”

“Various Scout Ranch and Camping Sites”

The Order of the Arrow was loosely based on Indian lore in its early days. The Order, being first recognized in the Mid-Atlantic States, is intertwined in the Delaware Indian tribe lore and language, as the tribe itself inhabited Treasure Island.

Carroll Edson and E. Urner Goodman combined the characters of James Fenimore Cooper's, “The last of the Mohican”, and the rich culture of the Delaware Tribe, to enhance future induction ceremonies. Today's ceremonies are still infused with the early mystique and excitement.

The Order of the Arrow's goal is to encourage, and put together a great emphasis on keeping lodge leadership in the hands of its youth membership, headed by a Chief, Vice Chief(s), and an executive committee, all of whom must be under 21 years of age. I feel adults in the lodge should only act as advisors and resources, making sure that the principles of Scouting and the Order are upheld.

Conclusions

Some things I would like to do from this point on to help my lodge, and perhaps other lodges, are as follows:

1. In order to better serve our lodge, I feel that it is necessary to Limit the terms of advisors, which would include advisors that are no longer doing a good job, regardless of length of service.
2. Get more adults and youths involved in the planning and preparing for our banquets and have multiple chapters together instead of just one.
3. Fellowship- Go canoeing or white water rafting in the spring, instead of going to Bob Hardin.
4. We should do more service work on national trails and more community service projects.
5. I feel that it is imperative that our lodge do more fund raising.
6. NOAC Conference- I feel that we should pay in full for youth to go.

7. I would like to have more interaction with our local Catawba Indian tribe in our Fellowship and possibly get together for a big Pow-Wow.
8. All leaders, advisors and adults should listen to our youth for suggestions and new ideas.
9. I feel there is a lack of training for O.A. representatives. We need to keep our troops up to date on training and there should be more attendance at meetings and O.A. events.
10. I cannot stress enough that there is a lack of challenge in all scouting and Order programs. It is not enough to require you to complete projects, but these programs must be both mentally and physically challenging.

In closing, I would like to say that throughout my Scouting life, from a young boy to my present adult position, I have enjoy every aspect of Scouting and I feel that I can have many more years of service and I hope to have the vision of passing on my experience, and share with today's Scouts the pleasure and honor of being a Boy Scout.

APPENDIX A

INSTRUMENT COVER LETTER

Douglas D. Bartlett
15003 Ashlight Dr.
Charlotte, NC 28278

Dear Fellow Scout Leader,

As we all know, Scouting is a valuable influence on our youth of today. I am concerned as a Scout leader myself, that there is a large failure rate in retaining our Order of the Arrow recruits. This programs is a most effective tool in researching our Scouts, but it seems that we need to shore up our basis for this Order.

As a candidate for the Doctor of Commissioner of Science, part of the requirements for this Doctorate is to research and study ways that we can raise that poor retention rate in the Order of the Arrow.

Enclosed with this letter, is a copy of a questionnaire that I have prepared, and I would appreciate it very much if you could take just a few minutes of your time to complete this form, as it should give me more input on the study of Retention of members of the Order of the Arrow.

Thank you all in advance.

Sincerely,

Douglas D. Bartlett
Doctorate Candidate

Enclosures: Questionnaire
Return Envelope

SKYUKA LODGE 270 SURVEY

1. Do you have an OA Rep? If so, please state his/her name, address, and email.

Address:

2. What do you think of our lodge ceremonies, fellowships, and elections?

3. Please state any recommendations or suggestions that can help Better the Lodge for the future.

4. Do you have any ideas that can help keep scouts involved longer in the OA?

5. Other comments/suggestions.

THANK YOU FOR YOUR TIME!!!!

RESULTS OF SURVEY

I sent out 20 survey sheets to Scout Master's in our local district. In return, I received 5 survey sheets back with the comments of :

1. Try to improve the programs
2. Better food at our fellowships

Here is an example similar to how our O.A. lounge should be operated:

What is the OA Troop Representative?

The troop representative program was started in 1999, and is a program of the Order of the Arrow that has been officially adopted by the Boy Scouts of America. The OA Representative is now an official leadership position within the troop or team, and boys can earn time towards their leadership rank requirements, just as with a Den Chief, troop scribe, or any of the other leadership positions.

What are the responsibilities of the Troop Representative?

There are numerous possibilities for the job description of the OA Representative. The beauty is that it is flexible enough to allow your unit to fine-tune the exact responsibilities. However, the most basic tasks of the representative will be to coordinate service opportunities within the unit, to coordinate unit involvement within the Order of the Arrow, including unit elections, camp promotions, and inductions, and request lodge and chapter resources to help meet unit needs.

Who can serve as the Troop Representative?

Anyone in the unit who is under the age of 18 can serve as the OA Representative for the unit, provided he is a dues paid member of the Order of the Arrow. He should be appointed by the Senior Patrol Leader or Varsity Team Captain, and will be a member of the Patrol Leaders' Council and attend lodge and chapter meetings.

Will there be an adviser for the Troop Representative?

As with all positions in the Order, the OA Representative should have adult adviser. This adult should be over the age of 21, be a dues paid member of the Order of the Arrow, and be appointed by the scoutmaster.

Job Description, Duties, and Qualifications

OA Troop Representative Job Description

An Order the Arrow Troop Representative is a youth liaison serving between the local OA lodge or chapter and his troop. In his troop, he serves as a communication in programmatic link to the Arrowmen and adult leaders and scouts who were not presently members of the Order. He does this in a fashion that strengthens the mission of the lodge and the purpose of the Order. By sending a good example, he enhances the image of the Order as a service arm his troop.

OA Troop Representative Duties

- Serves as a communication link between the lodge or chapter and the troop.
- Encourages year round and resident camping in the troop.
- Encourages older scout participation in high adventure programs.
- Encourages scouts to actively participate in community service projects.
- Assists with leadership skills training in the troop.
- Encourages arrowmen to assume leadership responsibilities in the troop.
- Encourages arrowmen in the troop to be active participants in the lodge and/or chapter activities and to seal their membership in the Order by becoming Brotherhood members.
- Sets a good example.
- Enthusiastically wears the scout uniform correctly.
- Lives by the Scout Oath, Scout Law and OA Obligation.
- Shows Scout Spirit.

OA Troop Representative Qualifications

- Under 18 years old
- Appointed by SPL with SM approval
- OA member in good standing

OA Troop Representative Reports To:

Assistant Senior Patrol Leader

Who Benefits from the OA Troop Representative Program

Lodge/Chapter

- With an easier camp promotions process, the lodge can increase the number of the units visited, increasing the effectiveness of the program in the Council.
- Eases the unit election process by having a person in the troop whose job is to ensure that elections are held.
- With positive OA leadership on the unit level, lodges will experience greater membership retention and higher brotherhood conversion rates.
- A unit's OA members will have someone to organize transportation to OA events, increasing attendance at chapter/lodge functions.

[Top of page](#)

Section NE-1A Conclaves

2007 Conclave:
June 8-10, at Camp TL Storer in Barnstead, NH

As you are aware, when you are elected into the Order of the Arrow, you are inducted

into a Lodge. However, the structure of the Order is much greater than that. One step above the lodge is the section. Each Lodge around the nation is put into a section, which the main purpose of is to create a greater link of communication to share ideas and support one another. We are a part of Section NE-1A, which has seven lodges covering the states of Maine, New Hampshire, Vermont, and parts of Massachusetts.

Every year, all the lodges in the Section gather for one big weekend of training and fellowship, called the Conclave. The training cells are too numerous to list here, but we guarantee that there is something for everyone. The programs range from the standard soccer and volleyball competition, to an iron "arrowman" relay, and a Pinewood Derby. The weekend is capped off by a Saturday Night Theme show and the election of the following year's Section Officers.

The Conclave is an experience that NO ONE should miss. With over 250 brothers from around New England attending, it is one of the greatest fellowship activities that the Order of the Arrow has available to you. For more information, visit the [Section NE-1A website](#), or find forms and promotional material on our [forms page](#).

[Top of page](#)

OA Service Hour

The OA Service Hour is a program that gives all brothers of the Order the opportunity, while at summer camp, to "pitch in" with cheerful service. Under the adult direction of the camp Ranger, every Thursday at Camp Hinds, brothers chip in with an hour or so of work projects designed to keep the camp in tip top shape, and more importantly, designed to lend a helping hand in-service.

Although too numerous to list here, historically, projects have included the painting of various buildings at Camp Bomazeen, installation of display boards and fire tool racks at various campsites at Hinds, and general maintenance and Council ring repair at both facilities. For your service, you get a wonderful patch that is designed on a yearly basis on only given to those brothers who participate in the Service Hour.

The program was implemented in 1999 under the direction and guidance of the lodge officers. Camp Hinds designates one staff member to run the service hour each week. When you are at camp this year, be sure to participate!

[Top of page](#)

Honor Chapter

"The Lodge is only as strong as its weakest chapter"

The Honor Chapter recognition was designed with requirements and guidelines similar to those of the National Honor Lodge recognition. A chapter needs to complete certain required requirements and a specific number of optional ones.

The purpose of this program is twofold. First, it is to aid the chapters by giving them certain benchmarks that they should be striving for in creating their chapter programs.

Second, since the requirements are similar to those for Honor Lodge, this program aids the lodge in achieving Honor Lodge.

[View the recipients of the Honor Chapter Award](#)

Honor Chapter Requirements

Required:

- Each chapter is required to keep a logbook (in a three ring binder). This logbook shall contain all records of attendance, service projects, etc.
- Each chapter is required to contact 100% of all troops in their chapter for elections and camp promotion presentations.
- Each chapter is required to have positive member growth
- Each chapter is required to have 30% brotherhood conversion
- Each chapter is required to hold an elangomat training session with the Elanogmat committee on a yearly basis and each chapter provide three names of possible elangomats for the ordeal season to the Elangomat Chairman.
- Chapter is represented by a youth member at each LEC.

Non-Required (at least FOUR must be completed):

- Send at least 5% of chapter's membership to the LLD and Annual Banquet.
- Perform at least 6 (six) hours MINIMUM service, of which only 1 (one) hour MAXIMUM for ceremonies and 2 (two) hours MINIMUM work on council camps (this includes the ordeals and Call Out Ceremonies as these are services that should already be provided by each chapter.
- Chapter meets at least 6 (six) times throughout the year (copies of attendance sheets recorded in logbook).
- Chapter performed a Call Out Ceremony using the nationally approved ceremony or performed a recognition of elected candidates.
- Chapter published AT LEAST two newsletters (copies recorded in logbook).
- At least three youth attended the years Section Conclave.
- Chapter provided at least 6 (six) members for the Ordeals.

SECTION NE-1A Conclaves