

ADVISER'S GUIDE TO ADVISING ELANGOMATS

Preparation:

The purpose of this outline is to provide the Ordeal master a method for coaching elangomats and related lodge leaders in their tasks at the Ordeal. In addition, if either the Big Brother or Extended Elangomat systems are used, the outline may be expanded to include that training as a separate part.

The primary 'textbook' for this session is the *Guide to Inductions*.

The Elangomat training plan is a natural outgrowth of the Ordeal plan. The Elangomat has something to do every moment of the Ordeal. He also needs to be prepared for the unexpected. His schedule is almost the same as the candidates'. From his schedule, make a list of everything the elangomat must do.

Such a list might include: setting the example, following the tests of the Ordeal, personal gear storage, playing Frisbee, the name game, the location of pre-Ordeal, bedding candidates down, cooking meals, leading work project in silence, understanding the work project, water and latrine policy, first aid and emergency help, bad weather plan, solving problems with candidates and members, showers, location of Ordeal Ceremony, and activities after the ceremony.

This outline covers this sample list. Modify the outline freely to cover all the skills on your list.

'Setting the example' is the first Elangomat skill. It is the heart of the Elangomat method. Thus, it needs to be the constant theme of the training program. The Elangomat acts; he does not talk. Thus, the training program needs to be filled with action, not a lot of theoretical chatter.

Try to maintain a spirit very similar to that of the Ordeal. When possible, mimic an Elangomat at an Ordeal. Show-and-do matches well with setting the example and the active nature of the Ordeal. Thus, it is the main technique for elangomat training.

If you end up adding a lot of information to this outline, stop! Ask yourself, 'does an elangomat need to know this for the candidate to have a safe and successful Ordeal?' Do not burden elangomats with a lot of paper. This session asks you to prepare only one sheet of written material: the 'Elangomat's Work Sheet.'

As a result of this session each elangomat will:

- Understand that his job is to teach candidates how to live the Ordeal.
- Know the importance of setting the example and how to do it.
- Have a completed Elangomat Work Sheet.
- Know how all members are to treat the candidates and act around them, and how he is to enforce the standard.
- Understand the Ordeal discipline procedures and be able to carry out his part in them.
- Know the fire safety, first aid, inclement weather, and other emergency procedures and his part in them.
- Know the traditions of the Ordeal and how to use the 'All Purpose Answer.'

Facilities required. Elangomat training is best done at the camp where the Ordeal will occur. Reserve the needed facilities well in advance. You need a campfire area, two picnic tables, and sources of wood and water.



Staff required. This training can be done by one person. However, involving the Ordeal master, his adviser, the ceremonial committee chairman and the service committee chairman makes for a more effective session.

Supplies and materials required

- One copy of each *Spirit of the Arrow* booklet per Arrowmen attending (both staff and elangomats)
- One copy of the 'Elangomat Work Sheet' per elangomat from the booklet *Managing Elangomat Ordeals*
- One copy of the *Administration Guide for the Ordeal* per elangomat (borrowed from lodge training materials and returned)
- One copy of the *Ordeal Ceremony* pamphlet per elangomat (borrowed from lodge training materials and returned)
- Cards describing each service project prepared by service committee
- Four Frisbees
- One camp map per elangomat, not returned. Alternatively, sketch camp map on back of the Elangomat Work Sheet.
- Several fun, but realistic, problems based on the Elangomat Work Sheet

Food: (if your candidates cook, then use lodge Ordeal candidate food list; otherwise, use this list.)

- Milk (about one cup per Arrowman)
- Eggs (one per Arrowman)
- Paper cups (about three per Arrowman)
- Hot dogs (one per Arrowman)
- Box of biscuit mix (one that only requires water)
- Matches
- Spoon and mixing bowl to mix biscuit mix

Other materials needed

- Knapsack or back pack prepared as for night alone and also containing frisbees, paper cups, food, and most other training supplies
- Fire protection material
- Garbage bags
- Two tarps, poles, ropes and pegs or other bad weather shelter large enough to cover group

Have two fixed seating areas available. Use a campfire ring when a circular arrangement of the elangomats is best such as in the Name Game. Use the picnic tables when elangomats need to take notes such as when 'The Elangomat's Work Sheet' is completed.

ADVISER PREPARATION

From the Ordeal master's perspective the need to recruit *and train* elangomats before the Ordeal weekend is one of the major differences between elangomat and other styles of managing an Ordeal.

Elangomat education occurs in various ways:

- the example of the new elangomat's own elangomat at his Ordeal;
- his preparation for Brotherhood membership;
- reading the *Order of the Arrow Handbook* and, perhaps, the *Administration Guide for the Ordeal* before formal training;
- discussing the Ordeal with other brothers;
- your discussion when you recruited him;
- a formal training session, preferably at camp; coaching, as required.

These are important sources of information and attitudes. Some work for you; some against. Make sure your training reinforces the correct images and erases the wrong ones.

Adviser Note: Elangomat training has goals besides those listed above. Training is a dress rehearsal for the Ordeal. It is the only opportunity for the Ordeal master to build his team. Since the only game is for the championship, you, as coach, make this practice count. The Ordeal master and advisers evaluate the team in action, and later supply coaching or extra supervision at the Ordeal as necessary.

If the lodge offers the Brotherhood Ceremony as part of the Ordeal weekend, consider offering the ceremony with Elangomat training. Serving as an elangomat has been characterized as 'the Brotherhood Experience.' Offering it with training makes managing the Ordeal much easier. If the lodge is using the Extended Elangomats or using elangomats as Big Brothers, the elangomats need to be trained for this program. This training should *not* be the Ordeal master's responsibility. The Ordeal master coordinates this training with the leader of the Extended Elangomat or Big Brother program. While both programs can be done in the same day, both training teams need to understand that the skills and attitudes are different. The elangomat is silent. He acts and is example oriented. His Extension talks. He asks questions and is counseling oriented. Thus, to avoid confusion, the training team should distinctly separate the two training sessions.

You may notice some things missing in this model training. There is no session on the Ten Induction Principles. They are planning tools used as tests when evaluating proposals. Their lessons are embedded in the Ordeal plan. The elangomat needs to know how the Order expects him, his candidates, and the brothers to behave at an Ordeal. He must know how the lodge expects him to handle problems. However, he does not need to be able to cite the Induction Principle behind this information.

There is no session on how to lead a discussion group. Elangomats do not lead discussions. There is no session on how to counsel. Elangomats do not counsel; others do it if necessary. There is very little on the symbols and lessons of the Ordeal. The elangomat needs only to answer new member's questions after the Ordeal Ceremony.

Much of this training session is show-and-do in silence. Frequently the trainer just begins an activity with the expectation that the elangomats will eventually join in. At the completion of the activity the trainer leads a brief discussion analyzing the reason for the activity. He also points out health and safety and Youth Protection precautions as required.

ADVISING METHODS

8:15 Staff arrives. Check in with ranger. Get dining flies, etc. Check on fire safety conditions.

Gathering activities

8:30 Ordeal master fills water container and places it and other fire fighting equipment at campfire ring. He places his pack in a convenient location in the ring. Ordeal master begins project of erecting dining flies over two picnic tables that need to be pulled together to form one long working area. Work in silence and get the elangomats to assist as they arrive. If leadership of the project is silently passed to an elangomat, so much the better. If weather is inclement, follow the bad weather plan for the Ordeal. Advisers assist only as required.'

8:50 When the flies have been erected, Ordeal master digs the Frisbees out of his pack and begins to toss them around.

Session 1: The Value of a Good Name

9:05 When everyone is present, the Ordeal master uses silent signals to gather group (including other leaders) in campfire area.

State:

I want to welcome you all to elangomat training. Being an elangomat is one of the most important and rewarding jobs in the Order of the Arrow. Today you will learn how to do that job.

We will now play the Name Game. I will say my name and something about myself. Then the person on my right will say his name, and something about himself. Then he will say my name. As we go on around the circle you will say your name, something about yourself that is different from the rest of us, and the full names of everyone who has spoken. Please speak up so that we can all hear you. I am and I am the lodge's Ordeal master.

After each person has spoken, use the Punch-Pause-Punch method to thank him. State: Thank you very much, Andy Arrowman.

Substitute the elangomat's name for 'Andy Arrowman' pausing briefly between the first and last names and distinctly emphasizing (punching) each.

As other leaders introduce themselves they use their title as their 'something interesting.' When anyone has difficulty remembering the names, the Ordeal master allows time for the rest of the group to help out, and then helps if required. Finish the game by naming everyone in the circle.

At the completion of the game ask:

Why do you think that we just played the Name game, and why do you think we play it at the Ordeal?

This is a test! If the advisers need to help, then there is a serious problem. The advisers need to determine why the elangomats did not pitch in, and solve the problem. The solution may be training or counseling for the Ordeal master or the elangomats. In extreme cases it may be recruiting a new Ordeal master or elangomats. In very extreme cases the Ordeal may need to be postponed until adequate youth leadership is recruited and trained.

Some good answers:

- To learn how to do it at the Ordeal. So we can learn everyone's name.
- To make everyone feel comfortable.
- To let everyone know that we care about them as individuals.

If no one gives the value of knowing the names, ask:

The Ordeal will be conducted in silence, why is it important to know everyone's name in your group?

Good answers:

- It helps form the group of candidates into a working team.
- The elangomat is responsible for keeping track of the candidates for 24 hours. Knowing names and faces helps. It avoids lining them up and counting them.
- Emergencies and unforeseen circumstances will arise. Both the elangomats and the candidates may need each other's names.

When the discussion is complete, state: Here are three good ways to help you remember names. First, we will try to have the groups organized before the Ordeal. When you check in, you write the names of your group onto your Work Sheet. Writing out the names, and saying them aloud several times before you meet the candidates will help you remember.

As you meet each candidate, and again during the name game, use the Punch-Pause-Punch method to say his name just like I did. Put some punch into each part, and put a pause before the first and last. ANDY! -- ARROWMAN! I am happy to meet you.

As each candidate introduces himself during the Name Game form a vivid image in your mind of his name while looking him straight in the eye. For example, you might remember Andy Arrowman, by thinking of a man shooting an chocolate arrow. Every one think of that candy arrow man right now. See how it helps you remember 'Andy Arrowman-.'

Ask for questions. Have members of the group try introducing each other with the Punch-Pause-Punch method. Ask volunteers to suggest vivid ways of remembering their names.

Session 2: Why are You Here

9:30 The Ordeal master sits, if standing.

Use the 'MT Pause Method' to lead a discussion asking:
Why are you here?

For more information on techniques to remember names, see the various books by Dale Carnegie in your public library. His *How to Win Friends & Influence People* is full of good ideas for Ordeal masters and other lodge leaders.

When several elangomats have answered, and it appears that no one else will, distribute *Spirit of the Arrow Booklet 1*. Take a copy for yourself, read it and when done, put it in your uniform pocket. Make no other comment on it at this time.

Session 3: Latrine Routine

9:45 Pass out paper cups and have each elangomat write his name on his cup. Make water available.

State how latrines are used with women in camp or in the group. (A candidate cannot ask if the latrine is occupied.) Point out the location of the latrine in the campsite. Allow time for a break.

When everyone returns, ask:
How often should a candidate be allowed to have water or go to the latrine?
Allow group to discuss.

State: Candidates are not to be limited in their access to water or the latrine. If either is not readily available, the elangomat must have a supply of water on hand and make provision for trips to a latrine or indoor toilet. If the weather is hot, the elangomat sets the example by taking small amounts of water whenever he feels thirsty. Too much water at one time can cause cramps. The elangomat should observe water usage to make sure that all candidates are getting enough.

Session 4: The tests of the Ordeal

10:00 This session should be lead by the ceremonial committee chairman. He may wear a piece of ceremonial regalia if it helps him 'get into character. However, a full costume is neither required nor a good idea.

Distribute copies of the *Manual for the Ordeal* to all elangomats and have them turn to Allowat Sakima's speech in the Pre-Ordeal ceremony. The Chairman gives this speech, portraying it if he knows it, reading it otherwise.

Distribute *Spirit of the Arrow Booklet 2* and allow time to read.

Split the elangomats into buzz groups. Give each group a test of the Ordeal and ask them to recall their experiences with it. Suggest questions like:

- What was the hardest part of the test?
- What lessons did you learn from the test?
- How have you used the test since the Ordeal?

Halt the discussion after ten minutes. Do *not* get reports.

Assign each group one or more of these questions:

- What do you remember most about your Ordeal?
- What do you remember most about your elangomat?
- How did your elangomat help you during your Ordeal?
- What was the most important lesson he taught you at the Ordeal?
- How well did your elangomat do at meeting the tests of the Ordeal?
- How did your elangomat's example help you meet the tests of the Ordeal?

After ten minutes have the groups report.

Session 5. Can you pronounce Wimachtendienk?

10:30 The ceremonial committee chairman should lead this session. Make it snappy and upbeat. The purpose is to help everyone sing the same tune on traditions of the Ordeal. Telling is the primary teaching technique. Proper and distinct pronunciation is emphasized. Introduce the session by stating that the elangomat needs to be prepared to answer questions from new members, but that he should not be afraid to say 'I don't know, let's find someone who does.'

Review and have the elangomats recite as appropriate:

- The lodge name and its meaning. The lodge totem.
- The three W's and their meaning. The Admonition, its usage and meaning.
- The names of the Ceremonial Officers and the role of each (Kichkinet - Guide, etc).
- The names in the Legend.

Exchange the Order of the Arrow handshake with everyone. (it is made with the left hand with the first and second fingers held together. The third and fourth fingers are intertwined with those of the other brother. The interlocked fingers stand for the 'bonds of brotherhood.')

Have elangomats exchange the handshake with each other.

Ask for questions. End the session by stating-

The ceremonies of the Order introduce the candidate to our symbols and mysteries in a set order. We hope that the candidate is curious Friday night about what will happen, what the three W's mean, and all the rest.

As you do the following, set the example by reading the 'All Purpose Answer' from the 'Elangomat Work Sheet.'

If you are asked a question that someone else will answer later, firmly and politely tell the candidate "I am glad that you are curious about that. It shows that you want to learn about the Order and your role in it. However, I am not allowed to answer your question right now. If you listen carefully you will hear the answer in the next twenty-four hours. If you still have the question tomorrow night, I will be happy to help you find the answer."

Session 6.- The Elangomat Work Sheet

10.45 This session should be lead by the Ordeal master.

Distribute camp maps and the 'Elangomat Work Sheet.' 'Walk' through the Ordeal:

Give an overview using the schedule on the back of the work sheet. Include both times and places. If elangomats are not taking notes, STOP and emphasize the importance of completing the Work Sheet. (There are no other notes for their use at the Ordeal!)

Go through the Ordeal step by step answering the questions on the front of the Work Sheet. Skip the questions concerning special needs, bad weather, first aid, and violations of the tests. If anyone inquires, set the example by responding with the All Purpose Answer.

Give the important phone numbers and have the elangomats give theirs.

Session 7. Food for the Body and the Spirit

12:00 Prepare the food in silence. The ingredients are for hard boiled eggs boiled in a paper cup and hot dogs wrapped in biscuit mix and cooked on a stick. Substitute from your menu. If the candidates do *not* cook, still do this cooking. The reaction of the elangomats to the session allows you to judge their readiness.

At the completion of the previous session, start gathering fire wood in silence. Prepare and start the cooking fire. Allow the members to participate as they desire. As the fire is burning down to coals, make a sharpened stick to cook the hot dog.

Distribute the paper cups and milk.

Distribute the eggs and water.

Start several extra. Making good use of the picnic table, mix the biscuit mix. Demonstrate how to wrap the dog in the dough and cook. Give each person a hot dog and a spoonful of dough.

Before eating use silent signals to gather the group around the picnic tables. Use body language to indicate that grace is to be returned in silence.

Divide the extra eggs giving a sliver to each person. Divide any other extra food the same way. (During the Ordeal, there should always be some extra food in each group's allotment. This demonstrates how it should be handled.)

Use the garbage bags to thoroughly police the area. Make a show of taking a rest.

Session 8. Walking the Ordeal

1:00 This session should be lead by the Ordeal master. It is an excellent way for the entire Ordeal team to check the plan. The service committee chairman should participate. The camp ranger and other council personnel may explain projects. The ceremonies team may present the Pre-Ordeal.

Take the group on a hike through the entire Ordeal starting with registration and ending with gathering for the Ordeal Ceremony.

Carry the pack and wear your sash.

Quickly review registration, meeting the candidates, while they gather activities, and storing gear. Point out that elangomats lead in the dark. Therefore, pay close attention to the route. Go to the Pre-Ordeal site. If the ceremonies team is practicing, participate. Point out that the elangomat steps forward with his candidates and tests the bow. Discuss how the elangomats lead the candidates from the circle.

Follow the trail to the bed down sites. Demonstrate, in silence, the typical sequence after arriving at the site:

- stopping the group in the center of the site; pointing out the latrine;

- putting down the pack at your spot with great show and hanging sash on limb over spot;
- placing each candidate by taking one candidate at a time to his spot, lying down, pointing again to it and walking away.

After this is complete discuss the sequence and ask for questions. Make these points: The early use of example makes the day of work and silence easier. Hanging the sash lets everyone find the elangomat if needed.

The elangomat idea was created to 'spread the candidates out.'

Walk to as many work sites as possible. Assign projects to elangomats as you go. Give each elangomat a card describing his project. Service committee or ranger may point out any critical details of the method.

Session 9: When Murphy's Law Strikes

3:00 Ask group to turn to statement of the Induction Principles in the *Manual for the Ordeal*. Read principles three and four - members and candidates compliance.

Ask: What is the standard that the Order expects the candidates and the members to meet during the Ordeal?

Some good answers:

- A day without hearing a human voice. Eating only what given.
- Working harder than ever before. Isolation from normal concerns.

Ask:

How do we achieve this standard?

Good points to make:

- Ceremonies team states them clearly. (A bad Pre-Ordeal ceremony inevitably leads to a bad Ordeal.)
- Elangomat teaches by his example.
- Elangomat and all Ordeal personnel expect and insist on nothing less.
- Well motivated candidates enforce the tests on one another through body language.

Discuss how to get help when either members or candidates have a problem with compliance. (Elangomat is not to do counseling.)

Ask for questions. Make sure that everyone understands the standard, his role in achieving it, and how to get help in meeting it.

State:

We need to be prepared for many unusual circumstances. If you turn to your work sheets we will do this now. Start by adding how to get help with compliance with the Ordeal.

When the group is ready, discuss:

- What to do when the work runs out or supplies are needed.
- How to find out what special needs (physical, mental or emotional) or medications the candidates have. How to follow through on that information.
- What to do when bad weather threatens.
- How to get help for medical emergencies.
- Other special procedures.

Session 10. Wrapping it Up

3:30 Ask for questions. Cover any points missed elsewhere.

Give a snappy 'oral quiz' based on the Work Sheet.

State:

We are now going to check how ready you are for the Ordeal. Just like at the Ordeal you can use your Work Sheet to find the answer. I am going to read several problems that might arise at the Ordeal. Let's see who can find the best answer.

Read the problems. Encourage the group to solve them using the Work Sheet. Give plenty of praise for good answers. Promptly correct any misinformation that is given.

If the lodge has any recent past practices which are now discouraged, mention each and give the reason for the change.

If the Ordeal plan contains any changes which concern the Elangomats, mention each and give the reason for the change. (Experience is the best teacher. You need to use this and the previous point to counteract the elangomats' previous experience as a candidate, member, and elangomat.)

Ask for questions.

Form the Circle of the Order and ask an adviser to give an Advisers Minute along these lines:

As elangomats you have a long and honorable tradition to uphold. Many years ago a few Brothers had concerns. How can we give the candidates the full Ordeal? How can we give them a night in isolation rather than staggered close to each other along a trail? How can we give them so much work that they will ask for more? How can we give them a day without hearing a human voice so that they turn their thoughts inward? How can we give them just enough food so that they hunger for things of the spirit?

The power of a friendly example sprang from these concerns. The idea of patrol sized groups was added to put the example nearer to each candidate. Our elangomat system has grown from a few Brothers in one chapter to the nation wide program that you now join. Today we have covered many details to help you do your job better. You need to attend to each and every detail. However, never forget the roots of your job. You are first and foremost a friendly example. The power of your example will last with each candidate until the end of his days. So make your example the very best you can. And finally, remember the Admonition.

After a very brief pause lead the group in the Order of the Arrow Song.

4:00 Clean up. Check out with ranger. Head to nearest pizza emporium for evaluation with your adviser and training team.

APPENDIX: SOURCE MATERIALS AND RESOURCES

Guide to Inductions (*Safeguarded Material*)

<http://www.oa-bsa.org/resources/pubs/gti/>

Order of the Arrow Handbook #34996C, Revised 2004*

Guide for Officers and Advisers #34997B, Revised 2004*

*Available from the BSA National Supply Division, must be ordered through your local council.