

Unit Growth  
Through  
Order of the Arrow  
Involvement

By

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**Mission  
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## Mission statement

The purpose of this paper is to provide unit leaders with an incentive to promote participation in the Order of the Arrow in order to increase participation of area youth in the Scouting program. This paper is written to demonstrate the need of maintaining older Scouts in the unit and recruiting younger boys to the Scouting program. It is the aim of the author to show how the OA can help supplement unit programs and aid in the training of troop leaders. The goal of this paper is that individual units will be able to retain youth in the Scouting program longer, instill the ideals of the scouting, encourage advancement, and prepare their members for service to the community.

Purpose

Of

Paper

What is the primary role of The Order of the Arrow in promoting Scouting? What is the role of the Order of the Arrow in training young men to live by the principles of Scouting? Will participation in the Order of the Arrow strengthen both a unit's growth and aid in the development of its members? Will participation in the Order of the Arrow encourage young men to remain in the Scouting program? What is the benefit to both the young man and his community if he participates in the Order of the Arrow? These are just a few of the questions that this paper will try to address. This paper will also address some of the problems of society and how increased participation in Scouting programs through the Order of the Arrow can help teach the young men who will be our future leaders the values and principles of good citizenship, service to others, and self improvement.

In the book "Are We Living in the End Times" the authors Tim Lahaye and Jerry B. Jenkins list eighteen characteristics of a society in free fall. The Boy Scouts of America, through its local units and with the assistance of church groups and concerned parents, offer an opportunity to the young men of our communities to learn and apply the principles that will help prevent our nation from declining to the basest form of society.

The eighteen characteristics are in direct opposition to the twelve points of the Scout law. Participation in the Order of the Arrow strengthens an

individual's understanding of these points and helps incorporate them into their daily lives.

According to authors Tim Lahaye and Jerry B. Jenkins the eighteen characteristics are: 1. Selfishness, 2. Covetousness, 3. Boasting and Pride, 4. Blaspheming, 5. Disobedience to Parents, 6. Rebellion, 7. Unthankful, 8. Unholy, 9. Without Natural Affection, 10. Truce Breakers and False Accusers, 11. Lack of Self Control, and 12. Fierce, 13. Despisers, 14. Traitors, 15. Heady and Reckless, 16. High-minded, 17. Lovers of Pleasure, 18. No Power with God. If the Boy Scouts of America can instill the principles of the Scout Oath and Law into the young men of today and through participation in activities such as the Order of the Arrow, then America has a chance to continue as the world leader it is today.

Participation in the Order of the Arrow teaches young men to live by the Scout oath and law. Young men learn to work with others, share their knowledge of skills, build lasting friendships, experience the beauty of nature, and the power of God. Scouts who participate in the activities of the Order of the Arrow learn to depend on others and their truthfulness, learn respect of others, learn the importance of self-control, and learn the meaning of loyalty. These Scouts learn not only loyalty to a region, but to an ideal that will give them guidance throughout their lives. Through the ordeal and

brotherhood ceremonies these Scouts learn to be thankful for not what they have but for what they can give.

It is the belief of the writer that participation in the Order of the Arrow will not only strengthen the individual, but also the unit. As a Unit Commissioner, I believe that all efforts and venues that constructively support the ideals and principle of the Boy Scouts of America should be used to encourage the individual Scout to incorporate these principles into their lives. By learning what others have learned from their experiences in the Order of the Arrow, what they expect for their participation, and how the Order of the Arrow helps them live by the principles of Scouting, unit commissioners can help their units grow and fulfill the requirements they have to the youth.

**Order of the Arrow**

**Promotes**

**Scouting**

The primary role of Scouting as defined by the Scout Oath and Law is to teach and instill a code of conduct in the members of the Boy Scouts of America that prepares them to "BE PREPARED" to lead their community, state and nation in a manner that reflects the highest of ideals. "*On my honor, I*": This simple phrase places the emphasis of responsible on the individual Scout. There is no excuse allowed for not assuming the personal responsibility of his own action. "*I will do my best*": No one is perfect in his actions or his thoughts, but a Scout must put forward his best effort. By participating in the OA, Scouts associate with others who have the same principles of conduct and similar goals. This association encourages continues growth and development on the higher road. "*To do my duty*": A Scout is not expected to be served but to serve. A Scout must learn that service to others is more rewarding than waiting to receive something for little or no effort. The Order of the Arrow is a service brotherhood. OA members work long, hard hours to provide service to the council, district, and individual units. Most of the work done by the members of the OA is never noticed. The work had to be done, the OA arrowmen did the work, and now everyone receives the benefit. Learning to serve others without reward or recognition is a valuable benefit that is emphasized in the OA. It

is amazing what can be accomplished in any organization when no one is concerned about receiving the credit.

***“On my honor, I will do my best, to do my duty”***: In today’s society many people believe that nothing is their responsibility. Everyone is looking for someone else to blame or to provide the solution to his or her problems. As we see in the Scout Oath the responsibility belong to the individual. Not only is the individual charged with fulfilling his responsibility, he must fulfill that responsibility to the best of his ability. This single idea is emphasized throughout the OA program. Whether learning to wash dishes or leading the lodge, every member is expected to contribute to the welfare of others. The concept of duty to others, not self-service, is why the OA was founded.

***“To God and my country,..., to help other people at all times”***: In the Scout Oath we learn that everything must be placed in order by priority. Duty to God is first and foremost. The OA is a fraternal organization of honor campers. When an individual spends time in nature, studies the history and the people who live in the area, the power and majesty of the great creator cannot be ignored. All OA events have a designated time for reflection on the wonders of God. Even during the lengthiest of work projects, on the hottest of days, time is set aside for reflection on the world

around us and our duty to preserve and protect that which has been given to us. By serving God we learn that we must serve others. What higher calling can a man have than to serve others?

*“To keep myself physically strong, mentally awake and morally straight”*: The last duty of an individual is to himself. However, this duty is very demanding. Physically strong does not always mean having great strength or endurance, it does mean knowing your limitations and developing the skills needed to accomplish a task. Morally straight means developing a natural relationship with both males and females. The OA provides young men an opportunity to establish normal friendships with their peers. Male bonding is a concept that often eludes many in our society. Working and fellowshiping together establishes relationships, especially when the individuals involved are dependant on each other to complete a task or provide a service to the group. The importance of male bonding is not as well understood because most of our society has not experienced military service in a hostile environment. Men who have served in combat, been POWs or endured life-threatening dangers know how important it is to have someone that you can rely on to be there when needed. While the OA does not endanger the members in anyway it does help establish this all-important bond between brothers. Mentally awake is achieved when

individuals face new challenges and use skills learned to overcome the obstacle. Members of the OA often find that they must face both physical and mental obstacles during their activities at fellowship events. Working together, sharing ideas, and by trial and error, the obstacles are removed and the goal is reached.

**Why Individual  
Units Need  
Their Members  
In the OA**

Organizations that offer their members more opportunities to learn new skills and ideas and let their members develop a pride of ownership and leadership in the organization, find that their members recruit more new members and remain active longer than when these opportunities are limited. Individual units are often unable to provide expanded opportunities due to the size of the unit and financial limitations. Individual units that have limited adult leaders, limited finances, and limited meeting space often find that their youth members drop out of Scouting at the age of fourteen to sixteen. The problem is not with the program, the willingness of the unit leaders or even with the individual Scout. The problem is that by the time these boys have been in the unit three to five years they have done everything that they wanted and need other things to help hold their attention. When adult leaders are trying to develop leadership skills, self-reliance, and a code of conduct in the Scouts, they must insure that everyone has an equal opportunity to learn and demonstrate what they have learned. As Scouts progress through the learning phases they want more challenges and more responsibility. The question of how these opportunities can be made available to them, while providing for the needs of the younger Scouts, is the dilemma of the Scout Leaders.

The Order of the Arrow provides expanded opportunities for youths of an individual unit to develop leadership skills and share their ideas with others. By being in the OA, youths have more opportunities interact with members of other units within the council and with other youths within the region. The youth leadership of the OA provides endless possibilities for developing pride of ownership and extending the ties to the organization. Youths involved with the OA expand their vision of the role Scouting plays in their lives. Involvement in the OA strengthens an individual's awareness of the importance of living by a code of conduct similar to that espoused by the Scout Oath and Law. Members of the OA learn the importance of making a commitment and following through on their commitment. These youths also learn to rely on each other for support and encouragement. It is not uncommon to find that friendships established in Scouting, developed through involvement in the OA, have lasted not just years but decades. It is not only the youths who benefit through OA activities: adult leaders can expand their ideas, share their concerns and their successes with other adult members of the OA. Adult leaders are also able to work with youth members from other units and regions, expanding their ideas of how to better serve the members of their own unit.

Involvement in the Order of the Arrow is a growing and learning process for adult and youth members of a unit. Adults are able to work with members of other units, share ideas, exchange information about exciting programs, and often share ways to deal with problems. The youths share experiences that they have enjoyed, share ideas about leadership within their own unit, develop a sense of ownership of council camps, express their views of improvements in council, district, and unit activities. Through activities such as NOAC, section conclaves, and ArrowTech, Scouts explore possible implementation of new programs and ideas. The Scouts are able to learn what problems exist in the development of new programs, how to avoid errors made in other units or sections, as well as discover how others might receive their ideas. What the Order of the Arrow offers individual units is the opportunity and the means of providing new venues to older Scouts and giving them the challenges that they need to satisfy their desire for more leadership and involvement. What the Order of the Arrow returns to the individual unit is better trained, more experienced leaders who are more likely to remain active in the unit. Instead of losing youth after three to five years, units will find more Scouts staying until they are eighteen, earning more merit badges, advancing in rank, and sometimes returning as adult Scout leaders.

Units that can maintain youth membership to the age of eighteen, find recruiting of younger Scouts to be easier than units that have no older Scouts. Young boys, eleven to twelve, enjoy being with and learning from boys who are a few years older. Yes, they need friends their own age; but older boys are better mentors than adults who are in their late thirties or forties. These units also send the message that what they do is fun, exciting and fulfilling. If a unit wants to attract more youth, recruit more leaders, provide more opportunities, they should work to insure that every member, youth and adult, of their unit is given the chance to become an active member of the OA. No other organization can match the challenges extended by the Order of the Arrow for growth and improvement.

OA  
Members  
Remain in  
Scouting

Results of a survey conducted for this paper indicate that almost eighty percent of OA members will remain in their Scout unit longer because of the activities offered by the Order of the Arrow. Scouts and Scouters responding to the survey listed a variety of reasons and interesting events that caused them to continue in Scouting longer than they had originally thought they would. Scouts listed a variety of reasons for staying, but the one that summed up the major reason was "it's fun". When youth and adults find a rewarding, interesting and fun filled activity they want to stay involved. Even those responding in the negative indicated that they were going to stay involved but for other reasons than the OA.

A unit leader needs to discover the activities that continue to hold the interest of members if the unit is to grow and develop. Items listed by those responding to the survey include leadership training, fellowships, friends, camping and learning about native Americans. While all of these items can be offered by the troop, the troop cannot offer all of these things in a single meeting. By combining several groups with similar ideas, the OA does provide all of these things as well as instill the principles of Scouting.

Not everybody is going to enjoy every event or activity planned by a group, especially if one of the major events is a strenuous work project. However, even those responding that work projects were their least

favorable activities still found positive value in this portion of the fellowship weekends. The skills learned, the bonds of friendship, the sense of ownership all are reasons cited for continuing to return to the OA fellowships. What more could a leader want than to have members of his organization eager to do “irksome tasks” and assume “weighty responsibility”. These values return to the troop when members are willing step up to the roles of leadership at the local level because they have learned it is expected of those willing to serve others.

**OA Benefits**

**The Individual**

**and**

**The Community**

One of the main purposes of Scouting is to strengthen the community of the Scout. By working in small communities the Scouting program improves the county, district, state and nation. As members of individual units progress through the ranks of Scouting, they learn to live by the points of the Scout Law. The twelve points of the Scout Law provide firm principles that guide a young man throughout his adult life. Imagine a nation that not only knew but also actually lived by the Scout Law. No crime, cheerful service to others, everyone willing to help his fellow man, a deep conviction for the supreme creator, a society that was unified in principles of living that benefited every member. A society that has respect for the opinions of others, works together to resolve differences, and makes a concerted effort to preserve the natural resources used by its members. The only way this society can ever become reality is to recruit as many members as possible into the Scouting movement. This may seem like the utopian dream, but the alternative is a society in free fall.

Jenkins and Lahaye in their book "Are We Living in the End Times?" listed eighteen characteristics of a society in free fall. By comparing their list with the points of the Scout Law one can find that the two are diametrically opposed. The choice that society has is increasingly becoming one or the other. Many leaders of this nation and subsequently the state and

community are espousing life styles and moral rules that are contrary to the welfare of the majority. These leaders do not have the convictions to withstand assaults by liberal groups and do not understand that freedom has a very high price tag. Members of the OA are given additional reasons and instruction for learning and living by a higher standard of conduct.

The first characteristic of a society in free fall is selfishness. The Scout Oath encourages Scouts to put others first, and the Order of the Arrow instills the principle of service to others through camp work days, Indian lore, and service to the unit. Every member of the OA is inducted through a day of silent service. This time is spent in doing service to others, usually at the council camp, and done in silence to give the member time to reflect on his commitment to others. Learning to do tasks that benefit others and not taking credit for the work is something that is not taught in our current society's attitude of "Me First, Last and Always". When a group of individuals join together without desire to receive credit for their work amazing things are done. If society is to stop its free fall into oblivion then we first must stop the current attitude of "me first, you if I get to you". Simply learning that that a Scout is "Helpful" is not enough, the Scout must learn to live by and demonstrate this characteristic.

Covetousness is an offshoot of selfishness. In our society we learn that if we cannot earn it then somebody must give it to us. Everyone must have the same items regardless of their individual situation. In the recent census, questions concerning the number of bath rooms, cars, radios, televisions, and other items that were once considered luxuries are designed to determine what the government needs to provide to those who do not have the same items. The advertising agencies encourage buyers to seek one brand or product because everyone else uses the item and they don't want to be left out. Human nature is to want the things that others have. That is why in Exodus 20:17 we are instructed "Do not desire another man's house; do not desire his wife, his slaves, his cattle, his donkeys, or anything else he owns." If covetousness is to be eliminated then we must teach that hard work is its own reward and we get only those things that are earned. In the OA, members advance in levels of Ordeal, Brotherhood, and Vigil. These levels of membership are earned through hard work and service to others.

A society that places emphasis on individual accomplishments and teaches selfishness and covetousness should expect the members of that society to be proud and boastful of their accomplishments and possessions. In the OA, members take pride in the accomplishments of the group. After a day of work, members compliment each other for their contributions but do

not expect to be given praise. No one individual will take credit for what has been done when the OA is involved. Even when individuals are recognized for their leadership or direction, they are quick point out the need for a strong contingent of willing volunteers. A committed group working without desire for recognition of the individual provides the environment that is the Order of the Arrow.

The characteristics of blaspheming, unholy, and no power with God are contradicted in the last point of the Scout Law "A Scout is Reverent". By recognizing a supreme creator who has dominion over man, scouts are taught to live by a higher moral code in order to obtain their ultimate reward. Our current society excludes God from schools, but demands that students be given instruction in character education. Many groups are trying to exclude God and His laws from the courtroom but demand to be given a pardon for their sins against society. A current trend is to misread the second amendment of the constitution as freedom from religion and not freedom of religion. Some scientists demand that theories of creation be taught in the classroom that require the acceptance of certain conditions on faith, yet refuse to accept on faith the concept of a divine creator. In the Order of the Arrow members spend time camping and working in God's great creation, learning to enjoy and respect the bounty of His goodness.

Every meal is preceded with a blessing to His goodness and His gifts. Every event designates a time of reverence to the Lord. The Boy Scouts of America and the Order of the Arrow do not dictate a certain religion but they do require a religious belief of one supreme creator to whom we all must answer. After spending twenty nights camping and untold hours working, hiking, or just having fun in the camps and forest of this great land, no one can deny that this did not happen by accident.

creating problems in their community because they are not willing to follow the rules of society and refuse to comply with the rules of change. No one is going to condemn a person for having a different opinion, but there are rules that allow for change in a civilized society. Learning obedience does not mean living in a society that rules contrary to your beliefs, but it does mean that changes to the rules are done in an orderly manner. When society tolerates individuals and groups to ignore the established rules, the result is a generation that is heady and reckless in its thinking.

An entire generation is growing up in this country that believes truthfulness is not important. National and state leaders make statements about their intent and then deny they made the statement. Politicians are constantly making false allegation about their opponents, pointing out the fact that they have no self-control, and they often become traitors to the people who elected them. A nation can not survive if this trend is allowed to continue. Slowing the trend is not enough. It must be reversed. The OA teaches the importance of being truthful and trustworthy. Members of the Order of the Arrow learn that they can rely on each other, when a brother pledges to complete a task no one has to doubt his intent or his ability. Stop and think about nation with leaders who can be depended on to follow through on their promises and no one has to question their motive - a nation

with leaders of character, principle and honor. Should this sound like a far and distant dream then don't support the OA, but if you believe as so many others that this dream is worth pursuit, encourage your troop members to become active in the Order of the Arrow.

Order of the Arrow

Survey

Results

## Survey results

### Important functions of the OA

Service work

Fellowship

Camping

Leadership

Fun

Indian lore

American heritage

Maintain involvement of older scouts

Develop friendships

Develop character

## Enjoyable functions of the OA

Fellowships

Ceremonies

Indian affairs

Camping

Dixie Fellowship

Dance teams

Service projects

Recognition banquet

Patch trading

Fun

Making new friends

Learning self reliance

## Unenjoyable functions of the OA

Board meetings

Ordeal

Arduous labor

Camp maintainance

Politics

### Note:

Many of those responding to the survey did not list any functions that were not enjoyable.

Notice that politics where one or two individual get the attention is sited twice in different terms.

### Why did you become a member of the OA?

Almost all respondants gave the same answer, I was chosen. All members of the OA are chosen because of the service they have rendered in the unit.

## Active OA participation

Ranges of 10% to 75% were given in the survey. The correlation was that troops with higher participation had a higher number of adult leaders active in the OA.

## OA functions attended

Spring Fellowship

Summer Ordeal

Fall Fellowship

Dixie Fellowship

Banquet

Seminars

Section training

Chapter functions

Board meetings

## Priorities of the OA

Item	Average Score	
G	3.857381	Increase Youth Part.
B	4.166667	Camp Improvements
D	4.333333	Serve Local Troop
A	4.857143	Camp Maintance
C	4.952381	Council Service
H	5.5	Increase Adult Part.
E	6.428571	Advancement of Individual
F	6.452381	Financial Support
J	7.166667	Friendship/Co-operation
I	7.238095	District needs awareness

**Note:** Items were rated on a scale of 1 to 10 with the lower score having the higher priority. The average score spread is 3.38 points, indicateing that most members of the survey find all functions to be beneficial. The primary function though is increasing youth participation with the service functions very closely grouped and in second on the priority list.

Over 67% of the respondents indicated that they had increased their involvement in local troop activities.

Almost 80% of the respondents indicated that they would remain active in their troops longer because of the Order of the Arrow

# Addendum

## One

*Danny Faulkenberry  
Unit Commissioner  
York District*

Dear Scoutmaster:

Please find enclosed a survey concerning the Order of the Arrow. Information compiled from this survey, maintaining the interest of the older scout in the local troop, will be part of a thesis presented to the Appalachian Commissioner's College in May 2000.

Please have each of your OA members (youth and adult) complete a survey. After every member has completed the survey please return in the enclosed mailer. Scouts need not sign the survey but are asked to give their honest opinion in all questions. Please assure the members that only statistical information will be used in the thesis and their actual responses will not be quoted.

The surveys will remain my custody until after the thesis is completed and delivered. Please understand that this thesis is designed to help the local troops not only in Palmetto Council, but also those other councils in the Appalachian area. This thesis is solely the idea of Mr. Danny Faulkenberry and not part of any informational service of Palmetto Council or Skyuka Lodge.

Thank you for your assistance in the matter. Without the open and candid response of a large number of individuals, the information given would not be as viable. If you know of other OA members and can get their response your help would be greatly appreciated. If you need additional forms please make Xerox copies or notify me.

For your information and to help explain the reason for the survey, I am a unit commissioner in the York district. The thesis is part of the requirements of the Doctoral degree in Commissioner Science. Each candidate submits five copies of his thesis to each of the five participating councils. This information is then made available to the unit leaders of each council. Only the author of each thesis will have access to the research used.

Yours in Scouting

Danny Faulkenberry

Order of the Arrow Survey  
Danny Faulkenberry - Commisioner

Please answer all question completely and honestly.  
Do not sign this survey..  
Please return to your unit leader.

1) In your opion, what are the three most important functions of the Order of the Arrow.  
A) \_\_\_\_\_  
B) \_\_\_\_\_  
C) \_\_\_\_\_

2) In your opion, what are the three most enjoyable functions of the Order of the Arrow.  
A) \_\_\_\_\_  
B) \_\_\_\_\_  
C) \_\_\_\_\_

3) In your opion, what are the three least enjoyable functions of the Order of the Arrow.  
A) \_\_\_\_\_  
B) \_\_\_\_\_  
C) \_\_\_\_\_

4) Why did you become a member of the OA?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5) What percentage of your scout troop is active in the OA? (circle one)  
10% 25% 40% 50% 75% 90%+

Of the active members, what percent are  
Ordeal \_\_\_\_\_

Brotherhood \_\_\_\_\_

How many leaders are in the OA? \_\_\_\_\_

6) What Order of the Arrow events do you attend? (check all that apply)

Spring Fellowship \_\_\_\_\_

Summer Ordeal Weekend \_\_\_\_\_

Fall Fellowship \_\_\_\_\_

Dixie \_\_\_\_\_

Banquet \_\_\_\_\_

Other \_\_\_\_\_

7) Rank in order (1 most important, 10 least important), what you percieve to be the most important priorities of the OA adult leaders and the council leaders.

A) Camp Maintance \_\_\_\_\_

B) Long term camp improvement \_\_\_\_\_

C) Service to council outside of camp \_\_\_\_\_

D) Service to local troops \_\_\_\_\_

E) Advancement of certain individuals \_\_\_\_\_

F) Financial support of council \_\_\_\_\_

G) Increase youth participation in Scouting \_\_\_\_\_

H) Increase adult participation in Scouting \_\_\_\_\_

I) Increase awareness of council needs between districts \_\_\_\_\_

J) Increase co-operation and friendship between districts \_\_\_\_\_

8) Has your activity with your troop increased since you bacame a member of the OA?

Yes                      No                      (cicrle one)

9) Of your friends who are no longer active in the OA, why did they stop?

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10) As a member of the OA, will you remain active in your troop for longer period of time?    Yes        No        Explain your answer.

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# Addendum

## Two

## ACKNOWLEDGEMENTS

I would like to thank all the members of Skyuka Lodge 270 for their time and effort in helping to construct the survey and participation in compiling the results. Their input was extremely valuable and a major reason for completing this paper. I would also like to thank the Scoutmasters of Palmetto Council and the unit commissioners for their help in getting the surveys delivered and returned in a timely manner. Special thanks to James Alverson for helping to type and copy the paper as well as encouraging me throughout the project. Finally, I would like to thank the members and staff of the Appalachian Commissioner College for their dedication to the Boy Scouts of America and their commitment to providing a quality program for our youth.

*Service to others  
is the rent you pay  
for the space  
you occupy  
here on earth*

# Addendum

## Three