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2025
Lodge Charter
Renewal Kit



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MEMORANDUM

TO: Council Scout Executives and Lodge Advisers
FROM: Cortland Bolles, National Director, Order of the Arrow
DATE: 1 October 2024
SUBJECT: 2025 LODGE CHARTER RENEWAL KIT

The enclosed material contains all the necessary information to renew your lodge's charter for the coming calendar year. **Your 2025 charter renewal is due on or before December 31, 2024.** The OA recharter fee remains unchanged from last year at \$6.00/member; councils will be billed for 2025 charter fees beginning in January 2025.

Looking ahead, we ask lodges to do their best to induct and retain as many members as possible. We believe that every lodge is doing all they can to schedule unit elections in every eligible unit in their council to extend the opportunity of the Order of the Arrow to more and more young people. We appreciate each lodge's dedication to this project.

This summer we have the National Conference of Chiefs at the Philmont Scout Ranch. We hope all section and lodge chiefs and advisors attend and bring what you learn and experience back to your local council, lodge, and section to help grow Scouting and the OA in your community!

Contents of this recharter kit include:

- Instructions to complete your 2025 Lodge Charter Renewal Application and Lodge Performance Measurement Program (PMP) Petition.
- Lodge Program Updates and Reminders.
- National OA training and program information.

**PLEASE FORWARD THIS MATERIAL TO YOUR
LODGE ADVISER FOR PROMPT ACTION**



Lodge Charter Renewal Process

Each lodge operates under a charter granted by the National Council. Each lodge must apply annually for renewal. The Lodge Charter Renewal process provides a systematic opportunity for the lodge officers and advisers to review the accomplishments of the lodge during the previous 12-month period and make plans for the coming year.

Lodge charters expire on December 31 each year. The charter is to be renewed on or before that date for the coming year. Orders for supplies, awards and literature will not be processed for a lodge whose charter has not been renewed.

It is important that the charter review provides an opportunity for officers and advisers to meet with the Scout Executive to establish plans and actions for the coming year. Proper use of the charter renewal process will produce positive results to benefit both the lodge and the council.

Steps to the Lodge Recharter Process	Due Date
1. Appointments: The Scout Executive makes a formal announcement of the annual appointment of the Lodge Adviser and Lodge Staff Adviser for the next lodge charter year (beginning 1 January).	Nov 1
2. Renewal Application: The lodge officers, Lodge Adviser, and Lodge Staff Adviser meet to complete the Lodge Performance Management Program submission and the Lodge Charter Renewal Application . <ul style="list-style-type: none">◆ Both the Lodge Charter Renewal Application and Lodge Performance Measurement Program Petition are found on (and must be submitted through) OA LodgeMaster (lodgemaster.oa-bsa.org).◆ Instructions for completing those two documents are included in this kit.	Nov 30
3. Scout Executive Review: Lodge officer(s) and adviser(s) complete a review with the Scout Executive of the recharter application. <ol style="list-style-type: none">1. In a scheduled meeting, review the current year accomplishments of the lodge, discuss the dynamics of its membership, detail the lodge's plans for the coming year, and gather any Scout Executive's requests for the lodge.2. Secure the Scout Executive's formal approval of (i.e., the SE's signature on) the Lodge Charter Renewal Application.	Dec 10
4. Application Submission: Scan then email the signed and completed Lodge Charter Renewal Application to the national OA office via the email address: charter@oa-bsa.org .	Dec 31
5. Payment: Do <u>not</u> submit any payments with your application. Your council will be billed by the National OA Office for your lodge's charter fees after receipt of your Lodge Recharter Application.	Jan 2025

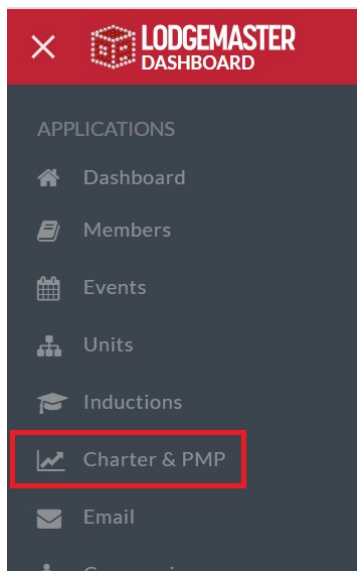


Instructions for Lodge Charter Renewal and Lodge Performance Management Program (PMP)

This document describes how to use the OA LodgeMaster program to review and submit your lodge's annual charter and Lodge Performance Measurement Program (PMP) petition. Please know that while the two activities are linked, the PMP submission process is a *precursor* to the Lodge Charter Renewal Application, in that a lodge will complete the PMP submission prior to completing the application for renewal of the lodge's charter. The 2023 OA Recharter webinar is also available: [click here to watch](#).

Step #1: Log-in to LodgeMaster

After logging in to LodgeMaster (lodgemaster.aa-bsa.org), go to the Applications Menu (left side of the screen) and select **Charter & PMP**. This opens the Charter & Lodge Performance Management Program (PMP) module.



Step #2: Review Current Lodge Status

The **Charter & PMP** module is the place to navigate to for all your lodge's PMP status information for the current year and prior years. The module contains two major components: the **Charter Renewal & PMP Wizard** and the **Submit to National** function.

The **Charter Renewal & PMP Wizard** serves as the primary tool that can be used at anytime to view and update a lodge's detailed PMP progress. The program also allows not only a detailed review of your lodge's PMP statistics for the current year, but also for previous years' PMP data which was submitted to the National Service Center.

- ◆ **Current year PMP:** For the current year, the total number points earned and PMP level earned so far by your lodge are shown. To review or edit the detailed PMP statistics, select the current year and open the **Charter Renewal & PMP Wizard** from the menu. The date PMP data was last modified by a user is displayed.



- ◆ **Previous year PMP:** Previous years' PMP petitions already submitted are marked as 'submitted' and the number of points earned and level achieved are shown. To review the detail for a previous year's PMP data, select the year of interest and click **PMP Petition** on the reports menu. No data can be changed for a year already submitted, but the petition can always be reviewed.

The More You Know: Your lodge's current year data is always available in LodgeMaster. You can review your lodge's current year PMP status at any time without completing the final national submission process. Use the Charter Renewal & PMP Wizard frequently to stay abreast of your lodge's PMP progress throughout the year.

The **Submit to National** function sends your lodge's completed Charter Renewal and PMP petition to the National Service Center. This function is designed to be used annually during the Lodge Charter Renewal process after all PMP data has been entered and double-checked.

Step #3: Open the Charter Renewal and PMP Wizard Tool

Select the current year and click **Charter Renewal & PMP Wizard** to open the wizard.

Year	Date Modified	Date Submitted	Level	Points
2023			None	

Next, you will be asked if the Charter & PMP Wizard should reload all data. You are prompted to choose whether the program recalculates all statistics or only the membership count related statistics. For your initial reviews of your PMP data throughout the year, choose **Yes**. Once you approach the final submission process and some data has been changed manually by the override fields, choose **No**.

CHARTER & PMP WIZARD

When loading the Charter Renewal & PMP Wizard all statistical membership data is automatically reloaded. Optionally, all other data can also be requested, including event data, election counts, service hours, etc. Please note that this may override previously input numbers. Would you like to reload all data?

Yes No



Step #4: Engage the Wizard to Review Status for Each Requirement

The **Charter Renewal & PMP Wizard** will guide you through a 13-page review of your lodge's PMP information for the current year. The wizard begins with a review of the lodge's general membership data from the previous and current year. Once complete with that, it proceeds through each of the PMP requirements (one page per requirement).

Membership Statistics Review (pages 1-3):

- ◆ The first three pages of the PMP Wizard reviews membership statistics from the current year and previous years.
- ◆ On some pages, the data cannot be modified (e.g., current year's Ordeal inductions).
- ◆ On other pages, though, the data shown can be modified. These pages will present the current data calculated from your lodge's PMP database, but you will be offered the opportunity to override the data with manually-entered data if necessary.
- ◆ Fields that cannot be modified are shown in **dark grey**, while fields that can be changed are shown in **bright green**.
- ◆ Navigate the pages by using the **Next** and **Back** buttons at the top right of each.
- ◆ Scroll up and down using the scroll bar if necessary to see the entire page.

PMP Wizard (pages 4-13):

- ◆ These pages display your lodge's progress on each objective in the Lodge Performance Management Program (PMP) petition.
- ◆ Review each of the 10 PMP objectives entering information as required.
 - *Several objectives require information not stored in OA LodgeMaster.*
 - *In these cases, simply check the appropriate boxes or enter the correct data.*
 - *Leave fields blank if the information is not yet available.*
 - *Most data entered in the override fields will be saved by OA LodgeMaster and displayed the next time you use the wizard.*
- ◆ On each page, you will see displayed on the right side of the page your lodge's current performance, the number of points earned toward that specific requirement, and the "Thriving / High Performing" level earned for that specific requirement.

Incomplete and / or Incorrect Data:

- ◆ If any data are found to be incomplete or incorrect, review the original data in OA LodgeMaster and correct the stored information.
 - *Example: if the number of Ordeal candidates is not correct, it may be that some candidate names were omitted from OA LodgeMaster and need to be entered.*
- ◆ If accurate information is not available in OA LodgeMaster, use the green override fields to manually enter the corrected statistics.

Step #5: Perform a final review

Once your data is complete, the next step will be to submit it to the National OA Office for review. Prior to doing so, please double-check your submission to make sure everything is correctly entered and accurate. It is recommended that you:

1. Perform a final review of all of the pages of the **Charter Renewal & PMP Wizard**
2. Click **Reports** » **PMP Petition** and then print a copy of your PMP petition. Review each page for accuracy, and make any necessary changes.



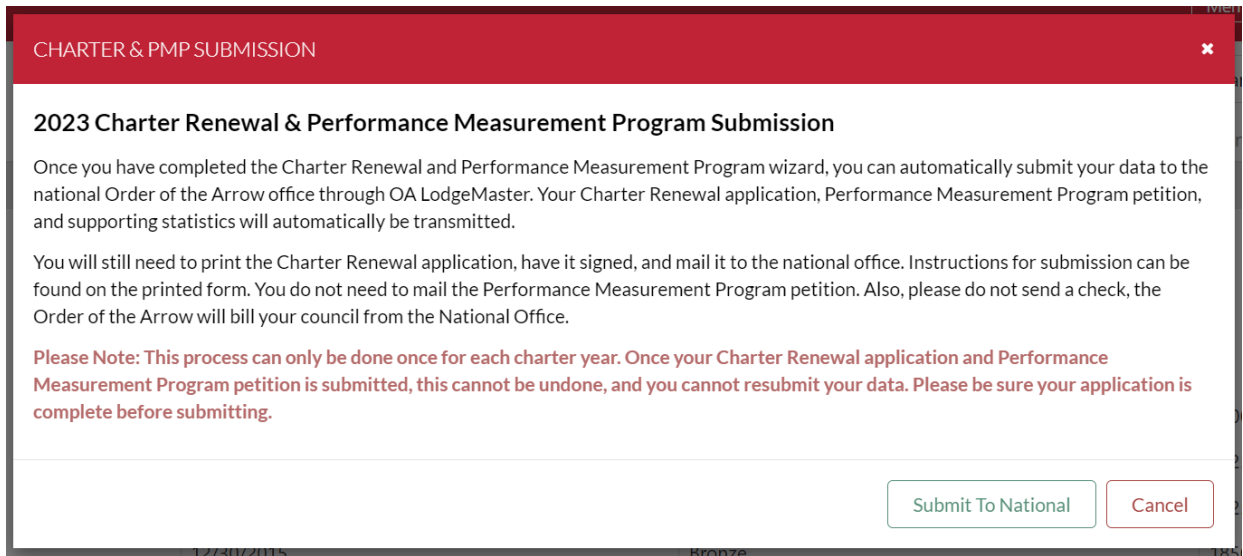
Step #6: Submit to National

When ready to submit your Lodge PMP petition at the end of the year (along with your Lodge Charter Renewal Application) to the National Service Center, you will do so using the **Submit to National** button. This will electronically send your lodge's charter renewal and PMP petition to the National Service Center.

- ◆ **Only take this step** when you are satisfied that all data is accurate and complete, for the process can only be done once for each year, and the PMP petition cannot be changed once it is submitted.

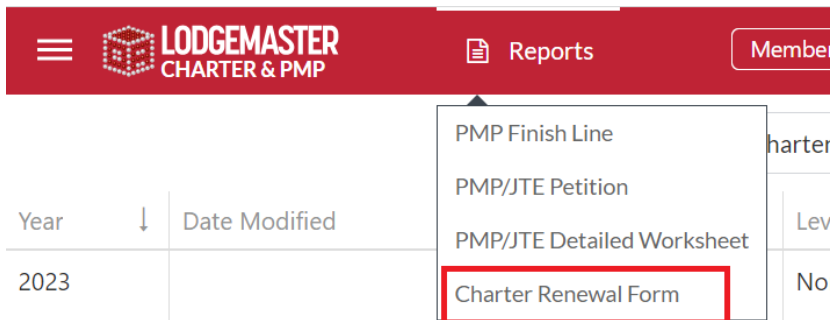
Open the wizard and – after confirming your submission is fully complete and accurate – click on the **Submit to National** button. A warning message will appear. After review the warning message, select **Submit to National** to send the petition to the National Service Center. This will electronically submit the document to the National Service Center.

- ◆ Note: the **Lodge Charter Renewal Form** is not available until after the submission of the PMP data to the National OA Office is complete.



Step #7: Lodge Charter Renewal Form

Once submission of your PMP is complete, in the **Charter Renewal & PMP Wizard** click the **Reports** menu and then select **Charter Renewal Form**. The document will appear. Print a copy of your recharter form. Your lodge officers, lodge adviser, and lodge staff adviser will meet with the Scout Executive to review the application and obtain the needed signatures on the printed **Lodge Charter Renewal Application** form.





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Step #8: Submit Signed Application

Once the necessary signatures are on the **Lodge Charter Renewal Application** form, please scan the document and then email the form to the National OA Office using charter@oa-bsa.org. Do not send a check for the national fees; the Order of the Arrow will bill your council directly following review of your submitted materials. **Congratulations! Your lodge's PMP petition and Lodge Charter Renewal Application have now been successfully submitted!**

Questions and Support

If you have questions about OA LodgeMaster, please visit the support center <https://docs.oa-bsa.org/display/OALMLC> where you will find guides, documentation, frequently asked questions, and multiple training resources intended to support you in working with the tool. For LodgeMaster support email support@lodgemaster.oa-bsa.org.

For more information on PMP review the PMP Petition with notes at <https://oa-bsa.org/resources/ucl-support/performance-measurement-program> or send email to the OA's Lodge Performance Management Program team at pmp@oa-bsa.org.

To watch the 2023 OA Recharter Webinar please visit <https://vimeo.com/910674225>.



2025 Lodge Program Updates

OA Merchandise

Visit <https://tradingpost.aa-bsa.org> to purchase OA merchandise and browse great deals on the “Clearance” page. Members of the Order can create an account in the store to receive updates on the latest promotions and new product launches.

Lodge Leadership Development

As your new program year begins and the transition among leadership occurs, take advantage of the [Lodge Leadership Development \(LLD\) website](#) to assist you with your training needs. The LLD syllabi have undergone significant improvements in providing lodges the tools to help them be successful.

Update LodgeMaster Records

[OA LodgeMaster](#) is the online system to help lodges track and manage membership. Also, [OA LodgeMaster](#) is the data source for contact information sent to lodge Key 3's for national updates. Please make sure to update any changes to the Key 3, including start date, during the year.

Publications Updates

[OA publications](#) are being updated on a more dynamic basis. Please visit the website regularly to review and download updated publications as they are released. Lodge website links should be checked to verify they are linked to the most current versions of these publications.

Vigil & Founder's Award Petitions

In 2023, the Vigil and Founder's Award Petitions were updated with a new email address for award correspondence. Please use OAawards@scouting.org or orderofthearrowawards@scouting.org for all award petition submissions and inquiries. Updated petition forms are downloadable [here](#); please recycle old petition forms.

Mission, Vision, and Purpose

In July the updated [mission, vision, and purpose](#) of the Order of the Arrow was announced. Our purpose defines who we are and the role we play in Scouting America. Our vision gives us a clear goal to strive towards in the coming decades. Our mission guides our leadership at all levels, on a daily basis, to achieve both of these things. To learn more about this update how the process unfolded, [click here](#).



Election Policy Update for Combined Troop Pilot Program

Following the direction of the Scouts BSA division, units participating in the pilot should be operating as a single unit and using a single unit number. As such, those units should conduct only one unit election and all eligible members, girls and boys, should be presented on the voting ballot during the unit's OA election. However, for data entry purposes, individuals will need to be updated in separate units in OA LodgeMaster reflecting their units prior to the pilot.

Scouting America Youth Protection Updates & Resources

Recently, Scouting America updated and clarified policies within [Youth Protection and Barriers to Abuse](#) addressing questions about sleeping accommodations with parents and the buddy system. These can be found in the "Additional Resources" section and follows the recent updates to 18-20 adult leader policies. Additionally, [anonymous texting](#) to the Scouts First 24-hour helpline is now available. Anyone can now report concerns by [text to 844-SCOUTS1](#), by [call to 1-844-SCOUTS1](#), or by [email to ScoutsFirst@Scouting.org](mailto:ScoutsFirst@Scouting.org).

Invite an Officer to Your Lodge or Section Event

Did you know that you could invite one of the national OA youth officers to your section or lodge events? The [request form](#) is also available on the OA website in the [Forms](#) portion along with other requests and helpful forms and information. Having a national officer visit your event is certain to be a highlight for event attendees as much as it is for the officer.

NCAP: How it Applies to the OA

[Overnight OA events](#) are generally classified as short-term camps for the purposes of NCAP. As you prepare for upcoming events, remember to keep the National Camp Accreditation Program requirements in mind. Check the [2024 edition](#) of the NCAP National Camp Standards, as well as the latest NCAP Circular to ensure compliance. You can also find more resources for short term camps [here](#).

**Stay up to date with [OA news](#) to for more details on these changes
and to keep up with all things OA!**



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October 25, 2024

Fellow Members,

Appreciation of American Indian culture has been a part of the Order of the Arrow for most of its history. The National OA Committee created a task force in 2021 to review policies and programs that incorporate American Indian traditions and iconography, and to recommend how to best continue the appreciation of American Indian culture in OA programs.

This task force conducted a detailed program review which included surveys, discussions with the BSA, focus groups and input from groups outside the Order of the Arrow. On December 28, 2022 the National OA Committee accepted the task force's recommendation:

Any program involving American Indian traditions—such as dancing, costuming, drumming, crafts, and pow-wows—must be done in conjunction with a state or federally recognized tribe.

Beginning on January 1, 2026, only lodges that have a formal relationship established with a state or federally recognized tribe in their area may engage in American Indian programming.

A timeline for this transition is attached to this letter and addresses both lodge and national program and policy changes.

The task force concluded that the determination of how to best and appropriately incorporate American Indian culture belongs to a local tribe, not the Order of the Arrow. The intent of the National OA Committee in requiring this local partnership is to allow lodges to continue their long traditions of American Indian appreciation while assuring that the local tribe is involved in a collaborative manner.

By formalizing relationships with tribes, the National OA Committee believes that the quality of programming will increase and the educational opportunities for Arrowmen to learn about American Indian history and traditions in their area will expand. This will provide new program opportunities that support the Order of the Arrow's mission: "to achieve the mission of Scouting America through transformative fellowship that ignites limitless Scouting journeys."

The local nature of tribal governance has led the National OA Committee to determine that it is not appropriate to conduct American Indian programming beyond the lodge level. Competitions, training, and other American Indian programs at the section and national level will conclude in 2025; the issuance of American Indian Vigil Honor names will conclude in 2024.



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The National OA Committee will release resources for establishing tribal relationships (which several lodges have done already). Attached are some Frequently Asked Questions that have been received since the policy has been announced. We encourage you to work closely with your Council Scout Executive to help establish and nurture these tribal relationships.

Lodge leadership will receive additional guidance on establishing tribal relationships by December 2024, and both webinars and educational materials will be released throughout 2025. Policy documents, ceremony scripts, and other materials will be updated over this same time period.

Our new mission challenges us keep the Order relevant and impactful for all young people in Scouting America. As we work towards our vision of being why Scouts want to stay in Scouting, we will continue to evolve our program—while our values remain steadfast.

Please send questions, feedback, or requested areas of clarification to aia@oa-bsa.org. Responses will be addressed in an updated FAQ or other future communications.

WWW,

Ed Lynes
Vice Chairman of Mission & Reputation
National Order of the Arrow Committee



American Indian Policy: Frequently Asked Questions

General Questions

Q: What is the Order of the Arrow's policy related to American Indian Activities?

A: Lodges are required to conduct all American Indian related programs under the guidance and authority of a federal or state recognized tribe. Lodges who do not have a written agreement with a tribe will need to cease incorporating American Indian traditions in their program after January 1, 2026 or until such time as they have a written agreement in place. American Indian programming at the section, region, and national level will cease at this time. [The policy as sent to lodges is available here.](#)

Q: Why did the National Order of the Arrow Committee change this policy?

A: A task force was formed in early 2022 based on recommendations from youth leaders, feedback from parents, and input from Scouting America. This task force collected an extensive review—including input from external parties—before recommending this policy to the National OA Committee. The intent of the policy is to provide a way for the Order of the Arrow to continue to offer American Indian programming in a way that appreciates and honors American Indian cultures and traditions. It was determined that federal and state recognized tribes are the only authority who can ensure this aim is met.

Q: When will this policy take effect?

A: The National OA Committee approved its current policy on December 28, 2022. The policy is being implemented in phases through December 31, 2025 when all national-level American Indian programs will cease and lodges must have an agreement in place with a federal or state recognized tribe to continue programs locally. A detailed timeline has been provided to Lodge Key-3 members and Scout Executives.

Q: Do lodges or chapters need to change their names, totems, or other items that use American Indian names or terms?

A: There are no changes required to lodge or chapter names, totems. Other American Indian programs, including merit badges, camp names, and other programs are the authority of other Scouting America committees.

**Q: What changes will there be to the induction ceremonies?**

A: Induction ceremonies will be revised in early 2025 to remove American Indian terminology and references. Lodges are required to conclude the use of all ceremonies prior to this revision by June 1, 2026. This will provide time for lodge to learn the revised ceremonies.

Q: We're still not clear on aspects of the policy or how to implement it. Where do we go for help?

A: Please contact aia@oa-bsa.org with any questions related to American Indian policies. Responses will either come directly in response to an email or be posted as part of this FAQ or future communications.

Questions Related to Tribal Relationships

Q: If our lodge does not have a formal relationship with a state or federally recognized tribe before January 1, 2026 can we continue with any American Indian programming?

A: No. To conduct any American Indian-related programming on and after January 1, 2026, an Order of the Arrow lodge must have a written agreement with a state or federally recognized tribe. This agreement must state what programs the lodge may offer. Programs must be conducted under the guidance and authority of that tribe.

Q: How can our lodge find federally or state recognized tribes to form a relationships with?

A: The Bureau of Indian Affairs maintains a list of all federally recognized tribes. Its directory contains information on all 574 recognized tribes, their geography and contact information for each. Not all states separately recognize tribes, but those who do (Alabama, Connecticut, Delaware, Georgia, Louisiana, Maryland, New Jersey, New York, North Carolina, South Carolina, Vermont, and Virginia) have directories online as well. The national OA committee is working on a geo-coded database that will be available to lodges before the end of 2024.

Q: How does a lodge contact the tribe in its area to form an agreement?

A: Lodges should begin with the contact information provided by each tribe. Their websites are an ideal starting point. There will be a series of webinars offered in late 2024 and throughout 2025 to help lodges form relationships and develop agreements with tribes.



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Q: Will lodges be provided with a template or sample agreement needed to establish a relationship with their local tribe?

A: Each agreement is specific to the tribe that is entering it. Tribes may determine to what extent they want lodges to conduct American Indian programming. Agreements should be specific as to what programs and traditions may be used by the lodge and in what circumstances, have a set duration, and provide a way for the tribe to exercise oversight and guidance of the program being conducted by the lodge. A resource of best practices will be available before the end of 2024 in forming these agreements.

Q: There are no state or federally recognized tribes in our council's geography. What tribe should we seek to establish a relationship with?

A: Many tribes have been relocated from their historical territories due to the 1810 Indian Removal Act. Lodges who do not have a state or federally recognized tribe should research the tribe with a historical presence in their area and form a relationship with them.

Q: Multiple state or federally recognized tribes have a presence within our council's boundaries. Do we need an agreement with all tribes to continue with American Indian Programming?

A: A lodge is only required to have one agreement to conduct American Indian programming. Lodges are free to pursue multiple agreements if they would like to offer a wider variety of programs that appreciate the different traditions in their area.

Q: Why are lodges limited to forming a relationship with state or federally recognized tribe in their area?

A: American Indian traditions are diverse and unique to each tribe. Establishing a relationship with a local tribe provides educational opportunities for the Scouts participating in American Indian programming and oversight opportunity for the tribe. The national committee believes the state and federal recognition process is the best way to determine which tribes can provide the oversight and support lodges need to conduct American Indian programs respectfully.

Prepared 25 October 2024



Q: There are no state or federally recognized tribes that will enter an agreement with our lodge. Can we create an agreement with an alternate American Indian Group?

A: Lodges may only conduct American Indian programming under the authority of a state or federally recognized tribe. Agreements with other heritage groups, non-recognized tribes, nonprofits, museums or other organizations are not permitted.

Q: Does the agreement between an Order of the Arrow lodge and local tribe need to be written? Who from the tribe and the lodge can enter into the agreement?

A: All agreements that permit American Indian programming must be written, formalized and signed by both the tribe and the lodge. Agreements should be specific as to what programs and traditions may be used by the lodge and in what circumstances, have a set duration, and provide a way for the tribe to exercise oversight and guidance of the program being conducted by the lodge. American Indian tribes are sovereign, and will determine who is authorized to sign on behalf of the tribe. The council Scout Executive or their designee must sign on behalf of the lodge.

Q: How often does the agreement with a tribe need to be renewed?

A: Lodges will attest to having an agreement or not annually as part of the recharter process. This will begin with 2026 charters (due for renewal before December 31, 2025). While lodges will need to attest to the status of their tribal relationship annually, the duration of the agreement is to be determined by the tribe that authorizes it.

Q: Who is responsible for maintaining the agreement between the lodge and the tribe?

A: Agreements must be retained by the council. The national OA office will not maintain individual lodge agreements; lodges will attest to an agreement as part of their annual recharter process. Agreements must be maintained in writing in case of any questions related to the lodges American Indian programs conducted under the terms of the agreement. Agreements may be sent to the national OA office to be shared as examples to help other lodges seeking to establish a relationship with a tribe.



Q: Is there anything that is prohibited from being include in an agreement between the lodge and the tribe?

A: All agreements must be consistent with the *Guide to Safe Scouting*. Previous Order of the Arrow prohibitions on face paint remain in effect. Unequal access to program for different genders and anything contrary to the policies of Scouting American are prohibited. Agreements should not contain any kind of remuneration or quid-pro-quo between the lodge or council and the tribe.

Questions Related to the Vigil Honor

Q: Will Vigil Names still be issued, just without an American Indian equivalent?

A: The Vigil Honor nomination form and certificate will be updated to only include a name in English. Lodges can still issue English names and they will be reflected on the Vigil Honor certificate received by the member.

Q: When will American Indian translations cease to be issued for Vigil Honor members?

A: Vigil Honor nomination forms received prior to December 31, 2024 may continue to use an American Indian name in addition to an English translation. Certificates will be issued consistent with the nomination form. For lodges who wish to cease issuing American Indian names immediately, the revised certificates are available.

Q: Can lodges still assign an American Indian “name” to Vigil Honor members if approved by the tribe they have a relationship with?

A: Only if a state or federally recognized tribe endorses the issuance of American Indian names as part of its written agreement with the lodge. This program, like all other programs, would need to be conducted under the authority and guidance of the tribe.

Q: Will individuals who request replacement Vigil Honor certificates and who received an American Indian Vigil Name receive a replacement certificate with or without their American Indian Vigil Name?

A: The national OA office will issue replacement certificates in a manner consistent with the naming practices in use at the time of the requestee’s Vigil Honor date as indicated in the national Vigil database.



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Questions Regarding Lodge Programs

Q: How will this policy affect Order of the Arrow ceremonies?

A: Language, iconography, and other references to American Indian culture will be removed from the induction and other ceremonies. Revised ceremonies will be piloted in early 2025 and approved for use by lodges by October 2025. Lodges must discontinue use of all but the current version of Order of the Arrow ceremonies before July 1, 2026.

Q: May lodges or chapters participate in powwows or other American Indian Activities not organized by the Order of the Arrow or Scouting America?

A: Lodges or chapters may only formally participate in powwows or other American Indian activities in conjunction with their local tribe.

Q: Will ceremonialists still be allowed to wear American Indian costumes while conducting OA ceremonies?

A: Ceremonies are being revised to remove American Indian language and iconography. Once the revised ceremonies are fully adopted and legacy versions of the ceremonies are retired in the first quarter of 2025, it will no longer be appropriate to wear American Indian costumes. Guidance for appropriate costuming will be updated and provided with the revised ceremonies.

Q: Can our lodge continue to offer “unofficial” American Indian programs such as Cub Scout crossover ceremonies?

A: Federally and state recognized tribes are the only authority on how to best appreciate their culture. All American Indian programming, activities or the use any American Indian traditions can only occur under the authority of a tribe. This includes all programs including those developed by the lodge.

Prepared 25 October 2024



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Questions Regarding National Programs

Q: Why is there no programming permitted at national, region or section events? Can lodges who have an agreement with their local tribe conduct their own programs at these events?

A: The 574 federally recognized tribes are sovereign entities. There is no single group that speaks for American Indians nationwide. Accordingly, the National OA Committee does not believe it is appropriate to conduct American Indian Activities beyond the local level as it would be impossible to appreciate and respect the traditions of all tribes nationwide.

Q: Can Sections continue to offer American Indian Activities at their conclaves or other events?

A: All American Indian programming above the lodge level will cease on December 31, 2025. Sections will no longer offer American Indian-related training, program or competitions following their 2025 Conclaves. Sections may engage state or federally recognized tribes to provide educational or expositional programs.

Q: Will American Indian Activities, training, or competitions be available at NOAC in the future?

A: American Indian Activities were not offered at the 2024 NOAC. They will not be offered at future national events.

Prepared 25 October 2024



National AIA Transition Plan and Timeline

The National Order of the Arrow Committee approved at the conclusion of 2022 an update to the Order's American Indian policy that, beginning January 1, 2026, "any program involving American Indian traditions – such as dancing, costuming, drumming, crafts, and pow-wows – must be done in conjunction with a state or federally recognized tribe."

The National Committee committed to provide lodges with a plan and timeline for the implementation of this policy. The pivotal elements of that timeline are provided below. Please contact aia@oa-bsa.org with questions or requests for clarifications.

2024 (July – December)

- American Indian Affairs (AIA) policy change approved by Natl OA Committee
- Scout Executives briefed on AIA policy change
- AIA policy change materials and go-forward guidance provided to lodges in 2025 Lodge Recharter package

2025 (January - June)

- Tribal relationship educational materials and sessions provided
- Pilot conducted utilizing next era ceremonies and OA legend
- OA Handbook, policy documents, and guides revisions complete to ensure consistency with updated OA mission, vision, and purpose and AIA policy
- Section event AIA policy and approach approved by National OA Committee

2025 (July – December)

- Tribal relationship educational materials and sessions continued
- Revised ceremonies approved and ready for lodge use
- Ceremony introduction, education, and development programs, assets, and materials provided to lodges
- Scout Executives and Lodge Advisers updated on progress of AIA transition
- AIA program concluded at the Section level
- AIA program concluded in lodges without requisite tribal relationship

2026 (January – June)

- All legacy content changes are complete and implemented
- Use of legacy ceremonies concluded

2025 OA High Adventure

Each summer, the Order of the Arrow offers several different High Adventure opportunities to meet your summer needs. Whether you are looking for hiking in the mountains at Philmont Scout Ranch, canoeing in the quiet solitude of Northern Tier, or seeking out a variety of different adventures at the Summit Bechtel Reserve, the OA has a program for you! Participants at Philmont and Northern Tier must be at least 16 years of age by the day their program starts, but not yet 21 years of age by its conclusion. Participants at Summit Bechtel Reserve must be at least 14 years of age by the day their program starts, but not yet 18 years of age by its conclusion. Learn more about our programs and register to participate at <https://oa-bsa.org/high-adventure>.



OA Canadian Odyssey & OA Wilderness Voyage at Northern Tier

- Session 1: June 4 – June 18, 2025 (Male Crews)
- Session 2: June 11 – June 25, 2025 (Male Crews)
- Session 3: June 18 – July 2, 2025 (Coed Crews)
- Session 4: June 25 – July 8, 2025 (Male Crews)
- Session 5: July 2 – July 16, 2025 (Male Crews)
- Session 6: July 9 – July 23, 2025 (Coed Crews)
- Session 7: July 16 – July 30, 2025 (Male Crews)
- Session 8: July 23 – August 6, 2025 (Male Crews)
- Session 9: July 30 – August 13, 2025 (Coed Crews)

OA Trail Crew at Philmont Scout Ranch

- Session 1: June 8 – June 22, 2025 (Coed Crews)
- Session 2: June 15 – June 29, 2025 (Coed Crews)
- Session 3: June 22 – July 6, 2025 (Coed Crews)
- Session 4: June 29 – July 13, 2025 (Coed Crews)
- Session 5: July 6 – July 20, 2025 (Coed Crews)
- Session 6: July 13 – July 27, 2025 (Coed Crews)
- Session 7: July 20 – August 3, 2025 (Coed Crews)
- Session 8: July 27 – August 10, 2025 (Coed Crews)
- Session 9: August 3 – August 17, 2025 (Special USFS Valle Session, Coed Crew)





**OA Summit Experience
at Summit Bechtel Reserve**

- Session 1: June 8 – June 14, 2025 (Coed Crew)
- Session 2: June 15 – June 21, 2025 (Coed Crew)
- Session 3: June 22 – June 28, 2025 (Male Crew)
- Session 4: June 29 – July 5, 2025 (Coed Crew)
- Session 5: July 6 – July 12, 2025 (Coed Crew)
- Session 6: July 13 – July 19, 2025 (Male Crew)
- Session 7: July 20 – July 26, 2025 (Coed Crew)
- Session 8: July 27 – August 2, 2025 (Coed Crew)



2025 National Leadership Seminar & Developing Youth Leadership Conference Schedule



February 7-9: Mobile, AL

March 21-23: Minneapolis, MN

March 21-23: Indianapolis, IN

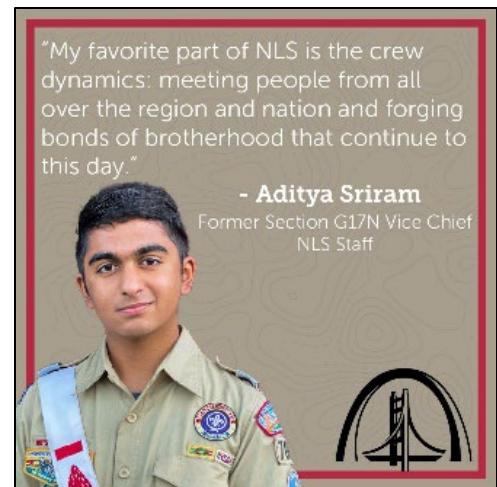
March 28-30: Kansas City, MO

October 3-5: Rockville, RI

November 7-9: Fort Worth, TX

November 22-24: Southern CA

December 5-7: Greensboro, NC



<https://oa-bsa.org/training>