

10:05 - Opening: Emily Sallustio, Lodge Chief

- Obligation
- Opening Announcements

10:06 - Establish Quorum

- Tipisa Lodge Rules, Section 6, Part E: “For the LEC to conduct business, a quorum consisting of a majority of all voting members must be present.”
- Nine are required for quorum. (17 unique voting members)
- 14/17

10:06 - Motion to Approve October LEC Minutes

- Piper Ebert, Secretary
 - “I move to approve the LEC Minutes from the January 1, 2024, LEC as distributed January 25, 2024.
 - Seconded
 - Any Adjustments?
 - No
 - Move to close the floor (yes)/ Floor closed (yes)
 - Minutes Approved

10:07 - Reports

- Lodge Officer Reports
 - Emily Sallustio
 - I was at every Ordeal weekend. I tried to be at every single one and saw that all our chapter chiefs were very engaging. Colin Gibbons did an excellent job running his Ordeal weekend with Micco. Please remember communication is key and that no one feels like they are being overstepped with anything.
 - Adam Brandt
 - Went to all 3 ordeal weekends and saw the good and the bad.
 - Anthony McBride
 - Not present
 - Piper Ebert
 - I was there for all three ordeal weekends and was there to witness the good and bad aspects of the Ordeals. I want to thank Colin Gibbons for doing such an exceptional job planning and running his ordeal weekend and for sending me the planbook. This made it easier for me to distribute amongst the rest of the Lodge Officers who showed up late Friday night and Saturday morning.
 - As a reminder, if you haven’t sent me any reports (chapter, committee, officer, or presentations), I will need those no later than 10 days after this LEC. So, if you wish for your reports or

presentations to be included in the February LEC Minutes, please get those to me no later than February 21, 2024, at midnight.

- NOTE: ANY PRESENTATIONS WILL BE POSTED TO THE LODGE WEBSITE INSTEAD OF ATTACHED!!
- Ashton Adamick
 - Get from Amber Smith
- Ethan Burkhart
 - We are making a new lodge kingscup and it is going to have a section for chapters. So please have some items and bring them up to your chapters. This will include photos and memorabilia. Please have those for me at the next LEC.
- Chapter Reports
 - Huracan - Maria McBride (Colin Gibbons)
 - Ordeal
 - Officers:
 - Maria McBride (Chief): ceremonialist
 - Colin Gibbons (1st Vice): Ordealmaster
 - Caroline Krywonos (2nd Vice): ceremonialist
 - Noah Loudermilk (Secretary): Elangomat
 - Mia DeVivo (Historian): Ceremonialist, Set up Kingscup
 - Surya Balamurugan (Treasurer): Not Present
 - Weekend Stats (Combined):
 - 75 Candidates
 - 68 Members
 - 22 Brotherhood Eligible
 - 89 (elangomats + candidates) X 7 hours X \$15/hour = \$9345 of labor costs saved at weekend 3
 - Ordeal/Brotherhood Stats (Huracan @all weekends):
 - 9 Brotherhood Inductions (9 present eligibles)
 - 73 Current Brotherhood Eligibles
 - 10% Brotherhood Completion at Ordeals
 - 38 New Members (60 Elected)
 - 22 Remaining
 - 63% have gone through our ordeal
 - Elangomats:
 - Colin Gibbons (weekend 2)
 - Ray Burkhart
 - Aliya Kent
 - Noah Loudermilk
 - Bryan Morris

- Logan Smith
- Ethan Burkhart (weekend 1)
- Ceremonies (Brotherhood, Ordeal, Pre-Ordeal):
 - Maria
 - Caroline
 - Ethan
 - Mia
 - We did have to use a ceremonialist (Matthew) for brotherhood from another chapter, but we had a ceremonialist complete their induction and has already begun memorizing lines for the Brotherhood
 - Our Ceremonies team was on time
 - A couple of ceremonialists were first-timers and did excellent and are improving and practicing for next time
- *Service Projects:*
 - Campsite Clearouts
 - Stine/Hedrick brush clearing along the roadway
 - Pressure washing of Staff Camp
 - Clean up of area near chapel/native weapons
 - Could not complete Dining Hall HVAC task due to it occurring during meal times
- *Finances:*
 - **NEED TO CONFIRM WITH ADVISOR**
 - Held a Fundraiser at the University of Scouting, serving lunch to participants. We raised \$404.00.
- *Lessons Learned:*
 - Elangomats should have the ability to contact the ordeal master
 - The Elangomat list should be verified by both chapters at least a week out
 - Make crews in advance with space
 - Expect to have to remove crews to change to maximum capacity
 - Very helpful for ordeal master to have a buddy
 - Need to meet with the lodge/camp for a rundown the weekend before with a completed handbook
 - Surprises occurred with bed down sites, crew sizes, walkie availability
 - DON'T allow crews to leave bed-down sites until awoken

- The Rainout plan should be campsites, contact the camp and ask early so they can help it be set
- Increased Food Quality leads to Happier Candidates (peanut butter crackers, fruit snacks, meat sticks, granola bars)
- Hot Chocolate/Electrolyte drinks are valuable for increasing safety and morale
- Contact Colin Gibbons (2024 Ordealmaster): at colinpatrickgibbons@gmail.com for additional information
- Advanced planning and **delegation** are critical
- Attend a prior weekend if possible and sit in on the leadership debrief
- Membership:
 - 2024: 110 (61Y/49A)
 - 2023: 160 (97Y/63A)
 - 50 fewer (-36Y/-24A)
- Recruiting Plans
 - Spring Conclave/Brotherhood
 - Maria will announce at all chapter meetings and send an email
 - **1st vice recommendation is to schedule emails to go out the 4 weeks before an event, which can be scheduled in advance**
 - Makeup Ordeal
 - Dedicated email to those who didn't go through in January
 - 1st vice recommendation is to send the promo video the Historian is making as well as sending emails to scoutmasters reminding them of their uninducted youth
- YTD Events:
 - The last chapter event to be in lodgemaster is the September chapter meeting. A reminder has been sent to the secretary to upload the recorded attendance for these meetings
 - Based on events in lodge-master (TNAW) 1/38 Members have activated (2.6% activation)
- Kikape - Stephin Bohlin
 - Ordeal reports
 - 29 candidates

- 10 candidates
- 75%
- 12 total participated in our ordeal
- used Wewa's team and lodge team however we have 5 people who are learning, and we have a new advisor - Stephen Slaka
- camp cleaning, atv brush cleaning, road clearing, trading post gutters cleaning, and dining hall maintenance.
- parents first, more space for check-in, and better lodge communication.
- Brotherhood
 - 9 candidates
 - 2 brothers
 - 18%
- Membership
 - 29 new members
- Chapters events
 - 7y
 - 10A
 - 4 members
 - 74%
- yes all are up to date
- social media and emails
- Lemhee - Yekchi - Benton Forrester
 - Ordeal Closeout
 - 37 of the candidates who completed Ordeal
 - 22 of the eligible candidates remaining
 - YTD Ordeal completion percentage 69%
 - Makeup Ordeal recruiting plan. – reach out to members who didn't complete and tell them when and where to be making sure we are contacting them
 - Elangomats
 - We had an Elangomat training via a virtual meeting on 12/17/2023 to make sure they were all prepared for the weekend.
 - The amount trained was not equal to the amount that became Elengomats so we had to find some last-minute fill-ins
 - Each crew had between 6-8 scouts we had to go slightly over 8 for some of the female groups as we did not have enough elangomats
 - Ceremonialists

- The Nefketch team ran the ceremonies for our weekend
- They knew what they were doing and ran them well
- Service Projects
 - Overall our candidates worked 720 hours of service to camp.
 - Our candidates were able to complete almost all of their assigned projects and even needed more from camp after completing them.
 - Some clans however did not fully complete their projects and needed to go back and redo them
 - List of projects included... Cleaning Campsites, Clearing brush from away from buildings, Pressure washing, digging trenches, and road clearing.
- Finances

ROLE	PAID AMOUNT	COUNT
Brotherhood	\$203.00	4
Candidate	\$2413.00	37
Elangomat	\$45.00	5
Staff	\$290.00	7
Total	\$2951.00	53

- Lessons Learned and recommendations for next years leaders
 - We should have done more recruiting of Elengomats earlier on
 - We should have included more people who have run an ordeal the weekend before in our planning.
- Brotherhood Completion
 - 33 eligible from 2023
 - 4 completed during Ordeal Season
 - YTD Brotherhood completion percentage 9%
 - Spring Conclave recruiting plan. – send emails, texts, and posts on social media.
- Membership
 - How many more (or fewer) Y/A members do you have vs. 2023
 - (45A, 5YA, 57Y, 107 Total 2024) (51A, 13YA, 44Y, 108 Total 2023)
- Chapter events and attendance
 - 5Y/2YA/2A attendance
 - # of new members attending a post-ordeal chapter event – We have not had a chapter meeting yet
 - YTD activation rate 5%

- Have all YTD chapter events been recorded in Lodgmaster - YES
- Spring Conclave invitation plan – emails, texts, and social media posts
- Micco-Tomokee - Blake Harrel
 - Ordeal Reports
 - 31 candidates completed Ordeal so far
 - 15 candidates remain
 - 65% induction so far
 - New inductee activations 20 members
 - Thoughts on ordeal recruiting - feel free to modify as you desire
 - Engage the existing Arrowmen in the units with the remaining candidates to contact and invite those people to the ordeal
 - Possibility have a CEC phone 'party' to contact remaining candidates too
 - 5 elangomats from the 3 ordeals
 - No ceremonialists - need to work on building a team
 - There was a discussion of working with other chapters to build a team
 - Not sure about the service projects done or the finances from the weekend.
 - Lessons and Recommendations
 - More and earlier communications to members - even if it is just dated so they are aware and can block their calendars
 - Need to explore options for communications additions to email to chapter members
 - Brotherhood completion
 - 37 remaining brotherhood eligible
 - 5 completed brotherhood (2 need to pay 2024 dues)
 - 12% completion
 - A similar plan for recruiting ordeal candidates
 - YTD - 2023 vs 2024
 - Total 103 vs 85 (up from 26 in January)
 - Youth 47 vs 38
 - YA 16 vs 11
 - Adult 40 vs 36
 - Chapter events
 - January chapter meeting
 - 44 attended
 - 19 were new inductees
 - 32 youth, 2 YA, 10 adults

- TNAW
 - 20 attended
 - 1 was a new inductee
 - 3 were camp volunteers, 4 were dancers/presenters, 13 were staff
 - 10 youth, 1 YA, 9 adults
- All chapter events have been recorded in Lodgemaster
- Spring conclave
 - 5 signed up so far
 - Email, Facebook, and chapter meeting announcements to increase sign-ups
- NefketeH - Megan Ewing
 - Ordeal Reports (Ref. examples at the bottom of LEC Resources page at Tipisa.org)
 - # of candidates who completed Ordeal - 22
 - # of eligible candidates remaining - 7
 - YTD Ordeal completion percentage - 69%
 - Makeup Ordeal recruiting plan - We plan on encouraging all of the remaining candidates to attend Service Weekend and visiting them in person to tell them
 - Elangomats - 6
 - Ceremonialists - 5
 - Service Projects - Clearing campsites, cleaning out fire pits, pressure washing dining hall, digging trenches at the ATV, clearing main road
 - Finances - \$9,592 earned in total from the weekend.
 - Lessons learned and recommendations for next year's leaders:
 - Clarify campsite assignments and clan assignments, as sending them out ahead led to confusion among candidates and staff. Also provide better communication with Elangomats, as most problems from the weekend stemmed from miscommunication with them.
 - Brotherhood Completion
 - # eligible from 2023 - 51
 - # completed during Ordeal season - 3
 - YTD Brotherhood completion percentage - 5.88%
 - Spring Conclave recruiting plan - Promoting on Facebook, Instagram, REMIND, and at Chapter meetings
 - Membership
 - How many more (or fewer) Y/A members do you have vs. 2023?

- 2023: 76 Y; 60 A
- 2024: 58 Y; 53 A
- Chapter events and attendance
 - January Meeting: 27 (17 Y/ 10 A)
 - # of new members attending a post-Ordeal chapter event
 - 6 new members attended
 - YTD activation rate
 - 27%
 - Have all YTD chapter events been recorded in LodgeMaster?
 - Yes
 - Spring Conclave invitation plan -
 - Promoting on Facebook, Instagram, REMIND, and at Chapter meetings
- Oussauna - Mia Lewis
 - Ordeal Report
 - 100 candidates went through, 9 adults, 91 youth.
 - 23 candidates left, 4 adults, 19 youth.
 - 80% completion rate.
 - The plan to promote the makeup ordeal is through emails, BAND, district roundtable, and the district and chapter newsletter.
 - Mark Bradley (Adult Male) and Adelina Morrison (Youth Female) were the elangomats from Oussauna.
 - Oussauna didn't provide any ceremonialist. Nefketah did ceremonies.
 - The service Projects were cleaning campsites, brush clearing, cleaning buildings, and digging trenches.
 - \$5162.5 was paid by the candidates and staff at all 3 ordeal weekends. On weekend 2, all the clans saved camp \$10,000 and 18 days of money and labor saved.
 - Some lessons for the future would be to confirm who will be there, get more elangomats, and communicate with Ordeal masters.
 - Chapter Report
 - 95 Brotherhood candidates from 2023. 9 completed at Ordeal. 8% completion rate. The plan to promote brotherhood is through emails, BAND, district roundtable, and the district and chapter newsletter.
 - We had 222 members in 2023. We have 171 in 2024. We lost 51 brothers between 2023 and 2024.

- We had 24 youth, 1 young adult, and 12 adults at the January Chapter meeting where we decided on the new chapter name. 29% activation rate.
- Our last meeting is in Lodgemaster.
- We had 13 brothers at a Conservation Project in January, and we are starting a chapter point reward system.
- Wewahitchka - Alexzander Hepperman
 - **Title**
 - This is the official after-action report of Wewahitchka's 2024 ordeal weekend. This report includes Chapter Officer involvement, Planning, Execution, Attendance, and Recommended changes.
 - **Purpose**
 - The purpose of this report is to guide any future leaders planning an ordeal.
 - Many of these points can be applied to any aspect of leadership.
 - **Chapter Officer Involvement**
 - We had 3 out of 5 of our officers present.
 - I am Alex Heppermann and I am the 2023-2024 Chapter Chief. My main job throughout the weekend was primarily logistics, supporting our Ordealmaster and eventually taking over as Ordealmaster.
 - Our First Vice Chief is Timothy Anderson and his role over the weekend was serving as support staff.
 - Our Secretary is Evan Stalnaker and his primary job throughout the weekend was logistics.
 - Our Ordealmaster is Evaine Anderson.
 - **Planning**
 - We were late to the game to start planning.
 - We decided to heavily base our plan on Lodja Hadjo's ordeal plan.
 - Unfortunately, we failed to realize that some of the information like locations, and times wouldn't work due to our coinciding.
 - Once we had attained the correct information we held an emergency planning meeting to reassess our situation.
 - We were successfully able to adapt and overcome.
 - **Execution**
 - Once we arrived we were able to roll straight into registration.
 - Registration went extremely well.
 - We had Elangomat training on Friday afternoon.
 - Our pre-order team did an outstanding job.
 - We held an emergency meeting mid-Saturday to

address certain issues.

- Our candidates provided much help to the camp.

■ Attendance

- We had 41 Wewa candidates complete the ordeal during our weekend.
- We had 13 Wewa candidates complete the ordeal during weekends two and three.
- We have 9 candidates remaining.
- We had 8 brothers serve as staff.
- We had 4 Wewa Elangomats.
- We had a full Pre Ordeal Ceremonies team.
- The other two teams were put together by the lodge.
- We had 85% of our candidates complete the ordeal.

■ Service Projects

- Cleaning campsites.
- Cleaning up Christmas decorations.
- Cleaning the dining hall.
- Cleaning the trading post.
- Cleaning staff camp
- Clearing brush by Matt Regan's house.
- Clearing brush by the memorial garden.
- Clearing brush by along the main road.

■ Completing The Ordeal

- To help the rest of our candidates complete the ordeal we plan to promote Service Weekend.
- We are inviting our candidates to a meeting to encourage them.

■ Membership

- In 2023 we had 68 dues paid.
- In 2024 we have 90 dues paid.
- We currently have 22 more dues paid than last year.

■ Brotherhood

- We had 5 Wewa brothers earn Brotherhood.
- We have 7 brotherhood eligible from 2023
- We plan to call all brotherhood eligible and encourage them to come to the spring conclave

■ Recent Meetings

- We had 17 brothers attend our September chapter meeting.
- We had 34 brothers attend our October chapter meeting.
- We had 46 brothers attend our November chapter meeting.
- We had 35 members attend our December chapter meeting.
- We had 48 brothers attend our January chapter meeting.

■ Recommendations For The Future

- Establish clear roles.
- Establish effective training for ordeal prep.

- It must be made clear what level of involvement the Camp, Lodge, and Chapter have in both planning and executing the ordeal.
- Train the Chapter Chief and Ordealmaster on how to prepare and lead the ordeal. e. Arrive to camp earlier in the afternoon to set up.
- Secure Elangomats well in advance.
- Secure more Elangomats than you need.
- All Elangomats should have radios.
- Request the ordeal handout (used weekends 2&3) from camp.

NOTES: Emily Sallustio - Communication is a super duper helpful way to get information around. I get messages all the time from people forgetting about YPT. When you're reaching out to your chapter members, ordeal members, or brotherhood members make sure that you talk to the adult advisors for the troop or chapter to get permission to attend. Carpooling is also another very good way to get people to attend more events

- Committee Chairman Reports
 - Ceremonies - Wesley Restrepo
 - Thank you to all the chapter chiefs. In the past couple of months, there was a push to create ceremonies teams. People coming up to me wanting to make ceremonies is a great reflection of the chapter's commitment. No chapters have a complete ceremonies team. That is a goal for the next year.
 - Finance -
 - All of 2023 has been arranged and assigned to accounts. All the accounts have been printed and the chapters have been printed as well. Nef's account paper is not correct. But most of the accounts are believed to be correct. Please go through your sheets and agree with them if correct and let us know if something is not correct. Hopefully, by the next LEC, we will have 2023 closed out. I don't have the end-of-year balances from 2022. Some of the accounts may go up and down depending on what the end-of-year balances were. We have a method to get the items out cleanly.
 - Founders - Marc HJ
 - We have selected two brothers to receive the Founders Award at Spring Conclave in 2024.
 - Inductions - Wesley Restrepo
 -
 - NOAC - Matthew Hill

- Our Grill this Weekend was helping in terms of fundraising for NOAC.
- Publications - Megan Ewing
 - We are going to need to discuss the next Publication issue. We will be switching the editing software to make the transition to the printing company smoother.
- TNAW -
 - Awaiting Close-out report
- Vigil - Wesley Restrepo
 - Everything is going according to plan. If I come up to you inconspicuously about being a triangle bearer do not be afraid. We have a full vigil class of 17.
- Website - Adam Brandt
 - We have updated the Spring Conclave. Registration links are there and live.
 - Service Weekend is updated on the Website and the link is live.

10:57 - Old Business

- Lodge Rules Proposal (voting)
 - We are going to vote on the spirit of the idea, not the actual wording. The Key 3 will be deciding on the actual wording later on.
 - Taking a quick vote to settle and change all he's to their in the bylaws.
 - "I motion to change all the he's in the bylaws to theirs."
 - Seconded and Approved
 - Section 3A - Removal of Historian and splitting the Vice Cheifs into Lodge Vice Cheif of Program and Lodge Vice Chief of Membership
 - Motion to separate the Removal of Historian and the splitting of Vice Chiefs into two separate motions.
 - Motion seconded and approved
 - Motion to remove the job of Historian and turn it into a Committee.
 - Seconded
 - The position of Lodge Historian is one of immense value. Knowing that is very important. It is less common to have a Lodge Officer than to have a Committee for the position. And of course, the person that is the most qualified to hold any position is the person who has the most passion for it. (Matthew Hill)

- We aren't trying to degrade the role of Historian but more so trying to expand upon it. There is so much that goes into the role of Historian such as maintenance of the kingscup, taking pictures, and posting it to all of the social media. It is a big job. There have been many concerns that certain scouts haven't had the chance to climb the ladder into the Lodge because others gain the positions. Unfortunately they at times have to humbly settle for Chapter positions. In the 5 years that I have been in the Lodge, we have been thankful to have Ethan serve as Historian for 2 of them, but the other 3 years we had nobody in the position. It is very important to have more than just one person in this position to allow for others to have that chance to hold a great responsibility in the lodge but also give more effort into the responsibilities of Lodge Historian. (Marc HJ)
- Can everyone raise their hands if they have an active Historian in their chapters? Someone who actively takes pictures and posts them. Raise your hands if they often share the photos they take at your events. These are some things that you need to think about when you're voting for a position like this. Because your decision could either benefit them like they are saying or it can negatively affect them and they feel like they have less value in their chapter positions. But overall it can inspire them as a team with other chapters. (Emily Sallustio)
- Don't we always teach scouts that every team needs a leader? I think that the Lodge Historian is a great way to achieve that, especially when you have someone willing to put in the effort and the work for it. (Alex Hepperman)
- As written, nothing is saying that this would be replaced with a Historian Chairman. I think that before anything else we need to have that information specified. (Colin Gibbons)
- We are not voting on the actual words written in the amendments but on the spirit of them. (Marc HJ)

- So if the point of the amendment is to make the Lodge Historian into a chair/committee position, we don't have to take it away entirely. We could just add a committee to it. Arguably it is most definitely a position that holds immense responsibility, it is in charge of a lot of stuff, but if you take that away from the members of the Lodge it could get swept under the rug a lot more than you are saying it already is. (Wesley Restrepo)
- The Publications committee does some parts of the responsibilities already. So if anything we could just add a committee under the title and have both. (Emily Sallustio)
- To remove any Officer from their position, if they need to vacate it, must have a $\frac{2}{3}$ vote from the LEC. A chairman can be removed and replaced at any given time at the pleasure of the chief. But should someone fail to complete their responsibilities of what everyone here agrees to be a very critical role, it is far easier to get ahead of the situation and control it if they are a chairman. And it gives you far more ability to effectively use the position. (Marc HJ)
- As it stands right now, the Legacy for the Museum committee, we have struggled to fill the Legacy with a chairman. And it has been like that for a while now. We are even still trying to find one. (Adam Brandt)
- If we do decide to change it, have we had a successfully performing committee to base this on? Or do we not have anyone that has had that? (Mia Lewis)
- Yes, we do. (Marc HJ)
- Why have certain positions been elected and some appointed? There is a reason we do it this way and we would not be the first to make the Historian an appointed position, I would disagree that it would take away some of the value from it. Our sights should be set on the final goal, on what is going to be best for the Lodge as a whole. If we were to have

- a committee than have one person doing that job then it provides the opportunity to have more going into the position. (Matthew Hill)
- The one thing that Marc was saying earlier about having 3 years without a Historian being in place, I think making it a committee all depends on human behavior. It could go either way. It could open the position up to allow more people to participate or it could make it much less known and much fewer people to do it. Because I know most of the committee chairs that we have here were previously or currently on the LEC. With a committee chair who is not going to be as well known it could be either way. It could go better or worse. (Ethan Burkhart)
 - Colin calls the question. Seconded and explained.
 - Motion to remove the job of Historian and turn it into a Committee.
 - 4/17 Denied
 - Motion to splitting the Vice chief position into Vice Chief of Program and Lodge Vice Chief of Membership
 - So, Adam. What do you do as First Vice Chief? (Matthew Hill)
 - Right now I am doing the inductions side of things. However, I am also working on other things as well. (Adam Brandt)
 - Right, now how did that come to be that you took over the inductions side of things? (Matthew Hill)
 - Me and Anthony, after the election, sat down and discussed what each other's strong suits were. (Adam Brandt)
 - And what does Anthony do as Second Vice Chief? (Matthew Hill)
 - He does the program side of things. (Adam Brandt)
 - Right! So the point of this discussion specifically is that the motion is already in place. We have a first and vice chief, that is just how the nature of the Lodge naturally is.

We have to take care of the program and the inductions side of things. That's how it was during my year and that's how it has been done in years past. But, what this is doing is, sort of, codifying in the bylaws, that when we elect someone for the position, we know what we are electing them to do. Adam, I know you and Anthony would have been more than capable of doing either job. I know you two have been helping each other do certain tasks. And this is not going to stop that assistance by any means. What it means is that when you step up and say you want to run for a Lodge Vice Chief position you know exactly what that job is that you are getting yourself into. The current bylaws are a little vague on that topic so this would help to specify what exactly the jobs of each Vice Chief position would be. It would also help when it comes to people electing others because they could think, "Oh, this person is good at inductions," or "Oh, this person is good at programs. I know they would do a great job with this." It would give a little more formality to a process that already occurs. (Matthew Hill)

- Much like Matthew's point, when I was a Vice Chief, it was a time before I was finally selected to do Inductions. When the other Vice Chief did not show up after Fall Fellowship it left our program side of things in shambles. To which Andrew and I had to pick up after. So, theoretically, if we had specified elected positions for the Vice Chief position, it would have helped in the case that we would have someone who may or may not have been as good as our Brother who left, the opportunity to fulfill the position with much passion and effort that it needed. (Marc HJ)

- Is there a reason we need to change it? Why can't we just add to the description of first and second vice that this position does this and this position does that? (Benton Forrester)
- Because that is what we are doing. The only difference between the first and second vice is succession. What we are doing here is we are changing those vice chief positions to these titles. (Marc HJ)
- But then there is the problem of who is next in line. (Benton Forrester)
- Addressed later (Marc HJ)
- I would like to speak in favor of this. At least in our chapter, we both have very clear responsibilities and outlooks on what we are expected to do. Knowing what is valuable on our end, I ran for the one that is in charge of the ordeal, and the other was to run for the one in charge of elections. I think that having that very clear and having what the expectations of that role are is very helpful when deciding who is more valuable in that position, to vote on. (Colin Gibbons)
- The point of a first and second vice chief, at least as I have always understood it, is to assist the Lodge Chief, and what the lodge chief needs to get done. And so well that does cover some of the membership and some of the program, I think that if we make it that specific responsibility of each vice chief that takes away from how they are helping the Lodge Chief. (One second Marc) I think that kind of fixates on collaboration, sharing of responsibilities, and working as a team. In addition, (I'll get to you Marc, don't you worry.) For someone who wants to run for first vice and they don't get it, they move on to second vice. And if we go on and move these to their new titles, I don't

know which you have in the line of succession, I think it could be harmful if someone wanted to run for the Program but go into membership when they don't have the passion for that role. (Wesley Restrepo)

- Marc did state earlier that there would still be a collaboration between the two positions. Just for clarification. (Emily Sallustio)
- There would be a point like every other Lodge Officer, that they will complete any other duties assigned by the Lodge Chief. It demonstrates the items and responsibilities in the roles we would like the officer in that position to fulfill. Anything else that needs to be assigned and collaborated on, the Lodge Chief can assign. (Marc HJ)
- The chair recognizes Alex. (Emily Sallustio)
- I think this removes all responsibility. Cause as Adam said he does have responsibilities other than the ones he is listed under. It removes all ability for the vice chiefs to switch responsibilities between each other and to assist when needed. While, yes it could be beneficial for them to have a set position and title, it could also be a major fault and cause issues. We should offer the positions and allow the flexibility for them to choose what specifically they want to be responsible for and work on in their order of succession. If you want to change the roles somehow, just adjust the bylaws to state what the roles and responsibilities for each could be under the titles instead of changing them entirely. (Alex Hepperman)
- A reminder that we can change the words however we want. But that it is still a flexible position. The only change is that it has specific names of what each is. (Emily Sallustio)

- It has been brought up previously that in years past on this LEC the program and membership have been split. I think that over the past couple of years, it isn't always a requirement. It hasn't always been that way all the time. Recently yes, but go back 5 to 6 years and it wasn't like that. So if we make a bylaw change that isn't just this is what you do and this is what you do, it leaves nothing up maybe going back to what was happening 5 to 6 years ago. (Wesley Restrepo)
- Anthony and I talked about this at the service weekend. We haven't stuck to that. He mostly handled Fall Fellowship this year along with Sebastian. He was the camp connection for Ordeals, while I was also on the logistics side of things. So we tag-teamed Ordeals this year. And Spring Conclave is the event that I am running. We have not stuck to programs and inductions throughout the year. (Adam Brandt)
- What youth was involved in making that decision? (Marc HJ)
 - That's my point there were no youth involved in deciding that you were gonna do the logistics side. That wasn't decided by youth. We are a youth organization!! (Marc HJ)
- Usually, weekend chairs are appointed, the same as chairman positions. So I do not wish to bring that up in this discussion of youth not having a say in what is decided on. (Emily Sallustio)
- Motion to close the floor for discussion
- Seconded and approved
- Motion to split Vice chief position into Vice Chief of Program and Vice Chief of Membership
 - Seconded and Denied
- The remaining amendments were withdrawn.

- Spring Conclave Planbook Presentation & Approval
 - Plan books handed out
 - Briefly and quickly went over any adjustments and finalized decisions made to the draft planbook
 - Motion to approve the planbook as discussed
 - Approved
 - (Could not go over in full detail/ went over very quickly due to relocation of the LEC)

00:00 - New Business

●

00:00 - Information

- PMP Overview -
 -
- Open Forum -
 - Ordeal Season Report - Matthew Hill
 1. Review of the Obligation and its meaning
 2. Call for self-reflection
 3. What is the purpose of the Ordeal
 - a. Altogether, to bring people into the organization and to demonstrate our values of Brotherhood, Cheerfulness, and Service
 4. Was this accomplished? Let's see
 - a. Area Director Report #1
 - b. Area Director Report #2
 - c. Personal notes
 - i. Communication
 - ii. Cheerful service
 - iii. Public behavior
 5. What's next?
 - a. The Ordeals are always the most stressful time of year, yet somehow we never seem to make any progress on alleviating that stress. The resources are available, and our leaders are competent, but year after year we fail to prepare ourselves for success.
 6. Planning should start now- the year-long backdated plan for running an Ordeal is publicly available
 7. Closing
 - a. We all have the same Obligation, we all repeat the same Admonition, we all have the same values and goals, and we

all have the same passion for promoting leadership and service and experiential learning amongst youth.

b. Repeat the Obligation, very slowly

o Ordeal Report (Detailed) - Matthew Hill

Brothers,

Having journeyed through yet another Ordeal season, the importance of reflecting on our successes and failures with equal fervor cannot be understated.

As Arrowmen, we are held to a higher standard. Through our ceremonies and high-brow ideas, the standard to which we must hold ourselves and our brothers can most accurately be summarized through our Obligation, as follows, and our Admonition.

I do hereby promise on my honor as a Scout, that I will always and faithfully observe and preserve the traditions of the Order of the Arrow, WIMACHTENDIENK, WINGOLAUCHSIK, WITAHemui.

I will always regard the ties of brotherhood in the Order of the Arrow, as lasting, and will seek to preserve a cheerful spirit even in the midst of irksome tasks and weighty responsibilities, and will endeavor, so far as in my power lies, to be unselfish in service and devotion to the welfare of others.

In the immortal words of Polestar, we must first be leaders in the Induction. The Ordeals are, for all of our new youth, the very first impression of the Order of the Arrow, and thus should be handled with the utmost care and preparation; should we fail to do so, not only is our name as an Order besmirched, but the minds of young scouts are soured towards us.

Noting this, the value and purpose of our Ordeals is to bring new scouts into the Order by demonstrating our principles of Brotherhood, Cheerfulness, and Service. As we look back, let us ask ourselves if this was accomplished.

To begin, I want to share with you all a brief Instagram direct message that I received from an area director. As follows:

“As a Camp La-No-Che area director for winter camp 23/24, who knows nothing about the OA, what I witnessed during session 3 of winter camp was upsetting. The most intersection I witnessed was during meal service, where we were assigned seating. On multiple occasions, I witnessed the tables reserved for the OA to be left in

terrible condition, with full trays strewn over tables, and tables uncleaned. While it can be argued that they weren't informed on where to put their things, it's not within the values of any scout organization to leave work for others. As someone who had to repeatedly clean up after them, I was frustrated at the management and staff of the event. I also saw countless numbers of my coworkers taken away for hours at a time, sapping energy from our program, to supplement the ordeal. This was frustrating and added extra stress to everyone within the winter camp staff.”

As scathing as this report is, know that it is one which I was willing to publish. Bearing this in mind, I would invite us all to pause from reading for a moment and reflect. For those of us who are unaware, many members of our Scouting community felt pushed away from the Order of the Arrow after January. Feeling heavily the irony of bringing to a lodge I used to run a list of grievances, found below is a list of other items noticed by myself and others.

- Communication
 - Between chapters and lodge: lodge leaders were unaware of plans and thus
 - unable to accommodate resources, including their own time
 - ○ Between lodge leaders and lodge leaders: especially in terms of decision-making,
 - delegation, and the chain of command
 - Between lodge and camp: total lack thereof, most notably in terms of scheduling
- Absolute lack of cheerful service
 - The dining hall was an embarrassment, left in shambles for others to clean
- Inappropriate public behavior
 - Notably, camp actors are guilty here as well
 - Lack of tact on radio calls, assuming authority, and wildly overstepping boundaries
 - Publicly yelling at our brothers

1. What's next?

- a. The Ordeals are always the most stressful time of year, yet somehow we never seem to make any progress on alleviating that stress. The resources are available, and our

leaders are competent, but year after year we fail to prepare ourselves for success.

2. Planning should start now- the year-long backdated plan for running an Ordeal is publicly available

3. Closing

- Special Election - Colin Gibbons
 - It has been requested by Troop 931 that we hold a special election for one of the members in their unit. One of their scouts is eligible for the OA and is very deserving of the high honor of being elected into the Order of the Arrow.
 - Motion to hold a special election for the eligible scout of Troop 931, Joamynel Perez.
 - Seconded and approved

00:00 - Adviser Moments

●

00:00 - Closing Song

NEXT LEC: 10:00 am at Camp La-No-Che

Mar. 3, 2024

Dates to Promote:

- Spring Conclave
- Section Conference, at Sand Hill Scout Res.
- Service Weekend

Mar. 1-3, 2024
Apr. 12-14, 2024
May 17-19, 2024