

B 2 B FaciliFacts

Presented by the Brother 2 Brother Team of Grand Lodge

OCTOBER 2007



“NEW FEATURE”

LODGE ACTIVITIES AT A GLANCE



Brethren, this NEW FEATURE, to be known as “Lodge Activities at a Glance” has been developed as a direct result of the Lodge Summons that the Grand Master reads each and every month. There are many noteworthy activities happening right across the Jurisdiction, some are related to lodge fellowship, others are about charity events, while many more are about special occasions. The inclusion of these randomly chosen lodge activities, in this periodical, is solely for the purpose of providing the membership at large with some examples of ways to better involve their lodge members. With the hope that someone in your lodge might say ... “We should try something like that.”

From ...

Lorne Lodge No. 282, Chatham District ... “Adopt A Member”. In an effort to increase lodge attendance across Chatham District, the DDGM, is asking every active member to issue an invitation to an inactive member & accompany him to lodge.

Macoy Lodge No. 242, St. Lawrence District ... The Worshipful Master has indicated that his primary focus this year will be membership & revitalization of the lodge. To this end he is establishing a Long Range Planning Committee & implement the Friend 2 Friend & Brother 2 Brother programs.

Myrtle Lodge No. 337, Niagara B District ... Another successful picnic was enjoyed & thanks to those who contributed to a great spread & the tasty corn. This is truly the highlight of the summer. It demonstrates the brotherhood among men & the family values of the members.

Tottenham Lodge No. 467, Georgian South District ... Renovations have been started in the lodge, beginning with the kitchen. The WM expressed how gratifying visitation has been this year & he encourages all members to join him on his visits. He asked the brethren to consider the benefits of the Friend 2 Friend program as a way to attract new members.

Brock Lodge No. 354, Victoria District ... The WM presented 50 year a Mason pins to VWBro. Clare Bagshaw and had the honour to do likewise with his father, Bro. Bill Elburg & was ably assisted by his brother, WBro. Jim Elburg. In life, pleasures like this don't come around very often.

Shuniah Lodge No. 287, Algoma District ... The WM thanks the members for their commitment to the craft by volunteering to do parts of the ritual that they have not done for some time & work that has been new to them. For new & older members, the ritual is a wonderful way to exercise and excite the mind.

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Our Masonic Duty

The lodge altar is the hearth of freemasonry. We, like all candidates have taken Masonic vows at that altar & by this we have assumed a great responsibility. We have assured the candidate that he has the right to make far-reaching claims upon us that affect time, fraternity and education. We have a collective duty to that individual to make him better, & help him seek the light of truth, the way of honour, & the will.



The B2B Tool Kit – Resource Manual

“Let’s Look A Little Closer At ...”

SECTION 5 – REVITALIZE

This section considers the important aspects of the B2B Program that can REVITALIZE the Past Masters, Officers and Members alike.

5.1 Purpose

The purpose is to present ideas that will make ALL members feel that they belong and are an important part of the Lodge. The topics outlined for discussion in your Lodge where applicable are:

1. Finding the Right type of Lodge Management.
2. Coping with Change.
3. Better and more Diverse programs in Lodge.
4. Ideas for more participation by members.
5. Conducting Membership Opinion Surveys.

These coupled with member specific ideas, will Build A Stronger Lodge, Enhance The Masonic Experience of the members and ensure that each Mason in the lodge has an opportunity to ... “Make A Difference”.

5.2 Ideas For The Revitalization Of The Membership In General

Part of the Revitalization process is ensuring that the members of the lodge have an understanding of where the Friend 2 Friend and Mentor fit in the operation of the lodge. Should the average member not understand their content the lodge suffers and then the real question to ask is why they not know about them. Is it the members fault or is it the fault of the leadership in the lodge, district or Grand Lodge.

If the average member knew the strength of the fraternity, then he would have reason to attend lodge. Until he can relate to Freemasonry on a personal level and see how he can bloom spiritually, he will continue to compare going to lodge with going bowling or playing baseball.

Some examples of the hidden qualities in Freemasonry include the development of leadership and communication skills, public speaking, confidence, administrative, management and organization skills.

Once a mason understands the precepts and sees the value to him as a person, we can then explain the value of many other things we do that are needed in every day life.

5.3 Finding The Right Type Of Lodge Management: Consultation And Consensus

"Brethren, such is the nature of our institution that, while some must of necessity rule and teach, so others must of course learn to submit and obey..." Masonry is a fraternal organization, which prides its self on the equality of its members. As noted in the preceding quotation from the "General Charge", certain members must take a leadership role for each individual lodge to survive and flourish. How this Lodge Management is conducted can have a profound effect on the success of the lodge.

The purpose of this section is to examine the various techniques of Lodge Management that exist and to determine which approach to leadership is best suited to a modern day Craft Lodge. The goal is to determine how to instill a successful management scheme in the Lodge.

5.3.1 Management Styles

Lodge Management can run the gamut from "totally autocratic" to "fully democratic". The successful formula lies somewhere in between. Perhaps you will identify the style that your Lodge employs and you may also recognize problems that this section will enable you to find solutions for.

1. Decisions by **DECREE**, made by: **A SINGLE DOMINANT MEMBER**

Advantages: - none.

Disadvantages:

- *members lack feeling of ownership of the Lodge*
- *generates dissatisfaction*
- *narrow in scope*
- *fosters stagnation*
- *undermines normal Officer development and progression*
- *autocratic.*

2. Decisions by **DECREE**, made by: **A SMALL PERMANENT CLIQUE**

Advantages: - none.

Disadvantages:

- *unreceptive to new ideas*
- *dissension among members*
- *stagnation*
- *causes factions in Lodge and in Corporate memory*
- *places the Lodge in a rut*
- *stifles incentive*
- *decisions rehearsed, rather than democratic*
- *undermines the Office of Worshipful Master*
- *undermines membership participation.*

No longer can Masonry tolerate Lodge Management by one dominant member, or a small group of members; it leads to conflict. *This type of management has no place in the modern Lodge.* Decisions made by decree or even consultation then decree, creates dissension, anger and resentment. It turns members off Masonry, results in short-term attendance by new members and many times leads to criticism outside of the Lodge.

To overcome the disadvantages of an autocratic leadership and its negative impact on the very existence of the Lodge, a number of managerial styles are employed. While they provide certain advantages, any restriction of participation by the membership at large still creates disadvantages.

Examples follow:

3. Decisions by **CONSENSUS**, made by: **MASTER, WARDENS AND PAST MASTERS**

Advantages:

- establishes a line of organization
- members know where decisions are made
- progression of thoughts and plans
- new ideas encouraged and considered
- blends good old ideas with new ideas
- retains Corporate memory

Disadvantages:

- ***Past Masters could intimidate Master and Officers***
- ***old ideas could outweigh new ideas***
- ***destroys the Committee structure***
- ***management base too narrow***
- ***discourages initiative of Junior Officers and members***
- ***excludes general membership, particularly new members.***

4. Decisions by **CONSENSUS**, made by: **MASTER AND ALL OFFICERS**

Advantages:

- as above, plus:
- more ideas and from a broader base
- participation by Junior Officers encouraged
- better team development
- continuity of ideas and plans
- opportunity for management training.

Disadvantages:

- ***could create an elitist group of Officers***
- ***could generate long debates on minor issues***
- ***could result in some exclusion, including Past Masters.***

5. Decisions by **CONSENSUS**, made by: **MASTER, OFFICERS AND PAST MASTERS**

Advantages: - as above, plus:
 - past experience balances with new ideas
 - better representation.

Disadvantages: - ***regular members excluded.***
 - ***could be difficult to get members to attend meetings.***

6. Decisions by **CONSULTATION AND CONSENSUS**, made by: **MASTER, OFFICERS, PAST MASTERS AND MEMBERS**

Advantages: - all those above, plus:
 - democratic
 - excellent for management training
 - necessitates formal planning and agenda
 - creates good communications
 - opportunity for differing points of view
 - always alternatives to consider
 - members able to buy into plans
 - contributes to a happy and healthy Lodge.

Disadvantages: - ***could be unwieldy***
 - ***too many ideas could lead to lack of accomplishment***
 - ***takes longer to arrive at conclusions***
 - ***requires strong management***

No management style is without some disadvantages, but these disadvantages are manageable, and have the benefit of action. 21st Century Lodge Management requires wide-spread participation by the members, under the strong direction of the Master, where every member has the feeling of belonging to the Lodge and participating in its management. Your challenge is to assess the management style used by your Lodge and, if necessary, to alter it *for the better*.

For more information on the B2B program

or

to ask for your personal copy of the B2B FACILIFACTS,

contact the Grand Lodge B2B Team Leader **Iain Wates** at **idwates@sympatico.ca**