



MASONIC MENTOR

Ideas and Information for the Grand Lodge of Alberta's Masonic Leaders
March 2010

BROTHER SECRETARIES

Please distribute/circulate to the WM, SW & JW for their use

Haitian Relief

We have all been saddened by the desperate situation in Haiti and many of us have been moved to contribute funds to relief agencies. It is my recommendation, as Grand Master, that individuals and/or Lodges contribute funds to recognized relief agencies only and request they direct it to their Haitian relief efforts. There are 48 Masonic Lodges in Haiti and, roughly, 6000 Haitian Freemasons. They range under the banner of the "Grand Orient d'Haiti" who are not recognized by the Grand Lodge of Alberta.



Membership Management – Beyond Master Mason

One of the most important activities of a Lodge is membership management. Good membership management will ensure an involved membership, healthy attendance and a strong Lodge. Poor membership management will result in demits, dismal attendance and, ultimately, a dying Lodge.

Membership management does not end after you have raised the man to the sublime degree of a Master Mason. We need to ensure our members are involved in the work of the Lodge while they are still able.

For our newer Master Masons, it is imperative one of the senior Lodge Officers have coffee with him to congratulate him again, remind him of his obligation and emphasize the Lodge needs his active participation

Part of the discussion should be to find out what he thinks the Lodge could do for him and how it could do that. This will provide important information on how the Lodge can keep him interested.

It is also important to find out what he thinks he can offer the Lodge. Does he like public speaking? Does he like reading and research? Is he a good planner and organizer? Is he good at memory work? The answers to these questions will help the senior Lodge Officers understand where he might best participate in the work of the Lodge. ----->

After all, there is plenty of work to do ... from ritual work to social events. The Principal Officers should get together and talk about the Lodge work the new Master Mason could become involved with.

Once some options have been devised, get back to the new Master Mason and review the options with him. See what option really interests him and then assign him the task and ensure he has a "coach or mentor" available to provide assistance as required.

Getting the new Master Mason involved in the work of the Lodge quickly is one way to ensure his regular attendance

In spite of your best efforts, one of your Master Masons might drift away and become "missing in action". Senior Lodge Officers should monitor attendance of resident members and identify members whose attendance at Lodge Meeting or functions is declining and, then, make personal contact with them to determine the reasons.

Some reasons will be tough to overcome – work schedules, health issues, family pressures. However, if there is no good reason ... ask him what it would take to get him to attend more frequently and try and accommodate him.

Many "MIAs" end up taking a demit and, once someone has taken a demit they can generate "negative press" for us because of what they might say about us to their friends and co-workers. A demitted Mason who says "I left because they did not seem to care about me" will make it almost impossible to attract anyone he talks to.

Brethren ... we make a huge investment in time and effort to initiate, pass and raise our members. We need to continue to make an investment in them because by increasing the participation of all our resident members we will strengthen our Lodges and that will Strengthen our Foundation.

Leading Four Generations of Masons

Many Lodges in our jurisdiction have the following four generations as members:

Traditionalists, who were born between 1900 and 1944, Baby Boomers who were born between 1945 and 1964, Generation X who were born between 1965 and 1980 and Millennials who were born between 1981 and 2000.

Leading these four generations can be a challenge for any Masonic leader if you do not recognize their different characteristics and wants. The following is a guide to understanding their characteristics and wants.

Traditionalists

The core need of Traditionalists is membership and responsibility. They have survived difficulties like the Great Depression and World War II and that has shaped their thinking to a large extent. They value, stability, security and community. They tend to be patriotic and have a strong reverence of the Supreme Being. They like structure and form.

For Traditionals, you need to offer tasks that are geared to their skill sets. For this group, it is important that you develop clear roles and responsibilities and ensure that everyone working with them sticks to the plan and schedule. They dislike vulgarity and insist upon appropriate dress in Lodge. Above all, respect their experience and listen to them.

Baby Boomers

The core need of Baby Boomers is work ethic and transformation. Their thinking was shaped by the strong competition for work and this created a strong work ethic. They value fairness to all, improving things, accomplishment of goals and most importantly recognition. They are now looking to find the right work-life balance as they are aging/retiring

For Boomers, you need to value their experience and recognize their contributions. They are the ones you can provide leadership opportunities to. Since they have “been there, done that”, they do not need to be told what to do but, rather, need to be asked if they can help.

Generation X

The core need of Generation X men is independence and freedom. Many of them had ----->

working parents and were “latch key kids” and, as a result, they are skeptical in nature. They tend to be tech savvy, they like to get a job done and move on and appreciate flexible schedules.

For Gen X'ers, they need quick feedback on their projects and like to multi-task. They do not appreciate being “micromanaged” when doing their work. They appreciate the right balance between work and social activities.

Millennials

The core need of Millennials is for respect and engagement. They are the first generation to teach older generations. They like to be involved and be respected. They are “team-players” and need to contribute to the team and they are also “tech savvy”.

For Millennials you will need to provide orientation and training and assign mentors or coaches. They respond quickly to requests and want to use the latest tools and technology. You need to respect their ideas, not talk down to them and recognize their work and their results.

As Masonic leaders, we need to recognize that each generation will strengthen our great Fraternity. How well we work together will determine our survival! How well we understand each other will secure our success!



Grand Lodge Officers Listing

Having read many Lodge Summons, I think it is necessary to remind Secretaries/Summons Coordinators on the proper protocol for listing senior Grand Lodge Officers.

The proper protocol is:

- Grand Master
- Deputy Grand Master
- District Deputy Grand Master
- Senior Grand Warden
- Junior Grand Warden
- Grand Secretary
- Grand Treasurer (if space allows)

The “Masonic Mentor” is prepared/compiled by the Grand Master. Please direct all feedback, ideas or contributions to the Grand Master *through the Grand Secretary*.