

B 2 B FaciliFacts

Presented by the Brother 2 Brother Team of Grand Lodge

JANUARY 2008



The B2B Tool Kit – Resource Manual “Let’s Look A Little Closer At ...”

Lodge Management: Coping With Change

5.4.2 Converting Conflict into Consensus

As Masons, we are admonished to "... work together with that love and harmony which should at all times characterize Freemasonry"... and so we should. This, however, is often easier said than done. Often differences of opinion can harden resolve on differing courses of action to such a degree that confrontation arises, making a common sense compromise difficult. Not only is this "non-Masonic", it creates a state of stagnation within the lodge, and everyone suffers.

Change is never easy, and it is all too often accompanied by conflict. Differing points of view must be assessed and the merits of each fully considered. Proponents of differing opinions must be given their say. Frequently the course of action to follow lies between the extremes. Often, the solution evolves through compromise. When required, a mediator, whether it be the Worshipful Master or some skilled Brother chairing a Committee, must possess the wisdom of Solomon and the patience of Job. He must be fair in his assessment of the different views and possess the skills of a good negotiator in achieving a solution that all parties can accept for the harmony of the Lodge. This is the essence of the Management of Change.

Mediating consensus from conflicting points of view is a challenge. This is particularly true in the management of a lodge, where opposing views often agree on only two factors. Each has the lodge's best interests at heart, and each believes that its point of view is best for the lodge and its members.

“Now it’s your turn !”

This new section of the B2B FaciliFacts remains available to you the reader and we encourage you to express your views on such subjects that may arise in this publication.

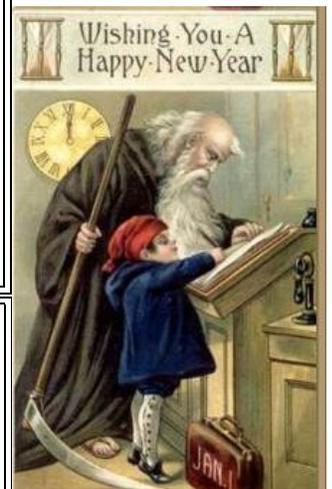
INSIDE THIS ISSUE:

CONVERTING CONFLICT INTO CONSENSUS	2
SEPARATE PEOPLE FROM THE PROBLEM	2
FOCUS ON INTERESTS, NOT POSITIONS	3
JURISDICTION NEWS	3 - 4
LODGE ACTIVITIES AT A GLANCE	5

SOMETHING TO THINK ABOUT!

“Life isn’t about waiting for the storm to pass.

It’s about learning to dance in the rain”



5.4.2 Converting Conflict into Consensus cont'd.

To achieve consensus on a course of action that addresses the problem and permits the lodge to move forward, a mediator must strive for a compromise.

The best interests of the future well-being of the lodge must be paramount. Any change must strengthen the lodge. In creating the proper atmosphere for consultation, every effort should be made to improve the interaction between the parties. Each party must be made more respectful of the opposing position. The key to success is communication,

- Are all parties listening?
- Are they open to compromise?
- Do they fully understand the total picture, including the various options?
- Are their interests shared, compatible, or conflicting? It is the role of the mediator to get answers to these questions and to assess the alternatives.
- What are they?
- Can they be improved upon?
- Are there other possibilities?

When opposing parties try to bargain over positions, they tend to lock themselves into their positions. The more each clarifies its position and defends it against attack, the more committed they become to it. A principled mediation method of focusing on basic interests, mutually satisfying options and fair standards typically results in a wise agreement by reaching a gradual consensus on a joint decision efficiently. This method should involve the following steps:

- Separate the PEOPLE from the Problem
- Focus on INTERESTS, not Positions
- Invent OPTIONS for Mutual Gain
- Insist on Using Objective CRITERIA

5.4.3 Separate the PEOPLE from the Problem

Deal with the facts only. It is difficult to deal with a problem with people misunderstanding each other, getting angry or upset, and taking things personally. ***People tend to see what they want to see.***

Out of all the information, people tend to pick out and focus on those facts that confirm their perceptions and disregard those that call their perceptions into question. Give each side a stake in the outcome by ensuring that they participate in the process. If they are not involved, they are hardly likely to approve of the solution. Often, people will continue to hold out, not because the proposal is unacceptable, but simply because they want to avoid the appearance of backing down.

Proposals should be made that are consistent with their values. If the parties view themselves as adversaries in a personal face-to-face confrontation, it is difficult to separate their relationship from the substantive problem. The more effective way is for the parties to think of themselves as partners, working together in a search for a fair agreement advantageous to each and beneficial to the Lodge.

Back Issues of the BzB FACILIFACTS

Back issues of this publication are available upon request. They include Volume 1, Issues 1 thru 3; Volume 2, Issues 1 thru 11. Simply submit your request to the B2B Team Leader, V.W.Bro. Iain Wates and they will be electronically forwarded to you. E-mail address: idwates@sympatico.ca

5.4.4 Focus on INTERESTS, not Positions:

List the facts. Since the parties' problem appears to be a conflict of positions, and since the goal is to achieve agreement on a position, they naturally tend to think and talk about positions - and in the process, often reach an impasse. The basic problem lies not in conflicting positions, but in the conflict between each side's needs, concerns and fears, that is, their interests.

Interests motivate people. Their position is what they have decided upon, but their interests are what caused them to decide. Looking to their interests instead of their positions makes it possible to develop a solution. Behind opposed positions lie shared and compatible interests. Agreement is often possible precisely because interests differ. As the mediator, the problem, then, is to identify those interests. One basic technique is for the mediator to put himself in the shoes of each party. Examine each position they take, and ask himself "Why?"

The next edition of the B2B Facilifacts will deal with how we create options for mutual gain. Changes are occurring daily all around us. We cannot drag our feet in an attempt to stop the changes. We must adapt to those changes so that we will survive. Freemasonry is like life itself, because it is comprised of individuals who each contribute to its strength. Freemasonry, therefore, must also change to keep up with the evolution of society.

Jurisdiction News

From time to time we receive information from Worshipful Masters, Lodge Secretary's and/or B2B Chairmen that we believe would be of particular interest to the brethren in general. The following two items are of such a nature.

From Hanover Lodge No. 432 Summons – Bruce District

The Directions – North, East, South, West ... Directions in a Masonic Lodge are very important. In the Junior Warden's lecture, it explains why lodges are situated due east and west. There are, however, other ideas and thoughts to consider when looking at the directions in a lodge.

The direction East traditionally represents spiritual knowledge and consciousness – connected with emotions. West is synonymous with rational thinking – employed in everyday affairs. South is halfway between east and west and is the symbol of intelligence – a combination of emotions and reason. The sun is at its meridian in this direction – the brightest time of the day. In our hemisphere, most of our light comes from the southern sky. North represents ignorance and darkness – our animal instincts only.

Found in the directions in the lodge are the whole range of reactions – emotion, reason, intelligence and ignorance. We often employ the North and the West and sometimes South in our search for the meaning of life, but very rarely the East.

It is also interesting to note that in the First Degree, the Northeast Angle Charge is given halfway between the North and East. This intimates to us that there are two paths in life to follow, either light or darkness. New members of the lodge sit in the North because they are not as advanced in their Masonic knowledge. Also, in the old days, thieves, murders and other evil persons were buried on the north side of the cemetery. The Rough Ashlar also sits in the North to represent the undeveloped, unfinished character of the newly made Mason.

Jurisdiction News cont'd.

From Bytown Lodge No. 721 – *W. Bro Peter G. Harbert, Worshipful Master & Co-chair B2B
Ottawa 2 District*

Last May I was installed for a second time into the chair of King Solomon and my main goal this year is one of the aspects identified in the B-2-B program, involving the families, in particular the Ladies.

Thus far this year we have accomplished the following:

- Thursday June 14th, we held a family BBQ at the Temple to begin the 2007/2008 Masonic year. We had approximately 60 members with their families in attendance.
- Saturday September 22nd, we had an Initiation day for three new candidates who applied just before the summer break. After a break to get changed, we followed the Lodge meeting with a family BBQ to introduce our new members' families to our own loved ones. Again this was a huge success with all three candidates attending with their families and around 50 members with their families.
- Thursday October 18th, this was our annual birthday/anniversary meeting after which we normally conduct a Table Lodge of Instruction. This year I sent out a letter with the Summons addressed to all our Ladies inviting them to join us for the evening. We conducted a very short business meeting and upon closing had the Ladies join us in the Lodge room where I gave a short presentation on the Craft in general and about our Lodge in particular. The Ladies then joined us in the singing of our National Anthem and we retired to the Banquet Hall where the Ladies participated with us in the Table Lodge of Instruction. We had about 12 of our Ladies joined us.
- Thursday December 20th, last night, was our Regular Meeting for December and being so close to Christmas, I again sent out an invitation to the Ladies to join us. The Brethren and Ladies met at 6:00 pm at a local restaurant just around the corner from our Masonic building for supper. After supper the Brethren conducted a short 20 minute business meeting while the Ladies socialized in the Banquet Hall. The Brethren then joined them for some desserts and holiday cheer. This time we had 18 of our Ladies join us.

We are planning at least one more get together with the Ladies and possibly the families in the Spring. Thus far at the activities I have received a very favourable response from the Ladies who are enjoying being included in our activities.

In addition, to the Lodge B-2-B activities I provided a presentation to our B-2-B Seminar that we held in the District using the family involvement approach, identifying how we can improve the relationship with the families and in particular our Ladies by including them in the social aspects of the Lodge. The presentation went over very well and I have received requests from some of our Lodges to provide further information and ideas.



LODGE ACTIVITIES AT A GLANCE

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 ...

Flower City Lodge No. 689 – Toronto West District ... We have been given an opportunity to raise funds for the lodge by bringing in the "Treasures" we no longer want. They will be auctioned off by one of our members. Here is a chance for you to gain a little extra space at home and help the lodge to raise money at the same time.

Dufferin Lodge No. 364 – St. Thomas District ... Since becoming Worshipful Master, I have had the great privilege of presenting two students with the "Dufferin Lodge No. 364 Citizenship Awards" at the Grade 8 Graduation Ceremony at Caradoc South Elementary School in Melbourne and I presented another student an award at the Commencement at Glencoe High School. This award recognizes a graduating student who has exhibited commendable work ethic and self-discipline throughout their secondary school year.

Pythagoras Lodge No. 137 – Grey District ... On Sunday, December 9th the Lodge is planning to hold its annual Skating Party and Dinner at the Roclyn Arena. Skating will begin at 4:30 pm, with dinner and Santa to follow.

Oakville Lodge No. 400 – Hamilton "A" District ... During a visit by RWBro. Zavar T. Byramjee the lodge heard about a new initiative known as "Young Masons". This body is being organized because there is a concern over the number of new Masons who don't carry on with their Masonic careers after having received their degrees, sometimes even after receiving them first! This is a loss for both the man's lodge and himself. The "Young Masons" initiative is directed at remedying this situation, by opening up an active dialogue and to hear what you have to offer in the way of an opinion, so that we can find a way to encourage our newest brethren to embrace Masonry as we have.

Finch Lodge No. 557 – Eastern District ... In November Chesterville Lodge No. 320 held a "Family Reunion". They are the Mother Lodge of, Henderson Lodge No. 383; Avonmore Lodge No. 452; Russell Lodge No. 479 of Ottawa 2 District and our own Finch Lodge No. 557. A large banquet was held with MWBro. Donald Mumby as guest speaker. It was a memorable evening for all participating. *(Editor's note: What a novel idea!)*

St. George's Lodge No. 42 – London West District ... The London Masonic Districts are looking for volunteers for their "Medical Outreach Program". Started in 1999, the goal of this program is to develop a list of volunteer visitors that could visit with fellow Masons, from out of town, when they are receiving treatment at local hospitals. Come and help us bring some joy to our visitors.