

**GRAND LODGE A.F. & A.M. OF CANADA
IN THE PROVINCE OF ONTARIO**

Fraternal Correspondence Committee

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Fraternal Review

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Grand Lodge of Washington, District of Columbia

Stated Communication, Bicentennial Year, Washington, District of Columbia, December, 2011.

39 Lodges

4,424 Members

The Grand Secretary was pleased to report that Grand Lodge had a net increase of 82 members for the year ending September 2011. This followed a net increase in 2010 of 29 members. A corner has been turned after a long period of decline. This figure was **due in large part** to the increase in the number of Affiliations and a **decrease** in the number of **members suspended** for Non Payment of Dues. However, this **success** was **tempered by** concern over the exceptionally large number of Failures to Advance (37), regardless of the reason for such occurrences, such as failure of the Lodges to follow up on the candidates' decision not to continue.

The Secretaries of the Constituent Lodges were generally commended for their devotion to duty and their willingness to comply with the rules and regulations established by Grand Lodge. **Unfortunately**, there were **exceptions to compliance** with these regulations and the **lack of timely reporting**. In response, Grand Lodge held three **Secretaries' Orientation Sessions and Workshops** in 2011, with added emphasis on new Secretaries, providing orientation and training, offering full support to ensure their success in order to build a valid data base for all Lodges in the Jurisdiction.

During the review of the monthly reports, it has become apparent that it is essential for **Grand Lodge** to be **more attentive** to a number of issues, including the loss of members by **NPD**, **membership retention**, how to ensure the **financial stability** of individual Lodges, the **failure to advance** and the **insufficiency** of members **qualified** and willing to **serve** as either the **Lodge Secretary or Treasurer**.

The Grand Lodge of Washington D.C., in their Vision and Mission Statement designed to set them on the proper path for "the next two hundred years", has **developed and introduced** many **progressive**

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programs to counteract these and other problems universally common to all Jurisdictions. **A major focus has been on the issue of Leadership.** The Masonic Education and Service Committee, building on a foundation of work initiated in 2009, has accomplished much success in its labor to develop, refine and apply **practical tools** for **Lodge Qualification** and **Leadership**. They have advocated and developed a “nuts and bolts” approach, consisting of **seven key objectives**.

All were accomplished during the 2011 Masonic Year and are:

THE MASTER’S HANDBOOK: Initiated and first introduced in 2010, with the intention of developing a **correspondence-type course of instruction**, this operational handbook for Masters, incorporates guidelines on dress and protocol, principles of leadership, the planning of Masonic programs, member development and retention, and other subjects pertinent to training a future Worshipful Master. For the purpose of **“field testing”** it has been presented to the Pythagoras Lodge of research for final recommendations **before general publication**.

MASTER’S QUICK REFERENCE GUIDE: It complements the 250 page Master’s Handbook. The reference guide is designed to quickly and discreetly confirm several key, recurring details as the Master presides over the business of the Lodge.

MASONIC CODE TEST: This is a **100 question multiple choice examination in three parts**. Part 1 consists of 30 multiple choices; Part 11 of 45/True False questions; Part 111 with 25 completion questions. This is also to complement the Master’s Handbook, to evaluate the Master’s progress. It will be presented to the Pythagoras Lodge of Research for thorough evaluation before incorporation into the existing system of qualification.

LEADERSHIP TEST:-Similar to the Masonic Code Test, the Leadership Test also consists of **100 multiple choice questions** including the laws of leadership, DISC profiling, leadership styles and behavioral management.

LEADERSHIP SELF ASSESSMENT: Leadership Assessment is designed to assist a Master begin sorting out the distinctions **between a Masonic leadership** role and **Lodge management** responsibilities. It is based on **5 parts** encompassing the following; **Power and Authority, Inspiration and Motivation, Strategy and Planning, Communication and Problem Solving, Team Building and Consensus**. It uses a 6 point Likert Scale, a balanced, unbiased evaluation system, to assess, in a questionnaire consisting of 130 questions, what the Master considers comprise his skills and abilities and how others would assess the same capabilities. It may be used in **concert with** a 2009 program entitled, **“Powers and Perception of Leadership.”**

MASTER’S CERTIFICATE OF QUALIFICATION: For the **first time** the Grand Lodge Masonic Education and Service Committee will issue a **Master’s Certificate of Qualification** for the ensuing 2012 Masonic year, not only recognizing the qualifying efforts of the Brother, but also confirming to the presiding Master that such installation may take place in accordance with Grand Lodge protocols. Appropriately, for a Jurisdiction with such a distinguished history, the Certificate will be printed in colored sepia bearing a 19th century rendering of the Symbolic Degrees.

MASTER’S QUALIFYING DATEBASE: To better manage completed qualifying requirements and provide a perpetual system for timely communication to the Constituent Lodge Master, Secretary and Wardens, as well deliver notification to the appropriate Grand Lodge Officers, a database of eligible Senior and Junior Wardens has been developed using the Microsoft Excel Application. It details the name, Lodge, station, leadership status, and contact information (email/telephone) for each Masonic

year (2012-2010-2009). It is transmitted to interested persons via e-file, and should help to serve as a valuable and transferrable source of information as subsequent Masonic years are incorporated within the worksheets.

On the eve of the beginning of the Tercentenary of his Grand Lodge, M.W. Bro. Jesse Villarreal, Grand Master, summarized these and other initiatives in his closing remarks.

“I want you to remember where we are going and I want you to remember how we are going to get there. It is all written out for you. We have been going this way for 200 years. If you follow the course we have set this year, you will be here another 200 years and then another 200. We can not be stuck in the past. We can not be in a circumstance in which we glory in all things past and don't use what we have learned from them to point to the future. This Grand Lodge is pointing to the future. It is cutting edge, so to speak. I know you will continue to serve it well.”