

# SECTION 3

## MENTOR PROGRAM



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## **SECTION 3 – MENTOR PROGRAM**

### **3.1 Purpose**

The purpose of the Mentor Programme is to ensure that every Candidate accepted is properly instructed in the fundamental Principles of the Craft.

### **3.2 What is the Mentor Programme?**

In identifying what the Programme is all about, it is necessary to start by stating what it is not. It is not a substitute for the Candidate's Sponsors. The purpose of a lodge Mentor is to complement the activities of the Sponsors--not to use up their responsibilities. If there is to be a segregation of responsibilities, they should be viewed as follows:

The Sponsors prepare the Candidate in advance for what is going to occur. The Mentor enters the picture after a particular step, to explain and consolidate what the Candidate has experienced and to answer his questions.

With each carrying out his special responsibilities, Masonry will be the stronger through the development of a more knowledgeable, more interested Mason, someone upon whom the Craft can rely to sustain and advance Masonry into the future.

### **3.3 The Role of the Mentor**

Congratulations! The Master of the Lodge has appointed you, a member who is interested in the future of Masonry and who is willing to contribute your time and talent for the benefit of new members, to act as a Lodge Mentor. Mentors are brethren who are active workers, who are willing to familiarize themselves with the goals of the Mentor Programme and who are willing to act as a tutor, confidant and companion to a new member during the first year (and, hopefully, beyond) of his membership in the Craft. The Lodge Mentor forms a key element in the overall composition of the Grand Lodge Mentor Programme.

This is a challenging, hands-on responsibility. You have been entrusted with the crucial tasks of instructing the Candidate as he progresses through the Degrees, of stimulating and solidifying his interest in Masonry, and of nurturing his desire to be an active participant in our Craft throughout his Masonic career. No other lodge assignment carries with it such responsibility, because, without the continued interest of our newer members, what would the future hold for Masonry?

Note however, that the Lodge Mentor is not a substitute for the Candidate's sponsors. The sponsors and the Mentor play different, but complimentary roles. The sponsors assist the Candidate in advance for what is upcoming, to apply for membership and to prepare for each Degree. The Mentor enters the picture after each step to explain and consolidate what the Candidate has just experienced, to assist him in understanding its historical background, its symbolism's and its activities. When properly applied, this

segregation of responsibilities becomes integrated, and what emerges is various lodge members working together to make the new member feel welcome in his new surroundings.

### **3.4 Why a Mentor Program?**

If we are to pass on our beloved Craft to our Children's Children, we must take action to train and maintain our new Masons. We must produce Masons not only proficient in our Ritual, but also educated in our heritage and knowledgeable in the aims and purposes of the Fraternity. The printed information and booklets provided for the lodge Mentor is also suitable material for a Lodge Education Program to provide a philosophical outlook not previously extended to older Members.

### **3.5 Mechanics**

The Master will appoint a lodge Mentor Chairman, a Member who is interested in the future of Masonry and is willing to contribute his time and talent for the benefit of new members. The Chairman will form a Committee with brethren who are active workers, who are willing to familiarize themselves with the Goals of the Programme and who are willing to act as a tutor, confidant and companion to a new member during his first year (and hopefully beyond) of his membership in the Craft. The Lodge Chairman will work directly with the Master to ensure that Mentor Lectures are completed at an appropriate time. It is recommended that a Candidate should not be advanced prior to receipt of the appropriate Mentor Lecture.

### **3.6 Method**

The Mentor will meet with the Candidate on a minimum of four occasions. First following a successful Ballot for Initiation, then after he has received each of the three degrees. The prepared Lectures are presented as published, as well as information related to Lodge Protocol, Lodge Administration and other areas of interest or concern. The Mentor is also available on request to assist with Floor Work and Ritual training.

### **3.7 The Mentor Elements**

The first meeting with the Applicant in his home is extremely important as it is the first direct communication between the Lodge and the applicant with his family. By this time the applicant should have read Booklet Zero, 'For the information of the man who has expressed an interest in Masonry' and the Pamphlet 'What is Freemasonry'? Open informal discussion is encouraged and all questions must be fully answered. Often it is found that the wife will ask many questions beyond those necessary to satisfy her husband. At this time, or after the First Degree, the wife should be presented with a copy of the Pamphlet 'For the Freemason's Family'.

The next three elements should be scheduled closely following the Three Degrees and should include a review of appropriate Booklets and Pamphlets. Each of these explanation sessions is designed not only to give further meaning to the instructive lessons of the Degrees, but also to make the candidate feel comfortable in his new Surroundings especially with respect to Lodge Room Etiquette. Demonstrations of the various signs and motions to be given during the opening and closing ceremonies should be rehearsed with the Candidate.

### **3.8 Summary**

This does not complete the member's guidance. He should not be cut adrift to fend for himself, just because he has received all of his Degrees. It is crucial to the retention of the candidate as an active member of the Craft to stimulate his interest and keep it stimulated. This requires the Sponsor and the Mentor to work together, especially during his first year, to stress the need for participation in Lodge Committees, Lodge and District functions and lodge visitations. Not by pointing him in the direction, but by accompanying him during all of his new exposures. The Lodge Mentor should also point out the wealth of information in our Grand Lodge publications and that we have a Grand Lodge Library with books and videos available on loan. The new Mason should then be directed towards participation in our Correspondence Program. Showing the new member enthusiasm, support and assistance will assure his continued interest and participation - and that is what the Mentor Programme is all about.

### **3.9 Mentor Program Outline**

The purpose of the Mentor Program is to ensure that every candidate is properly instructed in the fundamentals of the Craft. It consists of a series of four Elements, several pamphlets and an instructional guide that provides direction to the Mentor in administering each section of the program.

**At meeting number one**, the first Mentor Element entitled “The Candidate” along with Booklet “0” (For the Information of the Man who has Expressed an Interest in Masonry) and the pamphlet “What is Freemasonry” are presented to the candidate after a favorable ballot and before his Initiation.

**Meeting number two** occurs a few days after the candidate has received his first degree. He is given Booklet “1” (The Entered Apprentice), the Charity pamphlet, the pamphlet “To a Masons Family” and the second Mentor Element entitled “The Entered Apprentice Mason”. This meeting, usually in the Lodge room, provides an opportunity to point out the symbology of the degree, the Working Tools, the Officer’s chairs and duties, signs, tokens and words of the First Degree, instruction on opening and closing, Lodge room etiquette, explanation and demonstration of The Grand Honours and the format of the ballot.

**Meeting number three**, in the lodge room, occurs a few days after the candidate has received the second degree. He should receive Booklet “2” (The Fellowcraft and the Blood Donor pamphlet as well as the third Mentor Element entitled “The Fellowcraft” Mason. Once again symbology of the working tools is explained along with demonstration of signs, tokens and words and instruction in opening and closing in the First and Second degrees. Provide an overview and explanation of the District Trestle board and the committee structure.

**Meeting number four**, in the lodge room, occurs once again a few days after receiving the third degree. Ensure that the Master Mason has received Booklet “3” (The Master Mason) and the pamphlet “A Guideline on Discussing Membership in Masonry”.

Introduce and provide the Master Mason with a copy of the fourth Mentor Element “The Master Mason”. Explain the symbology of the working tools and stress the use of Ecclesiastes XII. Review the five points of fellowship and demonstrate the signs, tokens and words and how to come to order in the Third Degree and instruct in the opening and especially the closing and review the same in the previous degrees. Explain requirements of a board of trial.

Your Mentor Guidelines indicate follow up activities in the year following conferring of the Master Mason’s Degree such as ensuring that the new MM visit other Lodges and attend an Official visit, an Installation, a District Meeting, a Memorial Service, and even the annual Grand Lodge Communication. You may ask the W. M. to assign Ritual Floor Work, place him on a committee and finally encourage his journey to the East only after you are assured that his family, employment and personal requirements will allow for the time and effort necessary to participate as a Lodge Officer.

The Mentor Guidelines and Elements are available from your District Chairman. The pamphlets are available from Grand Lodge through your Lodge Secretary. It is suggested that these be placed into a three ring binder for use by the Mentor and that copies of the Elements and extra pamphlets be available to the candidate. You can ignite Masonic Pride by being enthusiastic and concerned and offering warmth and friendship.

### **3.9.1 Guidelines and Instructions For The Lodge Mentor**

#### *THE ROLE OF THE MENTOR*

Congratulations! The Master of the Lodge has appointed you, a member who is interested in the future of Masonry and who is willing to contribute your time and talent for the benefit of new members, to act as a Lodge Mentor. Mentors are brethren who are active workers, who are willing to familiarize themselves with the goals of the Mentor Program and who are willing to act as a tutor, confidant and companion to a new member during the first year (and, hopefully beyond) of his membership in the Craft. The Lodge Mentor forms a key element in the overall composition of the Grand Lodge Mentor Program.

This is a challenging, hands-on responsibility; you have been entrusted with the crucial tasks of instructing the Candidate as he progresses through the Degrees, of stimulating and solidifying his interest in Masonry, and of nurturing his desire to be an active participant in our Craft throughout his Masonic career. No other Lodge assignment carries with it such responsibility, because without the continued interest of our newer members, what would the future hold for Masonry?

Note however, that the Lodge Mentor is not a substitute for the Candidate's sponsors. The sponsors and the Mentor play different, but complementary roles. The sponsors assist the Candidate in advance for what is upcoming — to apply for membership and to prepare for each Degree; the Mentor enters the picture after each step, to explain and consolidate what the Candidate has just experienced, to assist him in understanding what Masonry is all about; its historical background, its symbolism and its activities. When properly applied, this segregation of responsibilities becomes integrated, and what emerges is various Lodge members working together to make the new member feel welcome in his new surroundings.

We hope you gain personal satisfaction from acting as a Mentor. Thank you for taking on this major responsibility — Masonry shall be all the stronger as a result of your efforts! We now provide a brief overview of the Program followed by the instructions for each presentation.

#### *THE ROLE OF THE SPONSOR*

Congratulations, my brother, you have sponsored a brother into our fraternity, a man you have probably known for a period of time and know him to be an upstanding individual and a potential credit to the craft.

As his sponsor, you have taken on the responsibility to inform and guide him through the process of becoming a Master Mason.

The Mentor chairman will assist you with this information so that your applicant will have a good understanding of what his responsibilities will be and what will be expected of him, fees, dues, memory work, attendance, etc.

You need to help him with his memory work and when he is ready to proceed, inform the Master that he is ready for the next degree.

You should also try to take him to visit other lodges where the degree that he has just taken is being performed, when you cannot attend, maybe your co-sponsor or another brother can take him.

Visitation is an essential part of our fraternity and if you can get him interested in this, it will give him the opportunity to meet other brethren and get that much more enjoyment from the craft.

On the night of his initiation, accompany him to lodge, introduce him to the brethren and make him feel welcome.

These are just a few pointers to help understand your responsibilities to your candidate. The Mentor Chairman can supply you with any literature you may require.

How you prepare and inform him is essential to his becoming an active and participating member of our lodge.

Once again congratulations, we are all here to help!

### **3.9.2 Meeting No. 1 – The Applicant**

#### **SETTING:**

Preferably in the applicant's home, with his family present.

#### **DRESS:**

Appropriate for the setting, with a view to first impressions.

#### **PRELIMINARY SETTING:**

Ensure applicant has received and read booklet "0", For the Information of the Man who has expressed an Interest in Masonry, and the pamphlet "What is Freemasonry". If not, provide copies of this material and complete an overview of the contents.

#### **MENTOR:**

Complete a viewing of your Lodge's copy of the Friend to Friend video or DVD titled Freemasonry in Ontario, if a TV set and VCR or DVD player are available.

Introduce the First Element by giving an overview for his consideration, appreciation and discussion, stressing:

- The initiation fee and dues structure of the Lodge, including payment required at the time of his initiation
- The application form and its contents
- Dignity, dress and deportment in the Lodge

Present the applicant with his personal copy of the First Element

Open discussion. Encourage applicant and family to raise questions and express opinions.

Reassure the applicant and his family that the forthcoming ceremony is solemn, serious and dignified.

Indicate to the applicant that he will be advised of the time and place for the ceremony of initiation. Stress that you will take him to the Lodge should his sponsors not be available.

Ensure that the applicant has your address and telephone number.

Indicate that you will contact him to establish a time for your next meeting, which will be held very soon after his Initiation.

KEY POINTS:

### **Congratulations — Enthusiasm — Concern**

**This first impression is a lasting one**

### **IGNITE MASONIC PRIDE**

#### **3.9.3 Meeting No. 2 – The Entered Apprentice Mason**

SETTING:

The Lodge room, if convenient.

SET-UP:

If in the Lodge room, expose **Working Tools of First Degree** and open VOSL to **Ruth IV, 7.**

**DRESS:**

Appropriate for setting of meeting.

**PRELIMINARY SETTING:**

- Ensure that the entered apprentice has received and read booklet “1”, The Entered Apprentice, the Charity pamphlet and the pamphlet To a Mason’s
- Family. If not, provide copies of this material and complete an overview of the contents. Refer the candidate to the Old Charges in his copy of the Book of Constitution.

**MENTOR:** Welcome the entered apprentice and put him at ease.

- Conduct the E. A. around the Lodge, using booklet “1” to review the Allegory and Symbolism of the Degree. Point out the chairs for various officers and briefly explain their duties. Stress the use of Ruth IV, 7, the three Great Lights and the Lessons of the Working Tools. (If not in a Lodge room, make best use of booklet “1” in the current surroundings.)
- Introduce the second Element, The Entered Apprentice Mason, by giving an overview.
- Encourage questions and discussions as you proceed.
- Provide the E. A. with a copy of the Element.
- Demonstrate the sign, token and word of the Degree.
- Instruct him on Lodge opening and closing.
- Explain Lodge room etiquette, including addressing the Master or speaking in Lodge, entering Lodge late or leaving Lodge before it is closed, the integrity and format of the ballot and open voting in the Lodge.
- Explain and demonstrate Grand Honours.
- Assure him that you are available for assistance with ritual practice, at his request, and that you will contact him to arrange the next Mentor session. See that he gets home safely and indicate that you are always happy to assist him in getting to Lodge meetings. Try to arrange an occasion to view a First Degree with him, in your own or another Lodge

**KEY POINTS:**

*Warmth — Friendship — Congratulations — Enthusiasm — Concern*

### 3.9.4 Meeting No. 3 – The Fellowcraft Mason

#### SETTING:

The Lodge room, if convenient.

#### SET-UP:

If in the Lodge room, expose Working Tools of Second Degree and open VOSL to Judges XII, 6.

#### DRESS:

Appropriate for the setting of meeting.

#### PRELIMINARY SETTING:

Ensure that the Fellowcraft has received and read booklet “2”, The Fellowcraft and The Blood Donor pamphlet. If not, provide copies of this material and conduct an overview of the contents.

#### MENTOR:

Welcome the Fellowcraft and put him at ease.

- Conduct Fellowcraft around the Lodge using booklet “2” to review various parts of the Degree. Stress use of Judges XII, 6 and the symbology of the Working Tools. (If not in a Lodge room, make best use of booklet “2” in the current surroundings.)
- Introduce the third Element, the Fellowcraft Mason, by giving an overview. Encourage discussion and questions as you proceed.
- Provide the Fellowcraft with a copy of the Element.
- Demonstrate signs, tokens and words of the Degree. Instruct in opening and closing in the First and Second Degrees.
- Review committee structure of the Lodge, by reference to the Lodge Summons.
- Provide overview of district committee structure by reference to the District Trestle Board.
- Assure him that you are available for assistance with ritual or floor work practice, at his request, and advise him that you will contact him to arrange the next Mentor Session. See that he gets home safely, and indicate that you are always available to assist him in getting to Lodge meetings. Try to arrange an occasion to view a Second Degree with him, in your own or another Lodge.

## KEY POINTS

**Warmth-Friendship-Congratulations-Enthusiasm-Concern****3.9.5 Meeting No. 4 – The Master Mason**

## SETTING:

The Lodge Room, if convenient.

## SET-UP:

If in the Lodge Room, expose Working Tools of Third Degree and open VOSL to Ecclesiastes XII.

## DRESS:

Appropriate for setting of meeting.

## PRELIMINARY SETTING:

Ensure that the Master Mason has received and read booklet “3”, The Master Mason and the pamphlet A Guideline on discussing Membership in Masonry. If not, provide copies of this material and conduct an overview of the contents.

## MENTOR:

Welcome the Master Mason and put him at ease.

- Conduct Master Mason around the Lodge, using booklet “3” to review various parts of the Degree. Stress use of Ecclesiastes XII and the symbology of the Working Tools. (If not in a Lodge room, make the best use of booklet “3” in the current surroundings.)
- Introduce the fourth Element, the Master Mason, by giving an overview. Encourage discussion and questions as you proceed.
- Provide the Master Mason with a copy of the Element.
- Review the Five Points of Fellowship.
- Demonstrate the signs, tokens and words of the Degree and how to come to Order in the Third Degree.
- Instruct in opening and closing in the Third Degree and review other openings and closings as necessary.

- Explain requirements of a Board of Trial. (BOC —2006, Sec 214, 215 &216). Recommend purchase of such books as the Masonic Manual from Grand Lodge, using the request form available from the Lodge Secretary.
- Advise the MM of the examination to be completed at the next meeting after being raised (page 215 of the book of The Work - 2007).
- Indicate that this completes the Formal Mentor Presentations, but refer to listing of Suggested Follow up Activities and start a Plan for the year to come. Try to arrange an occasion to view a Third Degree with him, in your own or another Lodge.

#### KEY POINTS:

### *Warmth-Friendship-Congratulations-Concern*

#### **3.9.6 Suggested Mentor Follow-Up Activities**

1. Ensure that the new MM visits as many Lodges as possible in your District.
2. Arrange for, and take your new MM to visit a Lodge in another District.
3. Accompany your new MM to an Official Visit by the DDGM.
4. Accompany your new MM to a Lodge Installation Ceremony.
5. Take your new MM to District Meetings called by the DDGM.
6. Introduce the new MM to Warden's or other associations in your District.
7. Work with the Master to see that Ritual Floor Work is assigned and completed as soon as practicable.
8. Ensure that he is involved in Lodge Committee work, including the Lodge Mentor Committee.
- 9.

9. Encourage him in Masonic Education and the building of his Masonic Library. Regularly review the BOC with him, to cover the seven Parts, including the ten approved forms of Part Seven. Review in depth also the Lodge By-Laws.
  
10. Accompany the new MM to a Memorial Service for a deceased Brother.
  
11. Accompany the new MM to the Grand Lodge Communications, or describe this event by reference to the BOC and a copy of the Grand Lodge Proceedings.
  
12. Finally, encourage his journey to the East, only after you are assured that his Family, Employment and Personal requirements will allow for the time and effort necessary to participate as a Lodge Officer.

### **3.10 First Element – “The Candidate”**

#### **THE CANDIDATE**

Congratulations! Your application to join our Lodge has been accepted by the members.

Very soon you will become a Freemason. We want you to know that all of us have been in your situation, proposed, balloted for, and accepted as Candidates, a bit curious about the meaning of Masonry, and how it will affect your life and your family. Our purpose in the next several minutes will be to tell you some more about our organization and to try to satisfy your curiosity.

You should have been given the booklet **“For the Information of the Man who has Expressed an Interest in Masonry”**, and the pamphlet **“What is Freemasonry”**. We hope that you had the chance to read them and that they have answered some of your questions. We want to deal with any further questions you may have, so feel free to interrupt at any time. We believe that becoming a Mason is a significant occasion in your life, and we want you to feel confident and comfortable with what is involved.

We might remind you of some of the statements that were included in the application for initiation that you signed. You said that you were ‘free by birth and of mature age “. This indicates that you were in a position to make decisions for yourself, and were not subject to anyone else. You said that you were “unbiased by improper solicitation of friends, uninfluenced by mercenary or other unworthy motives”, and that you ‘freely and voluntarily offer yourself as a candidate”. This was so that you would always remember that becoming a Mason was your personal choice. You stated that you were “prompted by a favourable opinion preconceived of the institution, and a desire for knowledge “. You undertook to “cheerfully conform to the ancient usages and established customs”. This was to show that you were aware that Freemasonry has been active for a long time, that it has certain regular procedures and habits, and that all its members should try to maintain them, without introducing innovations.

Masonry has a different meaning for each of us, but for all of us it includes the practice of morality. It is often said that the basic principle of Freemasonry includes; brotherly love, relief and truth. That is to say, we strive to be friendly, kind and sincere in our dealings with others. Masonry also recognizes each individual’s right to his own beliefs and practices. For this reason, we are not allowed to discuss matters of religion or political controversy in the context of the lodge. This love and tolerance for all men, so fundamental in Masonry, leads to mutual respect and honour.

In Masonry you will find men of good will and high ideals; men who believe in a Supreme Being, and who try to live in a spirit of universal brotherhood. In general terms, a Masonic Lodge is a place where all can work together with a rare unanimity, looking toward a brighter tomorrow.

Freemasonry recognizes that you have obligations to your family, your work, your religious beliefs, your community and yourself. These must take priority, and

Freemasonry does not interfere with your ability to meet these obligations. It simply attempts to share brotherly love and fellowship, and to offer a helping hand.

Although it is a band of brothers, and neither a service club nor a benevolent society, it does participate in and support many charitable activities.

One of our first lessons is our responsibility to care for others. As a member of the fraternity, you will have rights and corresponding duties. You will be expected to maintain the regulations of the fraternity; in general terms, to be obedient to your Worshipful Master and his officers, when acting in the discharge of their duties; to pay the dues that you may owe promptly; and to attend meetings when requested. These basic duties are common to every Lodge; others will be explained as you advance through the degrees.

The privileges that accompany these duties are equally important. They include the right to attend all meetings of the lodge when qualified; the right to participate in voting on lodge affairs; and the privilege of visiting other lodges on appropriate occasions, when you are properly qualified.

Your regular attendance at our meetings will give you a chance to learn more about Masonry, as you listen to our age-old ceremonies and discuss them with your brethren. You will also be able to enjoy fraternal fellowship and develop new friendships.

As you progress in Masonry, you will find that you are expected to memorize some parts of the ceremony, which are contained in our written Ritual, and demonstrate them in the Lodge before you can proceed to the next degree. There is no cause for concern. We have all had to do this in the past. Your Sponsors are willing to help you in learning and understanding the required Ritual. You will find, as many have found before you, that it becomes easier to learn this material as you progress. Because Masonry is spread over the whole world, the Ritual is fundamentally the same wherever you go. There are variations; but if you learn the Ritual, you can show others that you are a Mason, and so you will be able to visit in any Lodge in the world that is acknowledged by our Grand Lodge.

There are certain expenses in connection with running a lodge. For this reason the members are required to pay annual dues. The dues for our Lodge are now \_\_\_\_\_ per year.

Although Masons attempt to enjoy themselves, the lodge is a place of dignity and respect; for this reason, our members do not wear casual clothes to the meetings. You will see the officers of lodges, and visitors of high rank, sometimes dressed quite formally. The members of the lodge do not have to adhere to this standard, but they should at all time wear a jacket and tie.

Your Sponsors will want to conduct you to Lodge on the evening of your Initiation; however, should they not be able to attend, I would be pleased to accompany you.

For the first part of your Initiation, you will be required to change from the clothes you are wearing into a special uniform, which has been worn by all initiates. This will be provided by the lodge, and there will be a dressing room in which you can change. You

will also be required, for this part of the ceremony, to divest yourself of all metallic objects, including jewelry and rings. The ceremony is solemn, serious and dignified.

Our degrees are intended to teach the principles of Masonry. The Worshipful Master and the other brethren who participate in them will devote considerable effort to prepare their work. You should approach each degree with an open mind, determined to absorb as much as you can. Becoming a Mason is no frivolous undertaking. The ceremonies are serious, but you will be among friends who are eager to accept you as a new Brother.

We encourage you to share your feelings about becoming a Mason with your wife and family, and to discuss Masonry and its objectives with them.

There is much more that might be said; we have barely scratched the surface. For now, however, let me conclude by saying that we look forward to having you in our midst. All of us recall our admission into Masonry with a mixture of nostalgia and joy. You may be sure that an interesting set of experiences lies before you; they will be dignified, instructive and sometimes even inspiring. Once you are a part of Freemasonry, you will have ample opportunity to do, to learn, to seek fulfillment, and to help others. Go forward with confidence and joyful anticipation!

## **Freemasonry**

**ENJOY IT!**

**BE A PART OF IT!**

**ASK QUESTIONS!**

### **3.11 Second Element – “The Entered Apprentice Mason”**

#### **THE ENTERED APPRENTICE MASON**

Congratulations again my Brother, you have taken the first step! You are now an Entered Apprentice Mason and a member of our Lodge. I am sure that it was an experience you will never forget. It was also one that undoubtedly has raised many questions in your mind.

This Mentor Program has been developed to help you better understand Masonry in general, and the Degree through which you recently passed in particular. Therefore ask questions at any time; there is no time like the present to clarify your concerns.

One means of clarifying in your mind the ceremony of your Initiation is to see it again as an observer. While you are required to be accompanied by a Master Mason who can vouch that you are an Entered Apprentice, you are now able to visit and view the First Degree in any lodge in any Jurisdiction recognized by our Grand Lodge. I encourage you to visit other lodges and experience the Initiation of a new brother. In this manner, you will develop personal friendships in the Craft and, by observing other Masons as they experience this Degree, you will appreciate more fully the first step you have taken on your Masonic journey. Advise your Sponsors of your interest to visit another Lodge and witness the work of the First Degree; they will be pleased to accompany you, or arrange for another Member to take you.

Your entrance into Masonry was symbolic of your entrance into life. As during your formative years you learned and developed intellectually by asking many questions, it is hoped that you will continue to learn and grow by asking questions that will help you to understand Speculative Masonry. We acquire skill and wisdom through observation, trial and practice. We recommend that you listen carefully to the guidance of the Lodge Officers, your Sponsors and Mentors, as they lead and direct you. Observe others and imitate that conduct which would contribute to you becoming a better family man, neighbour and citizen; expand your horizons outward, to help make the world a better place.

You represent a cornerstone of the craft. You are beginning your Masonic career from that initial start; the figurative edifice that you raise on that cornerstone will be of your own volition, as it will be your effort and involvement in the Craft that will dictate the final shape of that structure. We hope you will enjoy building on that cornerstone.

We expect that your enthusiasm for the Craft, hopefully fuelled by the ceremony of your Initiation and expectation of more yet to come, will instill in you a burning desire to improve your knowledge of Masonry and yourself as a Mason by actively participating in your Lodge and the Craft in general.

Masonry is a progressive science; to advance, it is necessary to have a firm foundation of what has already transpired, and to build on this. Therefore, prior to proceeding to the next Degree, you will be expected to demonstrate your knowledge of portions of

the Ritual and ceremony of the Entered Apprentice Degree. This is not the onerous task that it might seem; as the Worshipful Master explained to you following your initiation, you are expected to memorize the answers to certain questions.

As well, there are certain other parts of the ceremony contained in our written Ritual that you will be expected to learn. Your Sponsors, or other members of the Lodge designated by the Worshipful Master to coach you, will help you not only to memorize the words, but also to understand their meaning and significance. You will feel a sense of accomplishment in completing this work, which will open new doors of friendship and fellowship to you.

Strive to make the principles in which we believe — Brotherly Love, Relief and Truth — a constant part of your life. We cherish these principles as fundamental tenets of our fraternity. Let's pause for a moment and expand upon the practical application of these three principles to our everyday life.

Love for family and friends give the highest significance and status to the wants and needs of others and are demonstrated by our selflessness. We work and sacrifice for those we love and delight to be with them. Brotherly Love extends this concept of love to all mankind; without it life can be lonely and depressing.

Our Masonic concept of Relief considers that, even to the most industrious and well disciplined, occasions arise through no fault of their own when a helping hand is needed and is appreciated. Money is not always the basis of Relief; often Relief simply means a friendly visit and word to an older Brother, a member who is sick or immobilized, or the widow of a deceased member, and providing physical assistance as required. When financial problems do beset a member, however, all lodges and Grand Lodge have Benevolence Committees to provide some financial assistance when a small boost is all that is required to see a Brother or his family over a rough period. To extend Relief is a right and privilege we enjoy and practice — to both Masons and non-Masons. To receive Relief is an equal right and privilege.

Truth is the divine attribute we all profess, the foundation of every virtue. It is synonymous with sincerity, honesty of expression and plain dealing, all traits by which we wish to be measured.

All business of lodges in our Jurisdiction is conducted in the First Degree. This means that as an Entered Apprentice, you now share with your brothers the privilege and responsibility of casting a ballot for potential new members, whether they seek membership by initiation or affiliation from another Lodge in a Jurisdiction accepted by our Grand Lodge. It is a privilege, because you have a voice equal to that of every other member.

While recognizing equality in the brotherhood of man, Masonry also recognizes the rank attained by individual brethren through their contribution to the Craft. You will recall that, after your obligation, you began to be referred to as "Brother". You will note that other brothers are referred to as "Worshipful Brother", "Very Worshipful Brother", "Right Worshipful Brother", or "Most Worshipful Brother". The term "Worshipful Brother" designates a brother who is serving, or has served his lodge as Worshipful Master.

“Very Worshipful Brother” is used to designate a Past Master who has been appointed as a Grand Lodge Officer by the Grand Master, the term “Right Worshipful Brother” designates a Past Master who has been elected to a Grand Lodge Office. The term “Most Worshipful Brother” is reserved for the leaders of the Craft: those illustrious brothers who are serving, or have served as Grand Master.

Like much in life, the benefits that you will derive from your association with Masonry will be directly proportional to the time and effort you give to it. Your journey through Masonry will be enhanced by your regular attendance at our meetings. Each month the Secretary, on behalf of the Worshipful Master, will send you a Summons to attend Lodge. It will contain information about what is to happen at the next meeting and other material of general Masonic interest. This will enable you to stay abreast not only of what is happening in the Lodge, but in the Craft in general. Through your attendance you will gain a better appreciation of the teachings of Freemasonry, benefit from the fellowship that the Craft offers, and demonstrate your support of the Worshipful Master and Officers of the Lodge. It is important that you record your attendance each time you attend lodge, either your own or when you are visiting, by signing the Register; this provides a permanent account of your presence, which will live on for the information of future generations of Masons.

We trust your life, as a Freemason will be one that you will treasure personally and share with others.

### **3.12 Third Element – “The Fellowcraft Mason”**

#### **THE FELLOWCRAFT MASON**

Congratulations on being passed to the Second Degree, you have taken the next step on your Masonic journey and you are now a Fellowcraft Mason! The progress you have made was depicted during the Ceremony by your placement in the South-East angle of the lodge, advancing from the North-East angle in the previous degree. While you are required to be accompanied by a Master Mason who can vouch that you are a Fellowcraft, you are now able to visit and view the First or Second Degree in any Lodge in any Jurisdiction recognized by our Grand Lodge.

You will recall that the Worshipful Master advised that you are now in the midway of Masonry. It is midway in the sense that it marks the coming of maturity; the Fellowcraft is a man in the prime of life — experienced, strong, resourceful, and able to bear, eager to learn, refine and participate. Do not look upon this Degree as just a stepping stone to the next; it is not. It is the Working Degree of a Mason; the skills of an Operative Mason were honed here. You are a Journeyman; make the most of your temporary pause at this Degree and the progress you have already achieved.

While the First Degree was typical of youth, the Second Degree is intended by its lessons to cultivate the reasoning faculties and improve the intellectual powers, and hence its prominent characteristic is the study of the seven liberal arts and sciences. The first three, Grammar, Rhetoric and Logic, have to do with the important skills of communication. The remaining four, Arithmetic, Geometry, Music and Astronomy, are within the area of the exact sciences. They are called “liberal” to separate them from the mechanical arts requiring dexterity, which were practiced by handicraftsmen.

The candidate in the Second Degree of Masonry then represents a man continuing on the journey of life, with the great task of self-improvement before him. For the faithful performance of this task, a reward is promised, consisting of the development of all his intellectual faculties, the moral and spiritual elevation of his character, and the acquisition of truth and knowledge. The attainment of this moral and intellectual condition supposes an elevation of character, an ascent from a lower to a higher life, and a passage from toil and difficulty, through rudimentary instruction, to the full fruition of wisdom. This is beautifully symbolized in the Senior Warden’s Lecture by the “Winding Stair”, which led to the middle chamber where Fellowcraft were paid their wages. You will recall that the remuneration received was fittingly different for each group. The Apprentice setting out on self-development received his wages in corn, wine and oil, whereas the Fellowcraft was paid in coin; having advanced in wisdom, his reward was in a more valuable form.

The aspirant stands ready to ascend the Winding Stairs. It requires more courage to face the unknown than the known. A straight stair, or ladder, hides neither secret nor mystery at the top; but the winding stair hides each step from the climber; what is around the next bend is unknown. Yet man still climbs step by step to reach his own middle chamber, and receive his wages, which, for the Speculative Fellowcraft, are not

money, corn, wine nor oil, but rather the knowledge of ultimate Truth. The Middle Chamber, therefore, is symbolic of life.

The knowledge gained through education, combined with experience, provides us with the competence to meet challenges and new situations in living. Our happiness is dependent on our ability to meet, accept and cope with these constant new challenges.

We anticipate that the Fellowcraft will equip himself for his journey ahead and the task that he will assume along the road. What is that equipment? We are expected to familiarize ourselves with the Liberal Arts and Sciences and to educate ourselves through their study. That education prepares us with skills and knowledge to be successful in our future endeavors. Furthermore, the symbolism of the Degree encourages us to gain experience. In daily contact with Masons and others, we acquire experience, which accumulates as useful facts, knowledge and skill. Visiting with and exposure to skilled brethren and participation in the work of the Craft add constantly to our accumulated experience. With the passage of time, we build up a file of useful fact, knowledge, skill and experience.

Our first duties as a Fellowcraft are to comply with our obligation, participate as an active member of the Lodge, submit to the authority of the Master and his Officers in the discharge of their respective responsibilities, and to respect the rules, regulations and principle of the Fraternity.

The working tools of a Fellowcraft — the Square, the Level and the Plumb Rule — are extremely important in the building trade. You will recall from the Junior Warden's Lecture in the Entered Apprentice Degree that they are referred to as the "movable jewels", because they are worn by the Master and his two Wardens and are transferable to their successors. They offer lessons for day to day living with others; use your tools to the fullest.

The Charge to the newly-passed candidate reminds us that it is what man is within, rather than outward appearances, that is truly important. This places on us the special obligation to increase in knowledge and virtue. The special role of Geometry as the basis of our Masonic art is stressed. The Fellowcraft is also directed to take his Masonic activities seriously; to attend the meetings of the Lodge; to share in the business and discussions there; and to support that which is good, not only for his Masonic brethren, but for the community as a whole.

You have studied the Booklet: "For the Use of the Fellowcraft". As was the case in the previous degree, you are again given work to prepare to demonstrate your skill before proceeding to the next Degree. The answers to certain questions are to be memorized; as well there may be certain other parts of the ceremony contained in our written Ritual that you will be expected to learn — your sponsors will guide you and assist you in understanding their meaning and significance. Work closely with your sponsors and ask questions to clarify any area of doubt or confusion in your mind.

Filled with goodwill, we are drawn together by the desire to honour and help one another and to be charitable to mankind. We come together in the Craft easily because we all share the same rights and privileges. By education and study, we also share the

knowledge of life's work. If we ignite Masonic pride and cultivate good in others, and ourselves we must exemplify the joy and work of Masonry in our lives and with our family, friends and neighbours.

Masonry needs your support, dedication and enthusiasm. In return for your participation, we offer fraternal friendship and brotherhood.

### **3.13 Fourth Element – “The Master Mason”**

#### **THE MASTER MASON**

Congratulations on being raised to the Sublime Degree of a Master Mason! Both points of the compasses are now disclosed to you to symbolically represent the completion of the circle of your Masonic training. You have achieved the highest degree that our great Fraternity can bestow. You are now entitled to the rights and privileges of a Master Mason, and to participate fully in the operation of the Lodge.

Masons come from all walks of life and avocations; each has something distinctive to contribute to the advancement of the Craft. Likewise, you bring to the Craft unique skills, enthusiasm, interests and a sincere desire to join us in improving yourself and Masonry. Like any organization, all types of skills and talents are required to operate the Lodge. We have administrative, planning and accounting needs, managerial and Officers needs, and the need of music at our ceremonies. These are some of the special skills only a capable brother in a quiet manner can contribute. What generates your enthusiasm and gives you enjoyment will be of beneficial interest to the Lodge. It is your own initiative; however that will contribute significantly to the pleasure you gain from membership in the Craft. Let the Master and the Lodge Officers know where your special interests lie so that your talents and skills can be fully applied. By using your skills and talents for the good of the Lodge and Craft, you will become a member in more than name only.

The charge to the newly raised candidate stresses the new burdens, which have been thrust upon you. Up to this point in your Masonic journey, not much effort has been required of you, other than your own preparation. You are now responsible for others; your duty is no longer just to strive to become better yourself, but to teach others. Your horizons are widened and you are to protect your younger brethren against any breach of fidelity. As a Master Mason you are charged with preserving the Landmarks sacred and inviolable. In short, it is your duty to prove to the world that you have been made a Master Mason because you deserve to be.

Your responsibilities to the Craft, as outlined in the Book of Constitution, and to the Lodge, as outlined in the Lodge Bylaws, were briefly explained to you during your Initiation. You should take the time to study them to become more familiar with our organization and structure. They also explain the duties and responsibilities of the various Officers of the Grand Lodge and our Lodge. The procedures for electing and appointing Officers will be of some practical interest.

Having been raised to the Degree of a Master Mason, you are now entitled to receive a certificate from Grand Lodge attesting to your status and certifying that you are duly registered in the Books of our Grand Lodge; the Lodge will arrange with the Grand Secretary to obtain the certificate for appropriate presentation to you. This certificate is yours by right; however; to complete your work as a candidate, there is one further examination required. As was the case in the previous degrees, you will be expected to

demonstrate your knowledge of the Third Degree. You have been provided with the “Book of the Work” to assist you. The answers to certain questions are to be memorized; there also might be certain other parts of the ceremony contained in our written Ritual that you will be expected to learn. Your Mentor and your Sponsors will again help you in understanding their meaning and significance. When you and your Sponsors feel that you are ready, advise the Worshipful Master that you wish to be examined in the Third Degree.

You are now able to visit any Masonic Lodge in any Jurisdiction recognized by our Grand Lodge. I encourage you to visit other lodges where you will be welcomed as a visitor, as I encourage you to welcome visitors to our Lodge and make them feel at home.

Visitation is a right and privilege, but more importantly is a tangible thread that binds the Craft more closely together. This privilege, however, carries with it solemn responsibility, both for you and the lodge that you are visiting. The benefits of Masonry are coveted by those who would imitate regular lodges through clandestine activities. You must ensure that the lodge you wish to visit is a member of our Grand Lodge, if within Ontario or, in another province or abroad, warranted to operate under a Charter of the Grand Lodge recognized as legitimate by our Grand Lodge. Likewise, the lodge you wish to visit must be equally cautious of your credentials to assure that you are not a Cowan. To this point in your Masonic career, you have been encouraged to visit other lodges, but not being a Master Mason, you had to be accompanied by a Master Mason who would vouch for you. If there is no Brother attending the meeting with whom you have sat in lodge and who can vouch for your rank, the lodge has the right and the requirement, to request that you take a “Board of Trial”. Do not let this deter you from visiting; its purpose is to ensure that you are a Master Mason, not to create embarrassment. Upon your arrival at the lodge, seek out an Officer and express your desire to visit. If necessary, a Board of Trial will be arranged. The Board is conducted by at least two Master Masons appointed by the Worshipful Master. The examination will include; a request to produce a lodge dues card or other evidence of membership; acceptable proof, usually through several questions, of having been initiated, passed and raised in Craft Masonry; and the requirement for you to either subscribe to the Tyler’s Oath or to repeat it. Following satisfactory examination, you will be requested to enter your name, Masonic rank and the name of your lodge in the Register, and then welcomed into the lodge.

You may sponsor a non-Mason for membership in our Lodge, or a brother for Affiliation with our Lodge. In either case, as a sponsor, you must be assured that the individual you propose is of good repute and that his character is beyond reproach. Be aware, however, that sponsorship is a serious undertaking. Masonic tradition discourages direct recruitment; this sets us apart from most clubs, societies and similar organizations. While you may not solicit or induce any man to join Masonry, once he has expressed a curiosity, you may discuss with him our principles and objectives. There is very little in Masonry that is “secret”; certainly our history, philosophy and activities are open to discuss with anyone. Do not be hesitant about arousing the interest of someone you consider to be a suitable candidate; there is no objection to

determining his attitude or interest, but he should be left to make his own decision or to reopen discussion. Provide an interested man with the booklet “FOR THE INFORMATION OF THE MAN WHO HAS EXPRESSED AN INTEREST IN MASONRY”, copies of which are available from the Lodge Secretary. This booklet will also provide you with an outline of suitable subjects to discuss with him.

Being made a Master Mason does not mean that you have ended your studies; on the contrary, your Masonic horizon stretches endlessly in front of you. You are strongly encouraged to learn a little about Masonry every day by asking questions and by reviewing some of the many good publications about the Craft, including some specifically about our own Grand Jurisdiction; these publications are readily available from Masonic libraries and individual members.

Your sponsors can help you borrow them. Your appreciation of Masonry will grow with your understanding of its history, symbolism and philosophy. You will also come to understand Masonry’s ethical standards and the ideals of genuine Brotherhood.

You will get out of the Fraternity what you are prepared to put into it; how far and down which path your journey will take you is now within your control. Your efforts will directly contribute to your success, but you will not be left alone to achieve your Masonic destiny. Your Sponsors, the Lodge Officers and the brethren will assist you in your travels through advice and encouragement, and view your successes as their own. The whole of the Craft will be with you in your continued efforts to gain further knowledge and enlightenment. Enjoy yourself, participate and take time to improve yourself and the Craft.

## **FREEMASONRY**

**ENJOY IT!**

**BE PART OF IT!**

**ASK QUESTIONS!**

### **3.14 Pamphlets Required For The Mentor Program**

- Booklet “0”, “For the Information of the Man who has expressed an Interest in Masonry”
- “What is Freemasonry”
- Booklet “1”, “The Entered Apprentice”
- “Masonic Charity”
- “To a Mason’s Family”
- Booklet “2”, “The Fellowcraft”
- “The Blood Donor Pamphlet”
- “A Guideline on Discussing Membership in Masonry”

The above pamphlets are available from Grand Lodge by ordering through your Lodge Secretary.

### **3.15 Education Tools**

The following are recommended tools that can be used to enhance the knowledge of New Masons

## Ante-room Instruction for EA's during a Fellowcraft Degree

- review the memory work requirements and floor work for Passing  
review EA signs, tokens, words, foot positions
- confirm important words
- review use of S. of F.
- review speaking to a motion
- voting in lodge
- balloting for candidates
- names and positions of officers
- visiting with a friend to vouch for you
- what to wear to lodge
- sponsoring a candidate [proper vs. improper solicitation]

## Ante-room Instruction for EA's and FC's during a Master Mason Degree

- review the memory work requirements and floor work for Raising [FC candidates]
- review FC (FC candidates) signs, tokens, words, foot positions
- regalia, wands and degree boards
- suggested reading and research interests
- explanation of VOTSL with regard to other faiths
- what to expect on Installation Night



## Ante-room Instruction for Masons during an Installation



- review Proving the MM degree [MM candidates]
- What's in the Constitution, finding stuff
- Officer progression
- Techniques for learning the Work
- What is Grand Lodge
- GL Officers and members
- York Rite introduction
- Scottish Rite introduction
- OES introduction
- Job's daughters / Order of deMolay
- N. R. Richards Masonic Bursary
- Charity vs. Benevolence
- Masonic Foundation of Ontario
- attending Grand Lodge
- running a board of trial
- The Tyler's Oath
- examination of the Master-Elect
- dues, demits, suspensions
- candidate who doesn't kneel [religion, disability: what to do]
- teach your lodge history