

Region One
Leadership
Training Conference

August 12-18, 2012



This Book Belongs To:



MANY THANKS

Many thanks to the various Masonic bodies and jurisdictions that have provided financial support to many of our conferees.

If you received financial support from such a group, be sure to let them know how much you appreciate their support. If a Lodge, Scottish Rite or York Rite group or your state DeMolay Foundation supported you, send them a note telling them how much you appreciated their help. This makes future programs possible.

SPECIAL THANKS

A special thanks to the following Masonic Bodies for their support in making this year's Region I DeMolay Leadership Training Conference a great success. Their continued sponsorship is greatly appreciated and helps make our conference affordable and professional.

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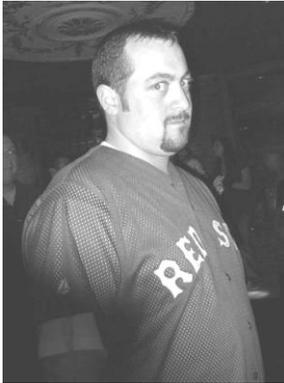
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- Mount Olivet Chapter of Rose Croix, AASR, Boston, Massachusetts
- Massachusetts Consistory, AASR, Boston, Massachusetts

Region One Leadership Training Conference Staff



RICHARD P. LAVOIE. This is Dad Lavoie's tenth year on the LTC staff and his third as Director. He is a Past State Master Councilor of Massachusetts and a Past Master Councilor of Saugus Chapter. Dad Lavoie is also a Chevalier and a holder of the Legion of Honor. Dad Lavoie also works in the Saugus Public School system teaching United States History and a class on Conspiracies in American History. Dad Lavoie has one major goal at this year's LTC: getting more free T-shirts from DeMolay. Dad Lavoie once had a dream of becoming a world famous standup comedian, but instead he chose to volunteer his time at LTC and share his many puns with you.



UNCLE MO. Uncle Mo returns once again to Lions Camp Pride for his 21st LTC. Uncle Mo's true identity is unknown. He remains an enigma hiding in the shadows during LTC with his partner Snuggles II. He is a fastidious and neat individual who will be in charge of cabin inspections throughout the week at Lions Camp Pride.



CARL G. EK. Dad Ek is an Active Member of the International Supreme Council and holds the Bronze Eagle lifetime achievement award from DI. He is a Past State Master Councilor, Chevalier, COH, and LOH. He is Deputy Executive Officer of Connecticut DeMolay. He is also active in Masonry, being a Past Master of four lodges and a Past District Deputy and has chaired three Grand Lodge Committees, including that on Masonic Education. Dad Ek has attended 24 previous LTCs, 22 as a member of the staff. This is his 20th year on the Region I LTC Staff. Dad Ek is the owner of Ek'sClamations!, a full-service advertising agency. A graduate of Yale University, he is a former member of the Board of Governors of the Association of Yale Alumni and a past president of the Yale Club of New Haven. He is also a member of the board of directors of the Connecticut DeMolay Foundation and associate editor of the Connecticut Freemasons Magazine.



SNUGGLES II. Snuggles II has roamed the back trails and little known places of Lions Camp Pride for many years. Snuggles II is proud to be part of the LTC cabin inspection team, but unlike Uncle MO, Snuggles II can be bribed. A special note or tempting package left in the cabin might help him overlook other deficiencies.



Dr. HERBERT W. MOWER. This is Dad Mower's 21st year as a staffer of our LTC. He served the first ten years as Director, and he was presented the prestigious Giant Cod award for his service. He is a PMC of Boston Chapter, Somerville, MA. Dad Mower has been involved with DeMolay for many years, having served as Chairman (Boston Chapter Advisory Council) and Chapter Dad (Cape Girardeau, MO Chapter). He is presently a member of the Executive Officer's Staff in Connecticut. He is involved in Masonry, Scottish Rite, York Rite and the Shrine. He is a former District Deputy Grand Master of the Massachusetts Third Masonic District. His DeMolay honors include: Chevalier, LOH, COH, and Connecticut DeMolay's William Campbell Award. In 1996 he was named an Honorary Member of the DeMolay International Supreme Council. He is the director of radiation therapy physics with the Lahey Clinic Medical Center in Burlington, MA. A graduate of MIT, he serves MIT as an Educational Counselor (interviews applicants), on the House Corporation of Sigma Chi Fraternity, and on the MIT Resident Advisor Advisory Committee. Other interests include: volunteer work with troubled youth and with the camps of the Merrimack Valley YMCA, and the theater organ.



MATTHEW GERRISH. Dad Gerrish is in his seventh year on the LTC staff. He is a Past State Master Councilor of Massachusetts, a Past Master Councilor of Battle Green Chapter in Lexington, MA and currently serves that chapter as its Chapter Advisor. He holds the degree of Chevalier and is a holder of the Legion of Honor. He is a graduate of both the Chapter Leadership and JO Programs here at Region 1 LTC and serves as the current director of the JO Program. He was named an Honorary International Master Councilor in 2004 at the DeMolay International Session in Denver, CO. He works at Johnson O'Hare Company, a sales and marketing firm, as its Assistant Controller.



SHAWN HOLTER. This is Dad Holter's seventh year on the LTC staff. He is a PMC of Battle Green Chapter in Massachusetts, a Past State Senior Councilor of Massachusetts and a graduate of the Chapter Leadership program at Region 1 LTC. He is also a holder of the Legion of Honor. Due to Dad Holter's immense knowledge of arcane sports trivia, He will serve as Athletics Director of LTC and he will be the keeper of all dodge balls.



DAVID FARMER. Dad Dave Farmer is returning for his sixth year on staff for LTC. He is a past Master Councilor of Saugus Chapter, now North Shore Chapter in Massachusetts. He is a Past State Junior Councilor for Mass. and a holder of the Degree of Chevalier. He is also a holder of the Legion of Honor. Currently Dad Farmer works as a Paramedic in the big bad city of Lynn, MA...(Yes, the "City of Sin"). Dad Farmer will serve as one of medical staff at Region 1 LTC. His first piece of medical advice for all DeMolays is "Wear Sunscreen."



TIM BLANCHARD. This marks the fourth year for Dad Tim on the LTC Staff. He served as a Staff Assistant in 2009 and a staff member in 2010. He also attended LTC as an Active DeMolay in 2002. Dad Tim is a Past State Master Councilor from Massachusetts and a holder of the degree of Chevalier. During his time in DeMolay, he served as Master Counselor in two different chapters, earning his PMC-MSA during his first term. He has served in the east for a total of 10 terms (yes, that's not a typo). After his time as a state officer, he served as the first Region 1 Congress Cabinet Officer for DeMolay International. Dad Tim serves as the Website Development Advisor for Massachusetts DeMolay. He presently works as a firefighter for the Carver Fire Department and attends college full-time at Curry College. If you're looking to get him talking, sports and fire are always good topics.



LINDA A. STAUFF. Mom Stauff is returning for her sixth year on the LTC Staff. She holds the Cross of Honor and serves on the Connecticut EO's Staff. Mom lives most of the year in Bahrain, is a Ham Radio Operator (NITOL) and a National Instructor Trainer for the Red Cross. The wife of an absent LTC Staff member, she has served her time in DeMolay as the mother of a PSMC and PSOL and has eight other children and grandchildren. Mom Stauff graduated from Hopemeadow Nursery School with Distinction and is a life-long Red Sox fan.



JUSTIN PRESCOTT. Dad Prescott is in his sixth year on the LTC Staff. He is a Past State Junior Councilor of Massachusetts, a Past Master Councilor of John Greenleaf Whittier Chapter in Haverhill, MA and currently serves that chapter as its Chapter Advisor. He holds the degree of Chevalier. He is a graduate of the Chapter Leadership Program here at Region 1 LTC.



SAMUEL G. STAUFF. Dad Stauff is back for a sixth year on Staff and is a two-time graduate of LTC. He is a PMC of 2 Chapters, PSJC and the first S-O-L, holds the Blue Honor Key, PMC-MSA, DSA (DeMolay of the Year), Chevalier and is a seventh generation Master Mason. He graduated with Honors from Mercy College and is employed by the university. He is a founder of My Holy Ghost, Wess Meets West & A Paper Tugboat and has released several CDs. Dad Stauff owns Port City Recording and has worked with Bernie Williams (NY Yankees), Rob Evan (Trans Siberian Orchestra), Corina Brouder (America's Got Talent), John Nolan (Taking Back Sunday / Straylight Run) and Jim Steinman of Meatloaf.



CHRISTOPHER D. ROONEY. Dad Rooney is a Senior DeMolay from Old Colony Chapter in Quincy, Ma. He is a Past State Master Councilor of Massachusetts and is currently a student at Bridgewater State College in Bridgewater, Ma. His major is in English. Dad Rooney is in his second year as a member of Region 1 LTC staff. He has previously served as a Staff Assistant.



JAMES HOTALING. Dad James Hotaling is a PMC-MSA of Gardner Chapter and a Past Deputy State Master Councilor of Massachusetts DeMolay. He is a holder of the Degree of Chevalier and is the Commander in the West for the Massachusetts Bay Court of Chevaliers. James is a graduate of Region 1 LTC's Chapter Leadership program in 2003 and JO program in 2005. He is originally from New Hampshire, but discovered that Massachusetts was superior. He is a graduate of Worcester State University and received his Bachelor's Degree in History with a Minor in Political Science. James has an obsession with football, to the point where he is deeply and madly in love with the New England Patriots and the Cleveland Browns. He is employed as a counselor by the Robert F. Kennedy Action Corps.

James Fact: The month of August gets its name from the Roman Emperor Augustus, whose name was actually Octavian, but October does not get its name from him.



DAVID EARLE. Dad Earle returns to the scene of one of his most memorable moments for his fifth year on Region 1 LTC Staff. He is a graduate of Region 1 LTC who joined DeMolay at Connecticut Conclave in July of 1995 at age 13, became a PMC of New Haven Chapter and is a Chevalier. He joined the Connecticut National Guard September 29, 1999 and was most recently promoted to Staff Sergeant in June 2005. His unit was activated and he served in Afghanistan in 2006 and 2007. He took an EMT course while overseas and served on medical staff at Connecticut Conclave. Dad Earle will be serving as the Director of Activities at Region 1 LTC.



SHAWN CONNORS. Dad Shawn P. Connors, who is serving his second year on Region 1 LTC staff, is a Senior DeMolay from South Shore Chapter in Weymouth, MA. He is a Past Master Councilor, Past Deputy State Master Councilor of MA, a Representative DeMolay and a holder of the Degree of Chevalier. Dad Connors is a member of Weymouth United Masonic Lodge in Weymouth MA. Dad Connors lives in Braintree MA with his wife Karissa and his son Brayden. He has a Bachelor of Arts in English from UMass Dartmouth and a Master of Education from UMass Boston. Dad Connors served in the United States Marine Corps from 1999-2003, attaining the rank of Sergeant in 2002 and is a veteran of Operation Iraqi Freedom.



Christopher O’Toole. Introducing the Man, the Myth, the Legend...Dad Christopher O’Toole!! He is a 32 year old Senior DeMolay and a Past Master Councilor of South Shore Chapter. He is a recipient of the PCM-MSA and a Chevalier Court Member. He is a member of the Weymouth United Masonic Lodge and a full-time Firefighter/Paramedic. He enjoys spending time with his family, playing with Toby his Boxer, movies, MMA training and camping. Dad O’Toole will also be serving as one of our medical staff this year. His first piece of medical advice for all DeMolays is “Drink lots of Water.”

Special Thanks to...

Dad Jeffery Northrop

Dad Jeff has served LTC for many years, but unfortunately could not make it this year. He is largely responsible for formatting your LTC resource binder. His service will be missed.

Dad Kenneth Northrop

Dad Ken has also served LTC for many years including five as Director. Dad Ken had been in Region 1 LTC’s Registrar until this year. He still serves as a valuable resource for staffers with questions or those in need of advice.

Dad Moe Linkletter

Dad Moe is a former Director of the Dad Training program at Region 1 LTC. He is also the most formidable cribbage player on the planet. He is responsible for training most of the staff on how to count by 15s.

Dad Matt DeFronzo

Dad Matt is another former Director of Region 1 LTC. His time as Director brought significant change to our LTC program and his continued “behind-the-scenes” advice is invaluable.

Mom Brenna Earle

Mom Earle has served as Region 1 LTC’s nurse for several years. She cannot make LTC this year due to work obligations, but she hopes to fixing scratches and boo-boo’s next year.

Dad Art Stauff

Dad Art is another former staff member who wishes he could be here this year, but he is serving our nation in Bahrain. His continued service to the United States Navy is the only thing standing in the way of his return to LTC.

LIONS CAMP PRIDE

Lions Camp Pride is a project of the Eastern New Hampshire Lions, Lioness, and Leos Clubs of Lions District 44-H. The present facility is an outgrowth of their desire to find a home for an overnight program for children with diabetes, a program managed by the American Diabetes Association, New Hampshire Affiliate, and supported financially by Lions District 44-H.

In 1984, in order to host these programs for those with special needs, Lions District 44-H voted unanimously to build this special needs camp facility for the program for children with diabetes and for other special needs camp programs. The site was purchased in 1986. It has 335 acres with 1,042 feet of waterfront on Merrymeeting Lake in New Durham, New Hampshire. The camp opened officially in 1989. The Region I DeMolay Leadership Conference started using the facilities during the LTC's first year of operation in 1992. In 1994 District 44-H broadened the charter from handicapped programs to handicapped and educational programs specifically to accommodate our LTC.

The facilities at Lions Camp Pride are constantly being upgraded and expanded. This year the facilities will include: a two-story main pavilion (dining hall and meeting area), a conference facility (with staff housing), eight bunk houses or cabins with modern facilities and showers, a shower building, a laundry facility, a staff building, a health center, a waterfront pavilion, a one-on-one special needs building, and several three-sided Adirondack shelters. Program facilities include: soccer field, softball field, basketball areas, two swimming beaches, ropes course, sand and regular volleyball areas, archery course, and ping-pong. In addition, there is an outdoor chapel and a beautiful campfire area. The latter was specifically designed to accommodate an outdoor area for our DeMolay Degree

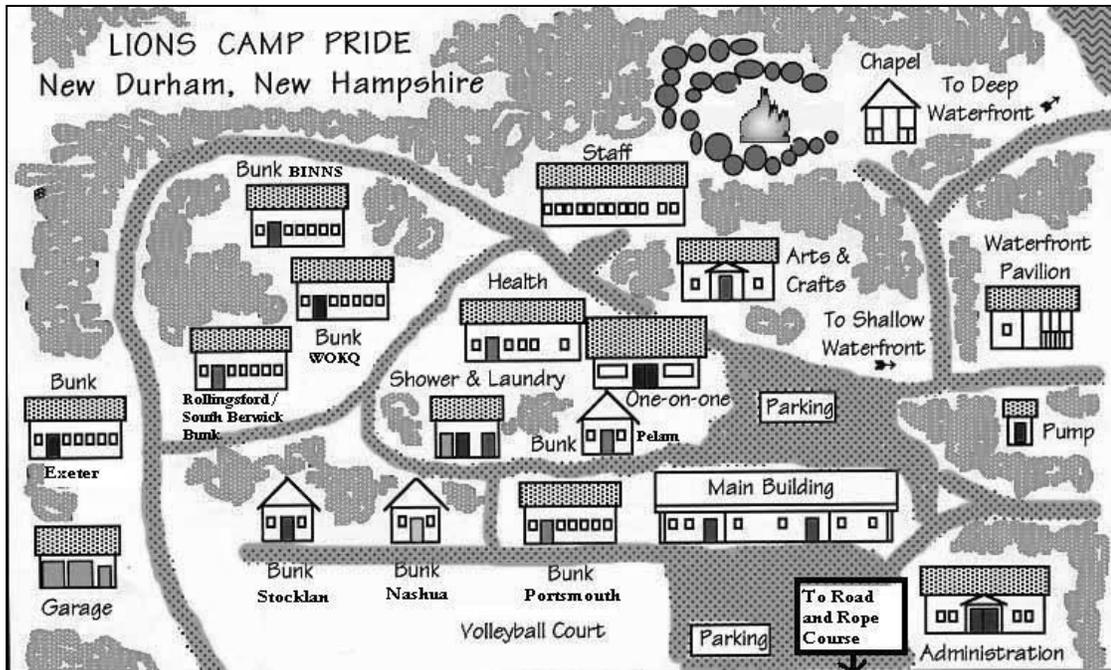
SPECIAL CHAPTER ACTIVITIES

Some activities and special areas are available for use by LTC chapters. These require advance planning as well as approval of your Chapter Dads and the Director. If you would like to make use of these activities or areas, discuss it at your chapter meeting, then proceed with the needed approvals. Your imaginations (and the camp's facilities / resources) are the limit! Challenge another chapter to a canoe race, make use of a pavilion, or do something special for a chapter meeting.

OPENING SESSION

1. Opening Remarks
2. Staff Introduction
3. Review of Rules
 - a. Communication Devices:
 - i. No Personal Communication devices for conferees
 - b. Dress Requirements:
 - i. DeMolay Shirts must be worn at all sessions
 - ii. No open toed shoes except at waterfront
 - c. Where NOT to go:
 - i. Do not enter any cabin except your own!!!
 - ii. Do not go to any building/cabin/locations not being used by our program (Including the waterfronts, the woods, and the ropes course)
 - iii. Laundry/Shower rooms: You may use these during certain times.
4. Emergencies
 - a. Personal Injury: Contact an Advisor immediately.
 - b. Weather Related:
 - i. Your Cabin
 - ii. The Dining Hall
 - c. Property Damage: Any destruction of Lions Camp Pride property, intentional or unintentional, should be reported as soon as possible.
5. LTC Behavior and Etiquette:
 - a. Remember our precepts: Be Courteous, watch our language, respect others
 - b. Sharing the facilities:
 - i. Camp Arrowhead
 - c. Using the Dining Hall:
 - i. Must have a shirt
 - ii. No Hats
 - iii. Don't take too much to eat!!!
 - iv. Be quiet and respectful when announcements are going on.
6. Chapter Meeting Time/Classroom Sessions:
 - a. You must be with your chapter.
 - b. You will be electing a Master Councilor, conducting meetings, and planning events.
 - c. Be on time and report to where you are assigned.

7. LTC Notebook:
 - a. Organization of notebook is based upon Theme of the Day.
 - b. Times are listed, but locations will be announced
 - c. Your notebook is needed at all sessions, but not at athletic events. Ask your Chapter Dad, or another advisor, if you have a question.
8. Chapter Banners:
 - a. Each chapter will design a unique Chapter Banner and display it at all Chapter Activities.
 - b. Do not leave it behind...do not steal other banners from chapters.
9. Precept of the Day:
 - a. Each chapter will be asked to report how they exemplified the precept of the day following Chapter Opening
 - b. Today is 'Courtesy'
10. Smoking Area and Times
11. Chapter Questions/Challenges: Mail slots located in dining room.



LTC Flag Raising Etiquette

Displaying and raising the USA & Canadian Flags at LTC

All persons should stand at attention facing the flag with their right hands over their hearts. Persons participating in the raising and lowering of the flags shall stand at attention and remain silent, facing the flag.

The USA flag shall be raised first, then the Canadian. When lowering the flags, the Canadian flag is lowered first with the USA flag remaining slightly higher.

Do not allow the flags to touch the ground.

The flags will be folded immediately after being removed from the flagpole. Once completed, the persons participating in the ceremony will remain standing at attention until dismissed.

Folding the Flag – USA

1. Two people face each other, each holding one end of the flag. Stretch it horizontally at waist height and fold in half lengthwise.
2. Fold the flag in half lengthwise again; the union (blue field) should be on the outside with edges held together.
3. One person will hold the flag by the union while the other starts at the opposite end by making a triangular fold.
4. Continue to fold in triangles until the flag resembles a cocked hat with only the blue field showing.

Folding the Flag – Canada

1. Two people face each other, each holding one end of the flag.
2. Stretch it horizontally at waist height.
3. Fold in half 4 times so that it forms a neat rectangle.

The Pledge of Allegiance ~ United States of America

"I pledge allegiance to the Flag of the United States of America, and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all".

The Oath of Allegiance ~ Canada

"I do Solemnly swear that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth the Second, Queen of Canada, Her Heirs and Successors according to law, forever. So help me God. "

Introduction to the Leadership Correspondence Course

Region 1 LTC 2011

What are the LCCs?

- **Tests of DeMolay Knowledge**
- **Five Different Subjects**
- **Completion = Lamp of Knowledge**



Test 1: Basic DeMolay Knowledge

- **Sample Question 1:**
 - There were ___ young men in the original group of DeMolays.
 - A.) 3
 - B.) 5
 - C.) 7
 - D.) 9
- **Sample Question 2:**
 - The founder of DeMolay was ___
 - A.) Frank S. Land
 - B.) Frank A. Marshall
 - C.) Charles A. Boyce
 - D.) James D. Hotaling

Test 2: DeMolay Administration 1

- **Sample Question 1**
 - Honors & Awards Available to Active DeMolays include:
 - A.) Merit Bars
 - B.) Representative DeMolay
 - C.) Blue Honor Key
 - D.) All of the Above
- **Sample Question 2**
 - The ___ precepts are the philosophy behind DeMolay's program planning efforts.
 - A.) 3
 - B.) 5
 - C.) 7
 - D.) 9

Test 3: DeMolay History

- Sample Question 1
- Dad Land designed the current DeMolay emblem in:
 - A.) 1964
 - B.) 1949
 - C.) 1919
 - D.) 1948
- Sample Question 2
- Within a year, Mother Chapter had over ____ members.
 - A.) 5,000
 - B.) 4,000
 - C.) 3,000
 - D.) 2,000

Test 4: Advanced DeMolay Knowledge

- Sample Question 1
- The Degree of Chevalier ceremony was written by:
 - A.) Frank S. Land
 - B.) Louis Lower
 - C.) Dad Lavoie
 - D.) Zebras
- Sample Question 2
- A minimum of ____ members is required to establish a new Chapter.
 - A.) 5
 - B.) 10
 - C.) 15
 - D.) 25

Test 5: DeMolay Administration 2

- Sample Question 1
- The DeMolay Foundation was formed in:
 - A.) 1929
 - B.) 1919
 - C.) 1948
 - D.) 1984
- Sample Question 2
- The first International DeMolay Congress was held in:
 - A.) 1919
 - B.) 1948
 - C.) 1967
 - D.) 1986

Leadership Correspondence Course



Earn your
Lamp of Knowledge
today!

“Ours is a Fellowship Based on Service...”

- I. The needs of others
 - A. Many kinds of needs in every community, with possible ways to serve
 1. Hunger – food banks, soup kitchens
 2. Education – tutors, youth sports coaches
 3. Physically challenged – assisting with errands, yard work

- II. Why the duty of service?
 1. Volunteers feel better for helping
 2. A responsibility to “give back” to the less fortunate
 3. A way of saying “thank you” to those who help you
 4. To improve the image of “youth”
 5. To fulfill the requirements of the PMC-MSA

- III. Possible chapter “civic service” projects
 1. Collect food and/or money for a food pantry
 2. Serve meals at a soup kitchen
 3. Collect clothes or toiletries for a homeless shelter
 4. Clean up litter in a local park or other public area
 5. Plant flowers to beautify a place (get permission first)
 6. Wash school buses or police cars
 7. Adopt-a-Highway program
 8. Raise funds for a community project (town pool, teen center, etc.)
 9. Collect and discard political signs (after the election is over!)
 10. Your ideas:

- IV. Possible chapter “Masonic thank-you” projects
 1. Masonic building indoor cleanup (dust, vacuum, wash windows, etc.)
 2. Masonic building outdoor cleanup (litter collection, weeding, etc.)
 3. Degree honoring Masons at their meeting (must be well coordinated)
 4. Perform public ceremony for Masons and guests (Flower Talk, Ceremony of Light, Majority Service for Senior DeMolays, annual Memorial Service)
 5. Serve and clean up at dinners
 6. Assist in Masonic service projects (CHIP, festival car parking, etc.)
 7. Collect “Tabs for Tots”
 8. Do errands, yard work for older Masons, OES members, widows or widowers.
 9. Challenge the Masons in softball, paintball, etc. – end with a family picnic
 10. Your ideas?

V. Some possible results

1. Improved member self esteem – you do feel better!
2. Improved chapter spirit and teamwork
3. Helping others can also be fun!
4. Broadening experience – helps emotional growth
5. Improving the image of “DeMolay” and the image of “youth” – pink hair and an earring do not automatically mean “bad kid”
6. Positive “word-of-mouth” – may yield happy surprises
7. Two more items for final PMC-MSA report





CARE and Feeding of Other DeMolays

Do you:

- Have complimentary skill sets
- Play on each other's strengths
- Recognize your own weaknesses

Orientation of new members

- Introduce yourself
- Volunteer to be a "Big Bother"
- Example: The E / J – K / S Volleyball event
- Help with Ritual
- Utilize New Member Guide Book
- Re-explain:
 - Raps
 - Kneeling (George Washington)
 - Word of the Day

Keeping Members

- Be Active
- Attend Events
- Be Aware of your surroundings and the people you are with

Big Brothers: Are responsible for the new member ultimately becomes an active and interested new member of the Chapter.

Cliques Kill

- Eye Witness Account
- Advisors / Member
- Leadership Responsibilities

What Is Bullying?

Bullying is when someone hurts or scares another person repeatedly. The behavior is never appropriate and is intentional. This repeated and hurtful act includes: name calling, inflicting physical pain, exclusion, public humiliation, hurtful pranks and defacing one's property. Bullying involves an imbalance of power.

The innocent one being bullied feels alone, depressed and scared and feels they have nowhere to turn.

Bullying includes:

- Calling someone hurtful and derogatory names
- Spreading lies and bad rumors about someone
- Being mean and teasing someone
- Hitting, punching, shoving, spitting and physically hurting someone
- Social exclusion or isolation ... not including someone in a group
- Getting certain kids or teens to "gang up" on others
- Having money or other things taken or damaged
- Being threatened or being forced to do things

Bullying also can happen on-line or electronically. Cyberbullying is when kids or teens bully each other using the Internet, mobile phones or other cyber technology. This can include:

- Sending mean text, e-mail, or instant messages
- Posting nasty pictures or messages about others in blogs or on Web sites
- Using someone else's user name to spread rumors or lies about someone
- Stealing someone's password and spreading rumors about someone else making it seem like that person is the Cyberbully.

(Information provided from www.stompoutbullying.org)

Answering Parents' Questions about Masonic-sponsored Youth Groups

Courtesy of the Pennsylvania Masonic Youth Foundation

Isn't That a Cult?

Every so often, a member of a Masonic-sponsored youth group will invite a friend to join and be told that they can't, because "my parents say it's a cult." All Masonic-sponsored youth groups MUST have parental permission before a youth may join, so it's important to us that parents understand what we're about, and why we're most definitely NOT a cult. We hope the information in this article will be helpful to you in understanding Masonic-sponsored youth groups.

Youth groups sponsored by Masons are not officially part of the Masonic fraternity. Membership in these groups does not imply or guarantee future membership in any other Masonic-related group. Groups receive financial sponsorship, use of a meeting location, and a variety of other help from local Masonic organizations, but the groups are ultimately independent, with their own local, state and national governing bodies.

Why would someone think these groups are cults?

We're not entirely sure. Unfamiliar groups with their own jargon and ways of doing things often seem strange. Different people probably have different reasons for reacting negatively to these unfamiliar practices. Some that we've encountered are:

- Lack of firsthand knowledge about the groups
- Misinformation or misunderstanding of the groups
- Mistrust of fraternal organizations in general
- A negative experience with one of the groups

... and perhaps most commonly...

- Just because someone else told them they are!

What is a cult?

That answer may depend on whom you ask! Some argue that almost any group's way of thinking and behaving, however extreme, is simply a matter of personal belief. Some say that calling any group a "cult" is bigotry and "intolerance." Other people are willing to define a cult as "anyone who disagrees with my point of view." A more useful definition is probably somewhere in between these two extremes.

Cults may be religious, social, philosophical, or political. Most experts agree that a cult is more than just "a different set of beliefs." Any group with new or different ideas, especially with religious content, might be labeled a cult. The Romans considered the early Christian church to be a cult, labeled them as atheists, and accused them of horrible practices like cannibalism and infant sacrifice.

Ridiculous? Of course, but the fact that Christianity was different from Roman belief automatically made it subject to suspicion. Many authorities have agreed that in order for a group to be a cult, it must have

some very distinctive characteristics. These usually include excessive control over members (especially through isolating them from the “outside world”) and the existence of an overly powerful charismatic leader. Groups with these characteristics often do terrible damage to members’ families, and are sometimes dangerous to participants. A few that we’ve all seen in the news have become dangerous in the extreme, resulting in mass murders and/or suicides among their members.

Cults exercise excessive control.

All organizations and religions seek to influence the action and thinking of their members, which can be a very good thing. In contrast, cults exercise excessive levels of control over their followers:

- They operate by separating members from outside relationships and influences.
- They may even shelter members from television and other media.
- They believe that only their particular group has access to truth. (Cult thinking is more rigid and exclusive than normal religious belief. Cult members believe that no one outside the group has the ability to understand “real truth,” or that only their leaders can correctly interpret truth.)
- They often view themselves as “above the law of the land.”
- They have a very “Us vs. Them” mentality, and foster a spirit of suspicion and paranoia towards “outsiders” in general.
- They are extremely intolerant of other views.
- They are destructive to relationships and families. There may be a “we are your family now” attitude. Worth and validation come only from the group.
- They utilize deceptive or misleading recruitment and retention techniques.
- They demand unquestioning loyalty. Activity outside the group may be forbidden.

Cults have charismatic, domineering leaders.

One of the most characteristic traits of a cult is the existence of a charismatic, domineering leader or group of leaders. Some cult leaders, like the infamous Charles Manson (“The Manson Family”), Reverend Jim Jones (“The People’s Temple”), David Koresh (“The Branch Davidians”), and Marshall Applewhite (“Heaven’s Gate”), have drawn public attention to the cult leader “type.” There are many more who have not been so widely publicized.

But they all have some traits in common:

- They are “control-freaks,” and maintain rigid control of all aspects of their group.
- They generally rule by strength, fear and sometimes even violence.
- They may claim to be divine or to have a special or unique relationship with God.
- They may claim to have supernatural powers.
- They require unquestioning loyalty, obedience and dependence.
- They may demand the sharing or surrender of the members’ property or earnings.
- They are “above” the rules of the group. Members may have to live in poverty while the leader gets wealthy on their earnings; members may be admonished to chastity while the leader engages in a promiscuous lifestyle, and so on.

It’s not difficult to see how such a leader could be very dangerous indeed.

So, are Masonic-sponsored youth groups cults?

It won't surprise you to hear that we certainly don't think so. Why? Because Masonic-sponsored youth groups:

- Encourage members to be actively involved in their church, school, and community. (Cults trade on isolating their members from outside influences.)
- Place a tremendous emphasis on the importance of the family, and on your authority as a parent. (Cults claim authority for themselves, and try to replace or supplant a member's family.)
- Make no claims to a unique or exclusive knowledge of truth. Members profess belief in one God, are encouraged to pursue and grow in their own family's faith tradition. We teach religious tolerance and respect, which does not imply accepting or embracing the beliefs of others, but simply affirming their right to hold those beliefs. As a result, members hold a wide variety of differing beliefs, which are not dictated by the group. (Cults look inside the group for "truth," not to outside groups.)
- Work cooperatively with other community groups toward common goals and worthwhile services. (Cults operate on an "Us versus Them" mentality, not a "We and They together" mentality.)
- Emphasize service to others through giving of our time, our talents, and our financial resources. (Cults demand that service and investment of resources be for the benefit of the group and its leader, not for "outsiders.")
- Invite and encourage parents to be involved in all of their youth's activity with the group, whether as a guest, or even as a volunteer leader. (Cults practice deceit and "hiding," not openness and welcoming.)
- Encourage independent thinking, initiative, and leadership. Good team members are co-leaders, not mindless followers. (Cults seek unquestioning obedience to a domineering leader, not fair, democratic, and cooperative leadership among their members.)

And we could go on...

How are Masonic-sponsored youth groups unique?

There are a number of things that set us apart. Our groups:

- Offer a program of leadership development based on high moral principles, and an emphasis on character development.
- Allow youth to develop and carry out their own program, and to learn by doing.
- Provide a varied program of activities in athletics, service, education, public speaking, and more.
- Give youth the chance to work with and learn from adult mentors and role models of all ages, backgrounds, and walks of life.
- Utilize solemn and serious ceremonies that emphasize their core values, and offer members opportunities to develop memorization and public speaking skills.
- Offer the values and fellowship of a close-knit organization, with absolutely no hazing or other negative behavior sometimes associated with other "fraternities."

- Have a single-gender structure (separate groups for young men and young women), offering a unique learning environment rarely available to youth, while interaction among the groups allows application of the values taught in all life's relationships.

We're certainly different. And we're proud of it. Sometimes being "different" is good!

What should we as parents do?

The best answer to that is: *Do what you think is best!*

- We hope you'll take some time to visit with a local group, and talk with the members and adult volunteers involved. You may find you already know some of them from your neighborhood, school, church, and community. Ask questions, express your concerns, and see for yourself. If your child joins, you'll always be welcome to visit, and perhaps even become an advisor.
- If you belong to a church, synagogue or other religious community, you may wish to ask your leaders for their opinions of our organizations. You should certainly consider their opinions as you make your decision.
- Talk with some people you respect who belong to Masonic related groups. Ask why they became involved.
- Make the choice that is best for your child. We realize that Masonic-sponsored youth groups aren't for everyone. We will absolutely respect and abide by your decision. Your child will never be permitted to join or participate in activities without your permission.

Before deciding about your child's involvement in a Masonic sponsored youth group, please take the time to get a good look at who we are and what we do. We think you'll like what you see!

Roman Catholic Approval of DeMolay and its principles.

It is a pleasure and an honour for me to welcome you - at the request of the Secretariat of State - in the house of the Holy Father. The Holy Father is taking a short and necessary vacation in his residence at Castel Gandolfo, preparing at the same time his journey to Africa. Therefore he can now receive only on Wednesdays.

This is the reason why I have been asked to greet you in his name. The inspiration and ideal which led to the foundation of the Order of DeMolay in 1919 have their full meaning, even increasingly, in our days.

Although the disaster of a world war does not afflict us at the present moment, we all know the sufferings inflicted upon humanity by the war in Vietnam, the conflict in the Middle East, the divisions through racism, poverty, etc. We live in a broken world.

On the other hand, mankind has never been so united, by means of communication, as we are now. The whole world has become my neighbour, but alas the whole world is not my friend. From the day of tomorrow on, the moon, a satellite of the earth, will fall under our direct control, will become an over-space territory, another continent.

Living in an age of highest scientific perfection and technical possibilities, man tries to overcome the problems of human society and the problems of his personal life, through the application of skilled labour, which brought him so far in the domination of nature. However, with full appreciation for the values of science and power, we cannot forget that science and power are in the hands of man, they are governed by man for the service of man. It is precisely at this point, at the human level, that other elements and characteristics have to play a decisive role, those elements which made man great in his government, in his behaviour, in his relationships with his fellow men. Such elements or characteristics are above all: reverence for God, supreme source of justice and peace; love of man respecting his human dignity as a creature and son of God, and therefore comradeship, honesty towards every man and towards our country. So we fulfill the commandments given in the book of Deuteronomy (6, 5), and Quoted by Christ in the gospel of Mark (12,29): "Hear, O Israel: the Lord our God, the Lord is one; and you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength", and Christ adds to this first command' the second, which we find also in the book Leviticus (19, 18): "You shall love your neighbour as yourself", and he concludes, there is no other commandment greater than these.

This inspiration animates the Order of DeMolay and therefore you as its members, in your service of humanity, especially the sick, the abandoned, the invalids etc.

May I, as the President or the Secretariat for Promoting Christian Unity, express my gratitude and joy that the membership of the Order includes Catholics and Protestants and Jews in a great cooperation for the benefit of humanity.

I congratulate you particularly on the occasion of the 50th Anniversary of the Order and I pray that the Lord of hosts may bless you in all your noble work.

Remarks by Cardinal Jan Willebrands, Secretariate for Christian Unity, July 1969

Remarks from Cardinal Jan Willebrands in July of 1969. DeMolay was celebrating it's 50th Anniversary with a European Pilgrimage. While visiting the Vatican, Cardinal Willebrands proclaimed his, "...gratitude and joy that the membership for the Order includes Catholics and Protestants and Jews in a great cooperation for the benefit of humanity."



Nickel Auction

The world famous LTC Region One Nickel Auction is a very old ‘fun’ activity. It can be adapted to use at your home Chapter.

Goal:

To have FUN!

Not a moneymaker, but hopefully the income will cover the expenses.

How it works:

Prizes:

Nothing over five dollars or a Good Laugh.

It should NOT be in bad taste. ***If questionable, look first***

What is it? We don’t know; it is in a brown bag or other container.

Auctioneer: A person with lots of energy to get the crowd moving.

Timer: The person who indicates that the bidding on the current item is over.

Collectors: If the crowd is too large for the Auctioneer to collect each Nickel bid, then Collectors will work the crowd collecting the Nickels.

Bidding: each time the auctioneer recognizes your bid you pay a nickel.

Winner:

The last person to place a bid before the Timer stops the bidding wins the item.

The winner may have bid only once (got the prize for 5 cents) or several times.

Others may have made many bids on the item (many nickels) but did not win.

Winner opens item for all to see before auction continues.

Everyone will participate. Occasionally, the Auctioneer might limit the grouping of Eligible Bidders; i.e. All DeMolays over 17, All members from Canada, All Master Councilors, etc.

This was fun, ---?--- YES?? NO??

1. It Required preplanning
 - a. Request for everyone to bring something
 - b. Obtain “Special” prizes
 - c. Auctioneers / Timers / Money bags
 - d. Rolls of nickels
2. It was a success: all of the above worked
3. It was a flop: let’s see what went wrong!



- 1. Not everyone brought a bag.**
- 2. Advisors had to fill in w/ extra bags**
- 3. No TOP prize, financially unable**
- 4. Need several advisors w/ lumber aprons (pockets get too full of nickels)**



4. Pre 2012 LTC it has always been a success – did we do it again this year?



3 Steps to Effective Communication

- I. Where does communication begin?
 - a. The Meeting
 - b. Word of Mouth
 - c. Phone
 - d. Electronically
 - e. Chapter Newsletter
- II. Who's responsible for communicating?
 - a. You! Everyone needs to communicate
 - b. Advisory Council
- III. How do we accomplish this?
 - a. Phone trees can work!
 - i. People aren't home
 - ii. Left messages
 - iii. Didn't leave messages
 - b. So how do we do this? Follow these steps!
 - 1.) Communicate, Communicate, Communicate!
 - a. Starts from the top!
 - b. 3 days before every event
 - 2.) Updated phone list
 - a. After every installation, initiation
 - b. Scribe & MC should like each other!
 - 3.) Communicate, Communicate, Communicate!



Phone Tree

Master Councilor

Senior Councilor

Junior Councilor

Non-Officers (Members)

Senior Councilor

Senior Deacon

Senior Steward

Chaplain

Sentinel

Preceptors 1-4

Scribe

Master Councilor (*After completing contact with all others on phone tree)

Junior Councilor

Junior Deacon

Junior Steward

Marshal

Standard Bearer

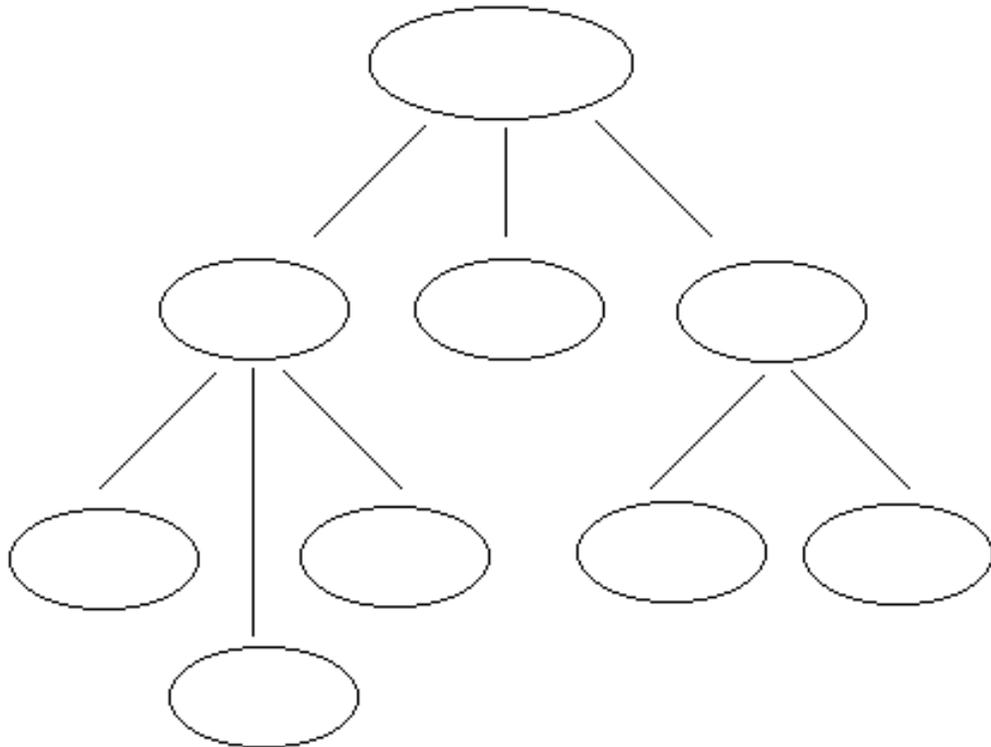
Preceptors 5-7

Treasurer

Master Councilor (*After completing contact with all others on phone tree)

BASIC COMMUNICATION SKILLS

Use this blank phone tree to record the names and email addresses of the guys in your LTC chapter. When you get home, send them an email telling them when your Chapter's next installation is being held. You may need to draw in more circles to include all of your LTC friends and brothers. Check with your Chapter Dad, in your local chapter, to see if this model might work for your chapter.



Remember to print neatly!!!

Motivating Members to Perform Ritual

Ritual is the thing that separates DeMolay from other youth organizations. Our ceremonies are the teachings by which we vow to run our lives. Ritual does not have to be boring.

A. Start Small: Get a brother to be a steward or a preceptor

B. Ritual rehearsals:

Plan a fun activity following a rehearsal

Spend a rehearsal talking about the ritual rather than just reciting it. The ritual uses words such as “inculcate”. Do you know what that means?

C. Help your brethren learn their ritual: A brother who learns his ritual on his own is going to wait to the last minute

Make sure to compliment your brethren for a job well done!!!

You do not need a rehearsal to practice your ritual. Get a few brethren together to go the movies and spend a little while practicing your ritual beforehand

Get together outside of an event and be a prompter for one another

D. Things to impress upon other Brothers about the ritual:

Duty to fellow brothers and candidates

The more you know about the ritual the more you know about DeMolay and life

Competitions:

Chapter Competitions: The winner comes up with the next fun activity that the MC is responsible to plan

State Competitions: There is a trophy somewhere...

What do you do?

Explaining DeMolay to your Parents

Goals:

1. How DeMolay started
2. Virtues and Precepts
3. Self-determination in programming for chapter activities
4. Having fun and learning stuff, too

What is DeMolay?

DeMolay is an organization dedicated to preparing young men to lead successful, happy, and productive lives. Basing its approach on timeless principles and practical, hands-on experience, DeMolay opens doors for young men aged 12 to 21 by developing the civic awareness, personal responsibility and leadership skills so vitally needed in society today. DeMolay combines this serious mission with a fun approach that builds important bonds of friendship among members in more than 1,000 chapters worldwide. (from the DeMolay International website)

Seven Cardinal Virtues

The Virtues give DeMolays worthwhile goals. These are guidelines not only for today, but also for your life. They are: **Filial Love, Reverence of Sacred Things, Courtesy, Comradeship, Fidelity, Cleanness and Patriotism.**

Special emphasis:
God, Home, Country



The Chapter

Meetings:

- Run by elected Master Councilor
- Robert's Rules of Order

Advisors:

- Illegal, immoral or fattening

Ritual / Degrees

- What sets DeMolay apart?
- Teaches Lessons
- Special Ceremonies, i.e. Flower Talk and Ceremony of Light
- When you perform Ritual, you should do your very Best**

Activities:

- Organize, Plan, Execute

Have Fun and Learn

Skills

- Ritual and Degree Work
- Business Meetings
- Visitations
- Fund Raising
- Leadership

Two-Minute Explanation:

Using the sample information on the next page, working as a group, develop an honest presentation for your parents.



Sample List

What is DeMolay?

- Fraternal Organization
- Young men 12 – 21
- Must believe in a Supreme Being, otherwise religion is your own choice
- No hazing or similar activities
- Goal is to help good young men be better
- Wholesome activities
- Helps the community
- Fun

Where did DeMolay start?

- Kansas City, Missouri in 1919
- Local chapter in _____
- Over one million active and senior members

What does DeMolay do?

- Charitable events
- Other community projects
- Leadership training
- Family / Social activities
- Athletics
- Dances
- Trips
- Conclaves and conventions
- Ritual performance / presentation skills

Why should a young man join DeMolay?

- Associate with other fine young men
- Participate in fun activities
- Wholesome surroundings, opportunity to grow
- Develop leadership skills
- Apply for DeMolay scholarships

History of the Organization | Nine Boys & A Man

It has been said that a day can be changed or a great moment launched by a single phone call.

Such a call came in January of 1919. As Frank answered the telephone he recognized the voice of Sam Freet, newly installed Senior Warden of Ivanhoe Lodge. "Frank, I have a favor to ask. One of our members, Elmer E. Lower, who had been initiated as a Fellow Craft, died a year ago. Could you find a part-time job for the oldest boy, Louis? He is one of the finest young men I have ever seen.

"Sam, you called at just the right time. I would be glad to talk to this boy. Send Louis to me; say after school tomorrow if you can arrange it. I shall look forward to meeting him."



The next afternoon Louis arrived promptly for his interview. Shaking hands with this youth brought a response to Land that seemed to blend them into a common experience that would unite them for years to come. Louis radiated an honesty of character, a natural aptitude for leadership, and the grace of movement of the athlete. Frank thought, "If I had a son, I would want him to be just like this lad."

They talked for a while about school. Louis told him of his aspirations for a place on the track team, of his position as a pitcher on a baseball team, and in response to a question said, "I am a fairly good student. Even with the hard time we are having, I want to finish high school and then help with the education of the others."

Frank responded, "It is a good goal. You will meet the challenge. Now, tell me about your father. I knew him but only from very casual meetings."

Louis hesitated as though reluctant to look into the past but finally said, "My father was the finest father a boy ever had."

That evening, as Nell Land cleared the dinner dishes, she said, "Frankie, something happened today. You look like you have found a long, lost friend."



Frank S. Land

"Not a lost friend but a new young friend. This boy I talked to today is tremendous. One of the finest young men I have ever met. He is going to work with me in the office and I know I shall enjoy having him around. Perhaps we could take him to church with us Wednesday evening. The teachings of Christian Science would be good for him and you could meet Louis Lower."

"Yes, we should do just that," she said. "I suggest that you have him bring a few friends over to the apartment some evening. I would like to meet him."

It was not until the middle of February that the opportunity for such a meeting took place. "Louis," said Mr. Land, "who do you run around with?"

"I have some friends in my neighborhood," said Louis.

"How would you like to form a Club and meet here at the Temple?"

Louis thought the idea had possibilities and showed up the next week with eight other boys. That was February 19, 1919.

The boys came early that Wednesday evening and each in turn was introduced to Mr. Land by Louis Lower with, "I want you to meet Ralph Sewell, Elmer Dorsey, Edmund Marshall, Jerome Jacobson, William Steinhilber, Ivan Bentley, Gorman McBride, and Clyde Stream. There are nine of us."

They were a group destined to form a great youth organization and each was to advance through his efforts and determination to prominence in his chosen field of work.

Mr. Land acknowledged each introduction with a handshake and word of welcome. "Before we get down to business, let's make a tour of this building. I think you will find it just about right if we should decide to form a Club and use it as a meeting place."

It was a radiant group that gathered about the long table in one of the meeting rooms that night. There was no doubt that they should continue to meet as a Club. The only question was a name. One suggested they use Greek letters as the college fraternities did but this was instantly voted down as making them only a part of other organizations. The name must be distinctive and carry meaning. They turned to Land for suggestions. He pointed to a recent series of prints on the wall that showed the adventures of Sir Galahad and the Knights of the Round Table. There was a negative shaking of heads.

The greatest of wars had ended only a few months before and the adventures of knights of old seemed far away. Then names were mentioned from history and from the Bible. Stories such as Damon and Pythias, David and Jonathan and of Nathan Hale. Nothing

seemed to click until one of the boys, Clyde Stream, said "Mr. Land, tell us something connected with Masonry. They must have great names and we are meeting here in one of their buildings."

Frank smiled, "This year I am serving as the head of one of the Masonic Groups. I am the Commander for the DeMolay Council of Kadosh. There are many names and stories directly connected with Masonry, but I think I should tell you about the last leader of the Knights Templar. His name was Jacques DeMolay or as they say in history books, James of Molay."

The story and the name caught the imagination of the boys. Here was heroism. Here was a great example of loyalty, of courage. Here was a theme from knighthood and chivalry, at its best, and the name of a martyr to fidelity and toleration. The boys were ready without further consideration to accept this name as the name of the group. But Land interrupted, "Now let's wait just a little bit and sleep over this. Let's not rush into it. Perhaps with a little more thought we could come up with a better name. One that might be more in keeping and more appropriate. It is growing late and you should all be going home. Come back next week and bring a few more of your friends. We will talk more together about it then. Good night and thanks for coming."



Our Namesake

While the boys talked to Land about the Club when they came to the Temple, it was their long talks together at school and as they walked from school to home that heightened their interest and gave momentum to their organization. One afternoon after a chemistry class, Elmer Dorsey caught up with Louis Lower to ask, "Louis, I think this club idea is terrific. But what is it all about? What does Mr. Land get out of it? Do they want us to become junior Masons?" "I don't have all the answers, Elmer; I only know that Frank Land is one of the greatest. His only motive is the one he tells us. He likes to be with young people and sincerely believes that if we do form such a group each of us will benefit from it. How he ever talked the older boys into letting us use their temple is beyond me. They must be interested in us as Land is, because he has told me that we are not to be a junior Masonic group. He told me these men are concerned about only one thing and that is that we should grow into decent men who will be respected in the community."

March 24, 1919 was the day in history that launched the Order of DeMolay. During the next few years, however, the date of March 18, the date in the past that had witnessed the death of Jacques DeMolay, came to be more frequently used.

Thirty-one boys, all from the same high school, came to the Scottish Rite Temple that

night. Frank Land made each boy welcome and then explained briefly his ideas of a Club. Land said, "This is your meeting. I will serve as Advisor but it is your meeting. Why not proceed with an organization and elect a few officers. I will take charge until you have completed your election."

During the next few months the group grew in numbers, in activities and interest. Then a fear came to some of them that they were growing into too large a Club.

Someone suggested that a committee talk with Mr. Land and endeavor to convince him that membership should be limited to 75. Land neither criticized nor admonished the committee at the time. In fact they didn't know whether he agreed or disagreed to their suggestion.

Later when the meeting was called to order, the chairman reported and moved that the membership of DeMolay be limited to 75. The motion quickly received a second and was unanimously adopted. It was then that Dad Land rose from the back of the room where he had been more or less out of sight for he wasn't the type to take the spotlight, or the forefront in their meetings. He wanted them to conduct their own meetings.

As he came to the front of the room that night, he proceeded to tell them—and in no uncertain terms—how selfish and how inconsiderate they were. He told them that they were operating and thinking absolutely contrary to every idea that he had in mind for this organization. He reminded them that there were three other high schools in Kansas City which had young men who were just as capable, just as qualified, and just as upstanding as they were. In fact, he indicated he thought they were probably much, much better than what they thought they were. He said that if it was good for one boy, it must be good for all eligible boys. He reminded them that 'to become big, they must be big. The motion to limit membership to 75 was rescinded. It was then that DeMolay was permitted to grow and develop.

And grew it did. DeMolay continued its growth initiating new member and instituting new chapters in all states of the continental USA. DeMolay then crossed the oceans and the organization was developed in many foreign countries. Thousands upon thousands of young men have had their life enriched by the rescinding of the motion to limit the Order of DeMolay to just 75 members.



Communications and Publications -- Internal

Your instructor will give directions as to what to do with this page. **BE PREPARED.**

Brainstorm a list here:

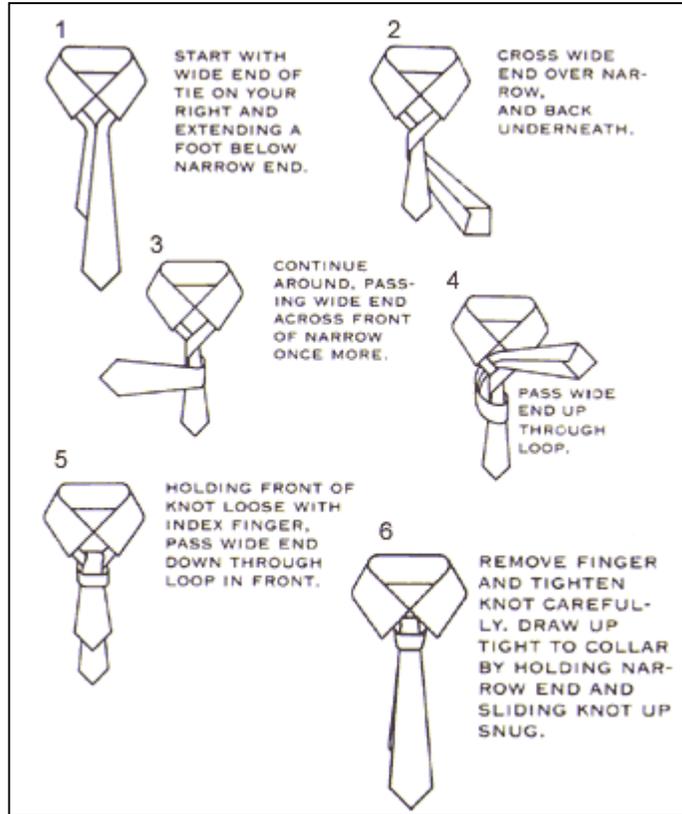
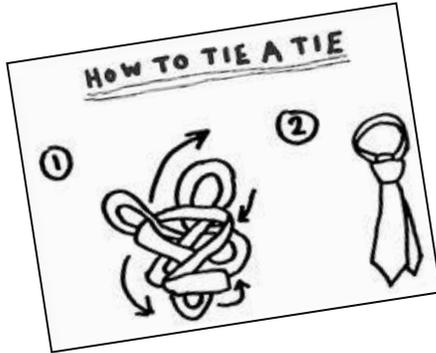


Small group activity notes here:

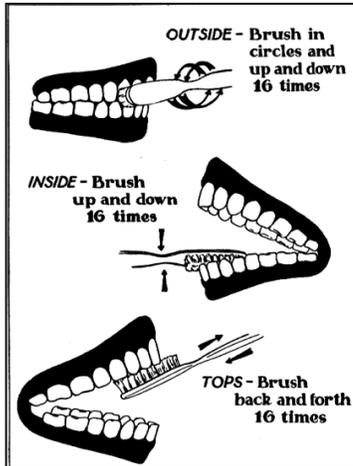
Hint: The back of this page can, may, and should be used for notes.

APPEARANCE AND PERSONAL HYGIENE

DEMOLAY KNOT TYING



MOUTH CLEANING



THE BOW TIE For the man who dresses with a certain flair.



Decorum and conduct for Chapter Leadership Program

Master Councilors need to project positivism, appear attentive, and behave appropriately given any particular set of circumstances. Chapter Leadership Officers represent DeMolay to the world and your actions or omissions tell others what to think about our organization. It is therefore crucial that you understand and practice these simple social and situational graces. It's not about how you want to act; it's about how it is right to act.

Remember: YOU are DeMOLAY

The members of the Chapter look to you as an example of leadership and character

I. How you act as opposed to how you look.

Act & Appearance

A. Emotional Appearance

1. Always appear interested even if you're bored silly
2. Act with dignity; it is expected of you by everyone (avoid PDAs)
3. NEVER swear in public or make rude gestures! (people always see you)
4. Don't be a "MC guy". Hang with the members, not just other Councilors
5. Don't be an "Advisor Hog". Hang with members
6. Don't be a Brown Nose

B. Suit your attire and demeanor to the occasion

1. Formal meeting / installation? Tuxes or Suits
2. Informal / committee meeting?
4. Civic service / Masonic service project?
Polos and khaki pants
5. Fun activity

II. Personal conduct –who your audience might be

A. Wear your DeMolay emblems, shirts, and hats

1. Don't mix an inappropriate t-shirt with a DeMolay hat

B. Cell phones

1. Don't make or take calls during a meeting
2. Don't text during a meeting

3. Turn it Off

- a. If you can't turn it off, at least turn it to silent
- b. The excuse "My parents need to reach me in an emergency" is weak. Believe it or not, before cell phones, parents used to call the Masonic Hall in an emergency.

C. Electronic

1. MySpace, Facebook, Twitter

- a. People search using the word "DeMolay"
- b. Keep your pages, statuses, Tweets clean
- c. Your Mother and in some cases your Grandmother will read your entries
- d. Teachers, Church members, DeMolay Advisors
- e. Your future employer
- f. College Admission Departments

D. Ideally the Master Councilor should be cheerful, fair, sympathetic and democratic

III Definitions of Dress for you and your Date

A. **White Tie:** The most formal of events, you should wear a black full dress tailcoat tuxedo with a white vest and pique tie. Women should dress accordingly, aiming for an understated sophisticated or glamorous look.

B. **Black Tie:** You should wear a standard black tuxedo, complete with white shirt, tie and cummerbund or vest. Depending on the event, women should usually wear a sophisticated floor length dress or formal gown.

C. **Black Tie Optional:** You may wear either a tuxedo or a dark dress suit (usually black or gray) and tie. Women should dress formally according to the occasion and to match their date.

D. **Formal:** Like a black tie affair, a formal event usually requires that you wear a tuxedo. Women should really dress it up, going for full glamour and glitz.

E. **Semi-Formal:** If you don't want to wear a tuxedo, you have the option to wear a dark colored dress suit and tie. Women should wear something that is dressy, though somewhat less formal than a full-length evening or ball gown.



F. **Cocktail Attire:** Depending on the occasion, you may wear a tuxedo, a dress suit or pants with a nice shirt and sports jacket. Women's dresses are usually ankle to ballerina length (mid-calf) and are sophisticated, though somewhat less formal.

G. **Festive Wear:** This type of invitation gives you leeway to dress more creatively, though you'll want to do so within the context of the event. For example, jeans and a holiday theme sweater probably would not be the wisest choice for a cocktail party, but could be perfect for a potluck dinner with friends.

IV. When in Doubt:

When in doubt, you should err on the conservative side.

Jurisdictional Communications and Publications

There may be nothing in the DeMolay world that changes faster than getting the word out to members, advisors, parents, prospects, and the broader Masonic family. Here we will explore some of the options available, and learn how your jurisdictions can assist one another in staying ahead of the information delivery curve.

I. **Snail Mail Ink on Paper**

- A. Slow, relatively expensive, all but obsolete
- B. Some exceptions – advisor renewal forms, etc.
 - 1. Usually a smaller subset

II. **Mr. Bell’s Much-Improved Invention**

- A. Do phone trees work for statewide events?
- B. Remember the fax?
- C. “Call ‘em All” – this is a recording...

III. **Electronic Communication, Social Networking, and...???**

- A. Know thy members – e-mail, texts, Facebook™, Twitter?
 - 1. Get their cell numbers, e-mail, Facebook id, etc.
 - 2. Use what they read, and may forward
 - 3. Use more than one way of reaching them
 - a. Caution: texts cost for some recipients; get permission
- B. Know their parents!
 - 1. They likely are a generation or two behind...
 - 2. Get their e-mail addresses and phone numbers, too
- C. Costs minimal for multiple communications
 - 1. Timely – no worries about the USPS
 - 2. Most carry attachments like permission slips, etc.
- D. Jurisdictional website and/or Facebook group?
 - 1. Has to be kept up to date!
 - 2. Use protections available to prevent inappropriate content

IV. **Group Exercise**

Divide into groups of 2-3, splitting up jurisdictions wherever possible. Plan a 3-4 month jurisdiction-wide communication program using all, some, or none of the methods discussed above. Things to consider are who (which subsets of the DeMolay family) should be contacted, with what frequency should they be contacted, how they should be contacted, and what part you as JO’s play in this contact.

Your plans will provide the basis of some interesting group discussions.

Appearance and Personal Hygiene for the Jurisdictional Officer

1. Jurisdictional Officer Image
 - a. Like it or not, you are the image of DeMolay in the eye of the public in your respective areas. As such, you are required to take personal pride in representing the organization through your presentation of yourself.
 - b. What is a good blueprint for maintaining a successful image of DeMolay as a Jurisdictional Officer?
2. Dress Code
 - i. As a general rule of thumb, JO's should wear formal wear (tuxedos) for formal events, and business dress (jacket, shirt and tie) for regular functions. Casual wear (polos, khakis, etc.) also are appropriate for things like presiding at athletic and outdoor activity events.
 - ii. Dress code varies by jurisdiction, and ultimately, by dictation of the State Master Councilor/Executive Officer on an event-by-event basis. Bearing that in mind, there are a few things to consider regardless of the dress code for each particular event.
3. Clothing Care
 - a. Formal/Business Attire
 - i. Dry Clean your jackets and suit pants regularly. This keeps you looking like the top quality leader you strive to be.
 - ii. Wash and Iron your dress shirts regularly.
 - iii. Shine your shoes.
 - b. Casual Attire
 - i. Wash and Iron your polos and khaki's regularly.
 - ii. As a rule of thumb, I recommend getting 100% polyester polo shirts over the 100% cotton. They don't wrinkle nearly as much and require less maintenance.
4. Personal Appearance
 - a. Shaving
 - i. I understand your Executive Officers will each have their own opinion on this subject.
 - ii. I recommend maintaining a clean shave for public appearances. What is a clean shave?

1. Completely shaven; no facial hair.
 - a. I strongly recommend maintaining a clean-shaven face free of facial hair for the duration of your JO career. Remember, you interact with 12 year olds. How comfortable will they feel relating to someone who looks older?
 2. If facial hair, it is trimmed and maintained and doesn't look sloppy.
- b. Shower
1. Shower before making public appearances. Use deodorant. Brush your teeth and brush/comb your hair.
- c. General Clothing Tips
- i. Matching
 1. Make sure your tie matches your shirt, jacket, pants, etc.
 2. Brown Shoes? Brown Belt. Black Shoes? Black Belt.
 - a. Matching socks as well will make you a real pro!
 - ii. Hang Up Clothes
 1. The Proper place for your tuxedos/suits & casual clothes are a hanger in a closet. Not on the floor of your bedroom. Not the trunk of your car.
 2. Taking small steps such as these daily to care for your outfits will make overall maintenance much easier.
5. Any questions?

Decorum and Conduct -- JO

Jurisdictional officers need to project positivism, appear attentive, and behave appropriately given any particular set of circumstances. Jurisdictional officers represent DeMolay to the world and your actions or omissions tell others what to think about our organization. It is therefore crucial that you understand and practice these simple social and situational graces. It's not about how you want to act; it's about how it is right to act.

Remember: YOU are DeMOLAY

I. Act & Appearance

A. Suit your attire and demeanor to the occasion

1. Formal meeting / installation? Suits, Tuxes, Jewels/Collar, nametag
2. Informal / committee meeting?
4. Civic service / Masonic service project? Could be a suit, or could be the suite polo and khakis.
5. Fun activity- Either Suite Polo & Khakis, or event T-shirt.
6. The Jurisdictional Officer Suite should always match

B. Emotional Appearance

1. ALWAYS appear interested even if you're bored silly
2. Act with dignity; it is expected of you by everyone (NO PDAs)
3. NEVER swear in public or make rude gestures! (people always see you)
4. Don't be a "JO guy". Hang with the local members, not just other JO's. Mix it up.
5. Don't be an "Advisor Hog". Hang with members

C. Show up to ALL events on time!!

1. Events you are *attending* – 15 to 30 minutes early
2. Events you are *running/participating in* – at least 30 minutes to 1 hour early
3. Make sure you greet as many people as you can, not just advisors, (but don't forget them either)
4. Arrive dressed – Shirt tucked in, tie in place, clothes lint rolled, ironed and washed

D. Leave all events on time!!

1. Don't "bolt" from an event you are attending.
2. Stick around for any post-event activity
3. Don't overstay your welcome
4. Make sure you say your thank-you

5. If you **MUST** change clothing, be sure it is appropriate (not beer or concert t-shirts, ripped jeans or flip-flops).

E. It is not all about you!

1. Make other people important first

II. Table Graces and Small Talk

A. The Table Tools of the Trade

1. Work from the outside in—follow the lead of others if not comfortable.
2. Keep your part of the table elbow free during the meal.
3. Pace your eating to match your tablemates' pace.
4. Ask, don't reach.
5. Eat your food or leave it alone, but don't play with it.

B. Small Talk at the Table or Elsewhere

1. Ask general questions about those you are with. Always avoid the topics of religion, politics, and someone's personal appearance
2. Don't talk with your mouth full
3. Minimize the bull—if you have nothing to say, it's OK to shut up.
4. Always appear attentive to the comments of others.

III. Titles and Pecking Order

A. Pre-printed Cheat Sheets

B. While something might be incorrect, do not embarrass someone who makes a mistake.

C. Handouts from EO

IV. Making Speeches or Presentations

This will be addressed in another session in more detail but briefly:

A. Know your audience

1. DeMolays only?
2. Rainbow, Masons, Eastern Star, etc. only?
3. Public? Prospects and their families?

B. Prior Planning

1. Find out the expected length of your speech

- a. installations / visitations — no more than 30 seconds to one minute unless specifically asked in advance.
- b. chapter meetings — speak only long enough to convey your thanks and to promote upcoming jurisdictional activities unless specifically asked to speak longer in advance.
- c. by invitation — the group inviting you should inform you of their time requirements.

d. official visitations – This may be the time that you can go into some greater detail regarding your responsibilities and observations

e. Regular meetings – Don't embarrass the Master Councilor, Chapter Dad, or anyone at the chapter. Help when asked, don't shove it down their throats.



Chapter Basics

Do you know which officer is responsible for which duty? Take this quick quiz to find out.

- | | |
|---------------------------|---------------------------|
| 1. _____ Master Councilor | 9. _____ Junior Steward |
| 2. _____ Senior Councilor | 10. _____ Orator |
| 3. _____ Junior Councilor | 11. _____ Sentinel |
| 4. _____ Scribe | 12. _____ Chaplain |
| 5. _____ Treasurer | 13. _____ Marshal |
| 6. _____ Senior Deacon | 14. _____ Standard Bearer |
| 7. _____ Junior Deacon | 15. _____ Almoner |
| 8. _____ Senior Steward | 16. _____ Preceptors |
-
- A. Conducts necessary movement in meetings
 - B. Many times oversees membership, assists other councilors and takes charge in absence of both Master and Senior Councilors
 - C. Conducts candidates in initiation, assists councilors, sometimes proceeds to Junior Councilor
 - D. Assists Senior Steward
 - E. Represent the seven Cardinal Virtues of DeMolay
 - F. Sits as chair for meetings, official representative of chapter to outside persons and organizations.
 - G. Keeps facilities clean and in order.
 - H. Manages chapter account; in many chapters the office is symbolic and only adults handle chapter funds
 - I. Communicates with Sentinel, assists Senior Deacon
 - J. Oversees flags and proper presentation of such
 - K. Verifies persons entering meetings, keeps disturbances away
 - L. Collects alms for charities, and those sick or distressed
 - M. Many times oversees degree ceremony work and fund raising. Assists Master Councilor and takes charge in absence of Master Councilor
 - N. Records minutes at meetings, files necessary paper work, sends and receives communications.
 - O. Presents ceremonies, makes necessary announcements
 - P. Prayer

Answers: 16E, 15L, 14J, 13A, 12P, 11K, 10O, 9D, 8G, 7I, 6C, 5H, 4N, 3B, 2M, 1F



Personal Time Management

| August 2012 | | | | | | |
|-------------|---------|-----------|-----------------------|--------|----------|--------|
| MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY | SUNDAY |
| July 29 | July 30 | July 31 | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 Chapter Meeting | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 Chapter Meeting | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |



Weekly Calendar

| | Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|----------------------------|-----|-----|-----|-----|-----|-----|-----|
| 5 am :30 | | | | | | | |
| 6 am :30 | | | | | | | |
| 7 am :15 :30 :45 | | | | | | | |
| 8 am :15 :30 :45 | | | | | | | |
| 9 am :15 :30 :45 | | | | | | | |
| 10 am :15 :30 :45 | | | | | | | |
| 11 am :15 :30 :45 | | | | | | | |
| 12 pm :15 :30 :45 | | | | | | | |
| 1 pm :15 :30 :45 | | | | | | | |
| 2 pm :15 :30 :45 | | | | | | | |
| 3 pm :15 :30 :45 | | | | | | | |
| 4 pm :15 :30 :45 | | | | | | | |
| 5 pm :15 :30 :45 | | | | | | | |
| 6 pm :30 | | | | | | | |
| 7 pm :30 | | | | | | | |
| 8 pm :30 | | | | | | | |



Chapter/Membership Participation

When a new DeMolay joins he is?

Scared, nervous, excited, etc.

The first step in having Chapter / Member Participation is to make them feel included from the start.

How can we make sure this happens?

Include them, ask their opinion, make sure they are invited to all events, keep in contact, but don't over do it (Don't be too aggressive)

What would examples be of overdoing this?

Calling every day, emailing every day, etc.

Once the DeMolay becomes active it is still important to keep them involved.

How do we keep active DeMolays involved?

Use your LTC chapter as an example. How do you get your other members to participate? Are you getting them involved in a good way?



YOUR CHAPTER NAME ORDER OF DEMOLAY

Sample Meeting Agenda
8/14/2012

Word of the Day

Answer this question
to discover the
Word of the day:
Who is the Author of the
DeMolay ritual?

- A. Opening
- B. Roll Call of Officers
- C. Reading of the previous minutes
- D. Almoner's Report
- E. Financial Report
- F. Sickness and Distress
- G. Reading of Communications
- H. Applications for Membership
- I. Reports of Committees

Athletics – Dad Holter *Civic Service* – Dad Ek

Social – Dad Stauff *Membership* – Dad Gerrish

Fund Raising – Dad Mower *Communications* – Dad Rooney

Visitations – Dad Prescott *Awards* – Dad Earle

- J. Unfinished Business

Chapter of the Week – Dad Lavoie

Newsletter – Dad Blanchard

Visitation to Connecticut – Mom Stauff

L.T.C. Report – Dad Farmer

- K. New Business

Fund Raiser I, II Boat Dance

Maine Visitation Kickball Tournament

Massachusetts Visitation Double Degree Day

- L. Good of the Order
- M. Closing

Fraternal Relations

- 1.** What is a good definition of Fraternal Relations?
 - a.** We're all vaguely familiar with the concept of public relations because of the celebrities, athletes, and politicians we pay attention to during our daily lives.
 - b.** PR can be best defined as enhancing and maintaining a certain image quality to the general public.
 - c.** For DeMolay, we are mostly concerned with PR in relationship to the Masonic Family. Think of your PR as enhancing and maintaining a high quality image of DeMolay amongst the Masonic Community.

- 2.** How do we improve these Fraternal Relations?
 - a.** Volunteer Work
 - i.** Encourage Chapter's to continue to assist their local Masonic organizations in any way necessary.
 - 1.** Serve Dinners at Meetings
 - 2.** What else can Chapters do?
 - b.** Speaking Engagements
 - i.** As a JO, your ability to improve the outside perception of DeMolay depends heavily on speaking at events.
 - ii.** Be sure to attend local Grand Lodge public ceremonies to maintain a presence. If asked to speak, be prepared to deliver a few remarks.
 - 1.** What are some safe topics to cover?
 - a.** Talk about how your exposure to Masonry through your Advisory Council has played a positive impact on your life and DeMolay Career.
 - b.** Cleverly attempt to recruit new advisors by addressing how DeMolay depends on Masonic support for its success.
 - c.** An overview of your upcoming big events for your jurisdiction, and extend an invitation
 - 2.** If I am asked to speak, is there a Donation being made?
 - a.** One can never be sure, but always assume there may be a donation being made. If you do this you will make sure you prepare to the best of your ability.

The Importance of Membership

Think about your home chapter. Hopefully you have plenty of members at meetings and activities to make things fun. If you do, you probably can't see why you need to be concerned about membership. If you don't, though, you may feel a lot of pressure to bring people into DeMolay – but don't know what to say to encourage them to join. We'll look at both ends of the membership puzzle in this session.

I. Why Do We Promote Membership?

- A. Are you enjoying DeMolay?
 - 1. If you are, why shouldn't others?
 - 2. But my friends are all in the chapter....

II. The Numbers Game

- A. Officially, our members are 12-21, but...
 - 1. How many 12-13 year olds do you have?
 - 2. How about 14-15 year olds?
 - 3. What happens at 16-17?
 - 4. Then there's 18 and up....
- B. Effectively most active for 3-4 years maximum
- C. Older leaders a valuable bonus
- D. The problem of turning 21

III. Do You Feel Pressure for Growth?

- A. Pressure not intentional, but growth necessary
 - 1. Experienced advisors have seen chapters turn 'overnight'
 - 2. One to replace, one to grow...

IV. So Who's A Possible Member?

- A. Yes, your close friends are already members...
 - 1. You like the make-up of your chapter right now... but
 - 2. See 'The Numbers Game' above
 - 3. If he's a good guy, he may be a good – or great – DeMolay
 - 4. Making new friends – often for life – is a good thing



B. Expanding your horizons

1. Where do you find young men?
2. But you're uncomfortable talking about DeMolay
3. The more you try, the easier it gets
4. Tools from LTC to help

V. Ways to "Close the Sale"

A. A team effort makes prospecting easier

1. Chapter prospect events, especially with parents
2. Chapter fun activities to bring people to
3. Jurisdictional events – Conclave, sports, lock-ins, etc.

VI. Getting Started

A. On this page: print the names of three non-DeMolays you know

1. Next to the name: where you know him from
2. Other info you have: phone / e-mail / address
3. Hobbies, things he likes

| | | |
|-------|-------|-------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

VII. What's In It For My Chapter? What's In It For Me?

- A. For the chapter: more people for more activities
- B. For me: more fun in DeMolay – and a great start to a Founder's Membership Award

Membership Committee

1. Does your chapter have a Membership Committee?
 - A. If yes, how can it be improved?
 1. Set up committee meeting dates and times (example: second Wednesdays at 7:30 p.m.
 2. Start a membership drive
 - a. Set up dates of membership recruitment events, investigations, Initiation & DeMolay Degree, then retention events.
 - B. If no, set one up! The Membership Committee should be a top priority in planning your term, not to mention it is one of the standing committees required by DeMolay international
 - C. A Chapter with a successful and strong membership committee is a successful and strong chapter. A Chapter without a successful and strong membership committee will neither be successful nor strong.

II. Purpose of the Membership Committee

- A. Plan Prospect parties
- B. Plan membership drives
- C. Keep in contact with prospective members concerning events and degrees
- D. New member investigations
- E. Planning Degrees
 1. Have the degrees between events, so the prospective and new members stay interested and keep active.
- F. New member orientation, show them the ropes and get them active. Typically the Junior Councilor's responsibility.

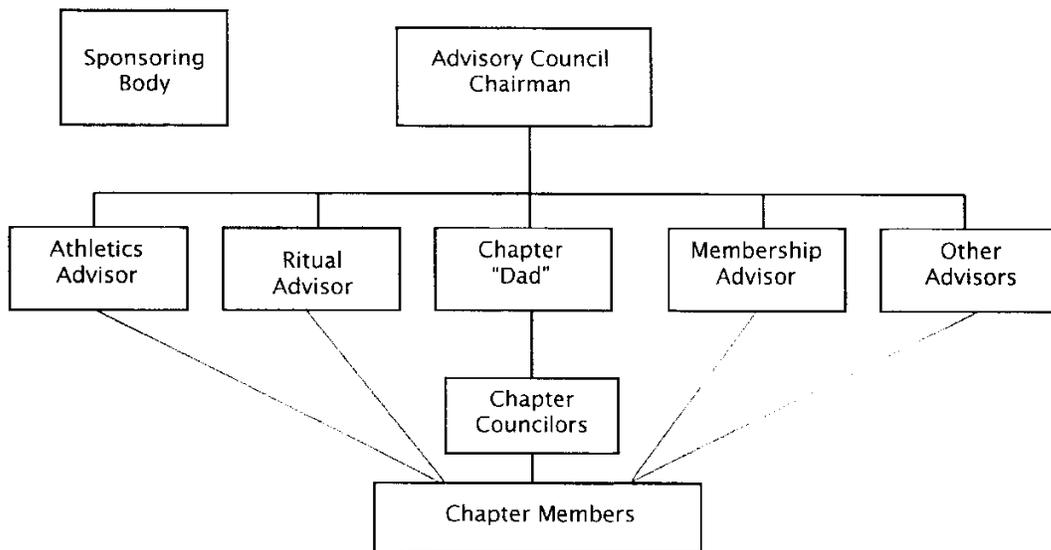
III. Master Councilor's Responsibilities

- A. YOU appoint the Committee--at least three members and one advisor
Whom the advisory council chairman will appoint
 - B. Keep the Committee active, don't fall into a lull after a successful event.
 - C. Work closely with your committee and the advisor to the committee.
 - D. Plan it out along with your term plan
 - E. Have attainable Goals and Objectives.
 - F. Keep the members of the chapter interested in the membership programs unique to home chapter
- IV. Ask the prospects/friends what they like to do and base your prospect party on their responses.

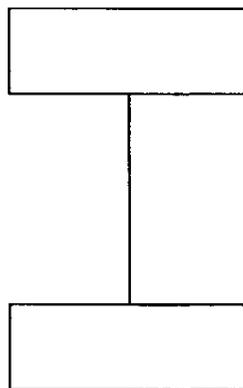


Organization and Structure

CHAPTER STRUCTURE



JURISDICTION STRUCTURE



The Jurisdictional Structure is discussed here.

The Advisory Council

THE CHAIRMAN

The Chairman of a DeMolay Advisory Council can be very well compared to the coach of a sports team. The Chairman must provide the cohesiveness to mold the team of Advisors into a winning combination.

The Chairman is responsible for: assembling a team of advisors, scheduling and leading Advisory Council meetings, all reports due to DeMolay International and the jurisdiction, leading the Chapters Risk Management and Youth Protection programs, adult recruitment, and Masonic family relations.

THE CHAPTER ADVISOR

The importance of the Chapter Advisor cannot be over emphasized, for the leadership he exemplifies to the members will be a vital determining factor for insuring progress and successful results in any specific chapter activity, as well as the chapter as a whole.

The Chapter Advisor is responsible for seeing that Chapter meetings are planned and executed by the Chapter leadership, that a program plan is established each term, that communications are maintained with members and parents, and that the youth leadership of the Chapter is developed.

THE RITUAL ADVISOR

There has been a long standing statement that the Ritual is what sets DeMolay apart from all of the other youth organizations and keeps it in a class by itself.

DeMolays can be outstanding ritualists despite their young years, because they have the intelligence, the education, and the inherent ability to do well. It is the job of the Ritual Advisor to turn this potential into action. The ritual Advisor should be familiar with the Ritual. He should set long and short term goals for the Chapter ritual program. He should create a timeline so that members and Advisors can see how the Chapter will progress with its ritual program. He should encourage the chapter to participate in jurisdiction and regional ritual competitions.

THE MEMBERSHIP ADVISOR

Membership is an important function of all DeMolay Chapters. Without constant replenishment of members, a Chapter soon will become extinct. It is necessary, therefore, that a Chapter have a competent and dedicated Membership Advisor.

With the Master Councilor and his Membership Chairman, the Membership Advisor should lay out definite goals and a program to seek new members, including regular prospect parties. He should see that the Chapter offers a good member orientation program for new and prospective members. He should work with the Master Councilor and the Advisory Council to insure that the Chapter is marketing the organization and publicizing the events of the Chapter.

The Advisory Council

THE AWARDS ADVISOR

Awards and honors play a big role in the DeMolay organization. It is human nature to want to receive recognition for accomplishments of a job well done. DeMolay members are no exception.

The Awards Advisor should be thoroughly familiar with the DeMolay awards and honors program. He should see that each member's records carry full details on the honors and awards that he has earned or received. He should encourage participation in the merit bar program, Representative DeMolay Program, and the Leadership Correspondence Course. He should assist the Master Councilor in the preparation of the PMC-MSA and, generally, find frequent opportunities to reward members for their achievements.

THE ATHLETIC ADVISOR

Many young men join DeMolay for the sports. Sports are popular and for that reason, a DeMolay Chapter should have a good sports program. The Athletics Advisor should work with the Chapter leadership to see that the chapter has a regular, varied, and fun sports program which includes participation in jurisdiction and international sports tournaments.

THE SCRIBE ADVISOR

Since the position of Scribe in a DeMolay Chapter is such a crucial one, Advisory Councils have found it to the Chapter's advantage to designate a Scribe Advisor to assist the young man appointed as the Chapter Scribe.

Sometimes this special Advisor is called the Financial Advisor, and he works with both the Scribe and the Treasurer. In some Chapters, the offices of Scribe and Treasure are held by the same person. And in some cases, there is no DeMolay assigned in either role, requiring the Advisor to see the tasks completed himself.

The Scribe Advisor should be thoroughly familiar with the Rules and Regulations of DeMolay International, the policies of the jurisdiction, and the By-laws of the Chapter.

He should see that all reports are filed promptly and accurately including the annual Financial Report, insurance payment, and the submission of the Form 10. He should see that the Chapter has an adequate supply of forms, postage, and necessary office supplies and equipment.

The Scribe Advisor's job is a large one. The use of a personal computer with database and financial management software will make the performance of his duties more effective and efficient.

Care and Feeding of Other DeMolays...and Advisors

How to keep those in your Chapter from killing each other

Objective

A DeMolay Chapter is a strange little organization. There are many different types of people involved in a chapter and sometimes there are disagreements. This class is designed to show you a few ways to minimize these disagreements and maximize your chapter's effectiveness.

Orientation

One of the biggest reasons we suffer from membership problems is because new members do not feel welcomed in our chapters. Here are some things to think about:

- Learn new members' names and use them.
- Allow new members to assist in planning an activity.
- Find out what new members are interested in and introduce them to people interested in similar things.

In Meeting Methods of building community

- Good of the Order/Sickness and Distress: These meeting add-ons allow members to tell the chapter about personal issues that are impacting them.
- Reporting of events: Many chapters have their members report on events that they attended. This allows other members to see what they have missed and builds public speaking confidence in newer members.
- Advisor reports: Allowing your advisors to comment at the end of the meeting makes them feel more welcome and included in your events. Always thank them for their work.
- Secret Hand-shaker: A game where the MC picks someone (advisor/DeMolay/visitor) and tells him or her that the 10th person who shakes his or her hand is the winner. The MC calls on the secret hand-shaker before closing and announces the winner. Sometimes there are prizes.

Master Councilor's Responsibility in building relationships.

You, as MC, hold a special responsibility in building your chapter's sense of community. As the Master Councilor, you are the leader of the body. Your actions speak louder than words. You will need to find solutions to many issues involving your members. You should constantly be thinking of the following scenarios:

| Scenario | Possible Solution |
|--|--|
| New Member who seems to not be fitting in | Eat with him after the meeting or an event. |
| Several members do not include others in their group | Speak with them and ask them to include others...or try an ice-breaker to incorporate others. |
| An Advisor seems a little cranky at a meeting or event | Speak with the advisor and ask if all is okay. Tell him that you are thankful for all he has done for the chapter. |
| You have a member that others consider to be strange | Try to befriend that member...it may be difficult, but it is necessary. Find something in common with the member. If the problem persists, consult an advisor. |
| A member cannot attend events because of school | Find out where he is struggling and see if someone in the chapter can tutor him. Explain to the members' parents that you want him to succeed in DeMolay and in school. |
| A member only attends fun events | Explain, with an advisor, the importance of attending meetings and serious events. Some chapters have rules dictating who can participate in fun events. |
| Your chapter has its first female advisor and the members treat her differently | Try to include the new Advisor as you would any advisor, but be conscious of being too transparent. |



A well-balanced term addresses many of these issues.

Many things at LTC are connected to other classes. Maintaining healthy relationships within your chapter can be addressed by a well-planned term. Consider:

- Too many events burn out advisors and members.
- Events for one group of members might keep other members excluded. Athletes might not like a video game night. Gamers might not want to go to a minor league baseball game.
- Not enough fun events might make some members leave.
- Not listening to members might make them not like DeMolay.
- Not thanking your advisors says a lot...thank them.
- Some members might not be able to afford a ton of costly events.
- Do not make the same advisor drive to all of the events...ask others, including parents, to assist.

Budgeting 101

- 1.) What is a budget?
 - a. A Bank Statement
 - b. A List of Prices
 - c. Estimate of Available Funds

- 2.) Which of the following is a type of expense?
 - a. Chapter Rent
 - b. Travel
 - c. A and B

- 3.) Why is budgeting important?
 - a. To make sure you plan for all potential outcomes.
 - b. To ensure you don't spend more than you can afford.
 - c. A and B

- 4.) Which of the following is a potential source of income?
 - a. Donations
 - b. Event Profit
 - c. A and B

- 5.) What should you do if you lose money on an event?
 - a. Plan to make up for it with a fundraiser.
 - b. Try to turn a profit on a follow-up event.
 - c. A or B.



Definition and Prerequisites of a Jurisdictional Officer

From *By-laws and Rules & Regulations*, DeMolay International, as amended until 2006, on page 10, part 2, section 8, subsection 2:

8. **Organization.** With the approval of the Executive Officer, Chapters may organize into area, jurisdictional or geographic organizations to promote and encourage activity and cooperation in DeMolay programs. The organizations may provide for election of officers and with the approval of the Executive Officer or Officers may adopt bylaws not in conflict with these rules and regulations.

What key phrase appears **twice** in 208.2? _____

I. Definition

II. What a Jurisdictional Officer **should** be:

III. What a Jurisdictional Officer **should not** be:

“You are not to be arrogant or dictatorial. Rather, you are to lead those who follow you gladly because you have proved your willingness to listen to counsel as well as to give it.

– Installation Ceremony



IV. Variations on a theme – jurisdictional differences and requirements

A. Number of JO’s

- 1. Two, suite of 6, junior suites, full line including preceptors, etc.
- 2. Non-chapter officers: deputy, at-large, 4-15 Stewards, etc.

B. Some possible requirements (remembering that key phrase....)

- 1. Active DeMolay (can usually finish term if turning 21 while in office)
- 2. Parental permission
- 3. Live within jurisdiction
- 4. Minimum age
- 5. Minimum time of membership in DeMolay
- 6. Driver’s license / available transportation
- 7. Past or present Master Councilor
- 8. Leadership Correspondence Course
- 9. Representative DeMolay
- 10. Be elected or appointed to office
- 11. Attend LTC
- 12. PMC-MSA
- 13. Permission from chapter’s Advisory Council
- 14. Permission of the Executive Officer (!)

V. Requirements of a Jurisdictional Officer

VI. An opportunity to serve your brothers and humanity...

“We claim no superiority over those outside our circle but believe that we can be of aid to each other by counsel and assistance...”

– Initiatory Degree

Duties and Responsibilities of a Jurisdictional Officer

“A model is useful if it allows us to get use out of it.” – Edward de Bono

Here at LTC...

Visible Duties

- Opening Ceremony on Monday
- Assisting with the Ropes Course
- Teaching Etiquette and Social Graces
- Teaching Special Jurisdictional Programs
- Assisting with Friday’s Athletics Event Set-up

Behind the Scenes Duties

- Lead from behind – Let the guys in your LTC chapter lead the chapter, but find a way to communicate with chapter’s Master Councilor. Offer advice, do not dictate.
- Letting others participate – Your LTC Chapter opening, Jeopardy, DeMolay Heptathlon, Ropes course, etc. Encourage even the youngest guy to participate.
- Information gathering – Inform the advisors of important chapter issues. Do not let us be the last to know about internal Chapter conflict.
- Lead by Example – Follow the schedule, behave, be clean, treat others well, do not be a hypocrite. Reach out to younger guys (Those who seem not to be making too many friends)
- Using your head – Use your best judgment. Ask yourself how you would act in your home jurisdiction.

In your home Jurisdictions...

Visible Duties

- Perform ritual at events with short notice
- Assist chapters with their events (advice/labor)
- Teaching about DeMolay (make better DeMolays)
- Behind the scenes at jurisdictional events

Behind the Scenes Duties

- Lead from behind - When visiting a chapter, you should not seem pinpoint all of their mistakes in an open forum. Instead, take a few of the leaders of the chapter aside, and explain an alternate method.
- Letting others participate - At chapter or jurisdictional events, be sure that all DeMolay’s are participating. Make sure events do not turn into a social event for only the JOs. Also, be careful not to step on the toes of the local members.
- Lead by Example - At any DeMolay event, you are the example others will follow.
- Using your head – Think twice, before speaking...or acting, once.



Explaining DeMolay To Your Friends

(Courtesy of Southwest Pacific District DeMolay – www.spddemolay.org)

What is meant by "Explaining" DeMolay?

What do you think about when you hear the advisors talk about "Explaining DeMolay"? Do you know how or even where to start?

Many advisors will tell you that in order to "Sell DeMolay" you have to think of DeMolay as a product and you have to decide how that product will appeal to your prospects. For example, many teens prospects may feel uncomfortable about the ritual work that is done in the chapters, so it might not be a good idea to start a conversation with this. Instead, talk to the prospect about what kinds of things he likes to do to have fun. Try to relate a story to make the prospect feel comfortable. If he likes to go to the beach, then tell him about something funny that happened on your chapter's last beach trip. This will show the prospect that the chapter likes to do the same kind of stuff as him.

Myth: Explaining DeMolay is too difficult. I can't bring anyone in.

Fact: Explaining DeMolay is difficult. If it wasn't then everyone would be a member of DeMolay and DeMolay would be a household name. However all because it is difficult doesn't mean that you cannot bring anyone in.

It does take some skill to get potential members interested in DeMolay, but this skill is something that anyone can learn. The key is to relate DeMolay to the candidates own life. Tell the candidate about the fun events that the chapter does that are similar to what the candidate likes to do. Often times DeMolay's will mention the word Initiation or Ritual, which are some of the best things about DeMolay, but to a 12 or 13 year old, these words might be intimidating and might scare the candidate away because he does not understand the full concept of an Initiation or of performing ritual.

The skill of "Explaining" DeMolay gets stronger the more you practice.

Where and How Do I Practice?

Practicing happens anywhere and everywhere. Many chapters have different ways of practicing this skill from holding special meetings to train members to actually practicing on real life candidates at a DeMolay event. Listed below are a couple ideas to get your chapter started:

Informational Training Meeting: Hold an informational training meeting at one of your chapters meetings. These training meetings would be a good time to have older members and advisors speak on what tactics worked for them when they brought new members in. Newly initiated members can even talk about what made them decide to join DeMolay. Make sure someone takes notes and prints them out for everyone so they can have a mini tip-sheet.

Real-time Tutor Sessions: Have the younger members team up with an older member when talking to new prospects at events. Have the younger member attempt to talk to the candidate about joining DeMolay. The older member is there to offer any additional comments to the candidate and will be able to work with the younger members on improving their skills.

Talk to Friends: One of the easiest ways to practice "Explaining" DeMolay is to talk to your friends. You feel most comfortable around your friends and they are unlikely to hurt your confidence. Especially in an organization



concentrated on quality over quantity, your friends are more than likely the type of members DeMolay is looking for.

What are some good things to say?

"What kind of things do you like to do?"

"Do you like sports?"

"We plan our own activities and run the chapter."

"Your parents are invited to attend all our activities."

"We have a lifetime membership so there are no yearly dues."

"We are a large organization with chapters in all 50 states and several other countries."

"We have scholarships available."

"If you become an officer, you'll have the chance to run the chapter and learn leadership, public speaking and teamwork skills."

"We hold several events with the girls organization."

"A lot of famous people were DeMolays including Walt Disney, John Wayne and many more."

"You get the chance to travel, meet a lot of people and make friends from all over."

What are some BAD things to say?

"You have to go through two initiation ceremonies to join." *This can often scare members away.*

"We sacrifice goats." *Although this may seem out of place, it has happened and any kind of joking around like this will often scare members away and parents do not find these kinds of jokes funny. Many people ask if DeMolay is a cult and it is important to remove any false beliefs. Joking will only make getting members harder.*

"Once you pay the membership fee, everything is free." *This isn't true, events sometimes cost money so don't tell them it will be free once they pay the membership fee.*

The members are smart enough to know what is and what isn't appropriate when describing DeMolay to potential members. Remember that if you want DeMolay to stay around then you should not make it harder for you to bring in new members. Always be truthful with the candidates and answer any and all questions they may have about the organization and always remember that DeMolay is not for everyone, some candidates will say no.

I've Talked to my friends about joining. Who else can I talk to?

DeMolay is an organization that will allow anyone with good character to join. You don't have to stick within your circle of friends to find potential members. Here are some ideas of where to look:

- Your friend on the basketball team
- A guy in your church youth group
- The guy sitting next to you in class
- A member of your scout troop
- The guy that works with you
- Your sister's boyfriend
- Your neighbor who lives across the street
- A Master Mason's Son
- The guy you met on your families vacation

So now that you know where to look for potential members, get out there and make your chapters grow. New members are the only way that DeMolay is going to stay alive, so talk to everyone you know!

What is a Prospect Party?

The Prospect is your chapters chance to show what DeMolay is all about:

Fun and Brotherhood

Every event can be a prospect party

- Fundraisers
- Breakfasts
- Bowling night
- Game night
- Movie night
- Public ceremonies
- Awake-a-thon
- Brotherhood weekend
- Paintball
- Pizza party
- Make your own sundae
- Etc..

You are only limited by your imagination.

List some other possible Prospect Parties:

You can also have a more formal Prospect party.

Introduction to DeMolay: history, values, structure of DeMolay and the chapter.

As the Master Councilor it is up to you what you want to do, a recommendation of one prospect party a month is a good start. Mix it up, have both formal and informal parties.

Youth Protection, Hazing and Date Rape

Definition of Child Abuse:

**"Any Act Toward a
Child under 18
Years of Age That
Impairs Physical
And / Or Mental
Health
Immediately
Or Over Time."**

DeMolay International and your LTC Staff take this subject very seriously.

YOUTH PROTECTION AWARENESS QUIZ: CHILD ABUSE

- T F** 1. Child abuse is more common to ethnic groups and lower socioeconomic levels.
- T F** 2. One-third to two-thirds of the cases of child sexual abuse never is reported.
- T F** 3. There are four kinds of child abuse: neglect, emotional, physical, and sexual.
- T F** 4. Child abuse is almost always an isolated incident rather than a pattern of behavior.
- T F** 5. In cases of child sexual abuse, more than 3/4 of the reported cases involve a relative or family friend or someone else whom the child knows well.
- T F** 6. Many abused children grow up to be abusive adults.
- T F** 7. The Chairman of the Chapter Advisory Council must be contacted any time that abuse is suspected in DeMolay.
- T F** 8. DeMolay has developed program policies designed to protect youth members from child abuse, as well as to provide protection to volunteers from unwarranted accusations of abuse.
- T F** 9. As many as one in seven boys will be sexually molested before the age of 21.
- T F** 10. Fewer than 500 children each year die due to child abuse.
- T F** 11. Victims of abuse can nearly always be identified due to the clear-cut nature of the signs of abuse.
- T F** 12. Child molesters seek legitimate access to children, often through organizations like DeMolay, Scouting, Big Brothers, etc.
- T F** 13. If a child discloses abuse, it is important to reassure the child that he is not to blame.
- T F** 14. Sixty percent of rapes reported by adolescents are committed by acquaintances or dates.
- T F** 15. Children seldom lie about being sexually abused.
- T F** 16. Young people under the age of 18 commit an insignificant percentage of the sexual assaults
- T F** 17. Most child molesters are older men.
- T F** 18. Child molesters are not necessarily drug abusers or alcohol dependent.
- T F** 19. It could be the child's fault when sexual abuse occurs.
- T F** 20. DeMolay will not tolerate any form of child abuse within the organization.

If you or someone you know is a victim of Child Abuse, you can speak to any of your LTC Advisors. We will help you today and arrange for assistance after you go home.

FREQUENTLY ASKED QUESTIONS ABOUT DEMOLAY

Source: DeMolay International

Question: What makes DeMolay different from other organizations for young men?

DeMolay is different from other organizations in several ways. First, it's open to all kinds of guys with all kinds of interests. If a chapter decides they want to, they can devote their chapter's entire attention to basketball. If they want to focus on soccer, chess, video games, drama, mountain climbing, volunteering, or stamp collecting, that's O.K. too. Each chapter has its own personality and each member has a chance to make the chapter what he wants it to be. Rather than focusing on any *one* thing, most chapters do a variety of activities. DeMolay is infinitely adaptable to the interests of the chapter members!

Another difference is DeMolay's emphasis on training you to be a leader. It doesn't happen by accident. When you join DeMolay, you're on the fast track to learn skills that will help you in school and through the rest of life.

Question: What are the membership requirements?

In order to join DeMolay, you have to be at least 12 years old, be younger than 21, believe in God / a supreme being, and strive to be a good person.

Question: Is DeMolay a religious organization?

One of the qualifications of membership is that you believe in God / a supreme being, so a lot of people ask whether DeMolay is a religious organization. The answer is no.

DeMolay teaches that *one* of the steps toward becoming a happy and successful person is developing strong faith in your beliefs and being true to them. But just as important, DeMolay teaches that you must have respect and toleration for the beliefs of others. DeMolay doesn't teach a specific religion and doesn't require that you belong to any church. Membership is open for young men from all religions.

Question: Does it cost anything to join DeMolay?

Each DeMolay chapter has a life membership fee that is surprisingly affordable. This entitles you to take part in the meetings and events. Some of the chapter's other activities are paid for by the chapter's fund-raising activities. Other times, members must pay their own way. But don't forget...you're going to get a lot more out of each activity than you put in.

Question: Who runs the show?

Officers for each chapter are elected from among the membership. Those officers are responsible for running the chapter meetings and coordinating the responsibilities of event planning. Every six months, the chapter elects new officers so that different guys will have the chance to lead. The decisions of the chapter are discussed at chapter meetings and voted on by all members. The adult advisors can give input, but they won't interfere with the chapter's decision unless it's absolutely necessary. The overall direction and operation of the chapter is up to the members themselves.

Membership from a Jurisdictional Perspective

You may have earned a Blue Honor Key, but as you age into JO status, you probably know fewer and fewer of those all-important 12-15 year old prospective members for DeMolay. At the same time, you're now in the spotlight as someone who can help the local chapters recruit and grow. Where do you fit in?

I. What's Your Jurisdictional Membership Program?

- A. Discussion: how does your jurisdiction promote growth?
 1. Statewide classes, events like Conclave, etc.?
 2. Contests for members and/or chapters?
 3. Work with Masonic family groups?
 4. Direct mailings?
 5. Other???

II. What is Your Place in the Program?

- A. Officially assigned duties
 1. Presenter at local chapter prospect events
 2. Ritualist for degree work
 3. Other assigned duties?
- B. What would you like to do to help?
 1. Membership 'cheerleader'
 2. Trainer at jurisdiction membership seminars
 3. Other thoughts

III. Merging Membership with Other Duties

- A. Translating respect for your office into local membership success
- B. Using great ritual as a tool for retention
- C. The importance of a positive attitude

How to Run Your Prospect Party

Week to week checklist for Prospect Party

| Weeks Prior to Party | Duties needed to be completed | Person who completes duties |
|----------------------|--|--|
| 4-6 weeks | Collect names, phone numbers, addresses, emails of prospects | All chapter members and advisors Rainbows and others can help |
| 3 Weeks | Invitational letters to prospect Invitational letters to parents <i>(Samples included)</i> | Chapter MC or membership chair Dad Advisor or membership advisor |
| 2 Weeks | Call prospects on telephone Hold a rehearsal on how to explain DeMolay | All members, especially those who can speak comfortably about DeMolay All members should attend and participate |
| 1 Week | Call Parents – Confirm and Questions Email prospects - Reminder | Dad Advisor or Membership Advisor Chapter MC or Membership Chair |
| Prospect Party | Educate and then Initiate | All members and Advisors |
| Within 1 week after | Fun event | Members and prospects |
| Within 2 weeks | Collect Membership Applications | First line signers |
| After 2 weeks | Collect names and begin process again | All members and advisors |

TIPS

- When sending letters, be sure to have them proof read. Professionalism is important
- People making phone calls should be comfortable speaking about DeMolay. They should have a list of things to talk about prepared and in front of them
- Someone should be making sure all of these things happen
- Enter names, addresses, emails, and phone numbers into a database. Invite the same prospects to all of your parties...unless they ask to not be contacted again
- When talking to prospects on the phone, or in person, ask them what they like to do. Relate a DeMolay activity to their interests.
- If no one comes to your party, evaluate where the problems were. Fix them, and try again. Use poorly planned events as examples of what not to do in the future
- Call in reinforcements. If your chapter is small maybe another chapter can help with the party. The State Officers might also be able to help.
- Think outside of the box. This is only a guideline of how things have worked. You can modify, alter, or change this plan.

Prospect Party Outline

Follow or adapt this Prospect Party Guideline

- | | |
|--|------------|
| I. Welcome | 5 minutes |
| a. Introduce yourself and DeMolay | |
| i. If others are speaking, introduce them too | |
| ii. Try to give a sentence or two on DeMolay | |
| b. Explain the night's program | |
| c. Encourage questions throughout Meeting | |
| II. What is DeMolay? | 10 minutes |
| a. Define the organization – Show a video from YouTube | |
| b. Identify the things that make you like DeMolay | |
| III. Explain the History of DeMolay | 5 minutes |
| a. Frank S. Land and the original 9 boys | |
| i. WWI and the need for male role models | |
| ii. Its growth throughout the world | |
| iii. Local chapter's history | |
| b. Why are we called DeMolay | |
| i. Small explanation of Templar | |
| ii. Focus on loyalty and fidelity | |
| IV. Repeat the things about DeMolay that your chapter likes | 15 minutes |
| a. Explain how these things help you outside of DeMolay | |
| b. Encourage questions | |
| V. Explain upcoming and special events | 5 minutes |
| a. Local and Jurisdictional Events | |
| i. What events are happening in the next month | |
| ii. What special events are held throughout the year that your chapter participates in (Conclave, Brotherhood weekend) | |
| b. Events unique to home chapter | |
| i. Makes joining your chapter special | |
| ii. Stress fun and enjoyment | |
| VI. Ritual or ceremonies | 5 minutes |
| a. Ceremonial purposes and conformity between all members and chapters | |
| i. Open to parents | |
| ii. No hazing | |
| b. Benefits of Ritual | |
| i. Public speaking skills | |
| ii. Confidence | |
| iii. Better understanding of DeMolay | |



VII. Closing

20 minutes

- a. Hand out literature
- b. Entertain questions
- c. Invite to next fun event
- d. Do something with them
 - i. Pizza party
 - ii. Build your own sundae

Times are estimates...use this as a guide to build your own model. Good Luck



Dear *Prospect Name*,

What do you like to do? Chances are, DeMolay already does it. If not, we give you the opportunity to do it with your friends. You might be asking yourself, “What is DeMolay?” It is a youth group for young men that has been around for over 80 years and prides itself on allowing you to plan and carryout your own events. No other youth group in the world has such a long history of allowing its members to plan and execute their own activities.

By receiving this letter, someone thinks you would make a great DeMolay. We at *Chapter Name* are planning a meeting where you can see who we are, what we stand for, and what type of events we already hold. We want you to attend this meeting. It is being held at *time* on *date*. We will hold this meeting in *city or town* at *address of meeting location*.

Hopefully, you will be able to attend this meeting and see what exciting opportunities DeMolay provides. To make a reservation, or receive further information, please call *Chapter Advisor* at *His Phone number*.

Thank you,

Master Councilor [or Membership Chair]

Phone number

PS. We will be contacting you within the next week or so to confirm that you received this letter, see if you have any questions, and see if you will be attending the meeting.



To the Parents/Guardians of *Prospect Name*,

Your son has been recommended to us as a young man of good character and who benefit from *Chapter name*. DeMolay is a youth group for young men over 12 years old. Our members are responsible for planning events that are both fun and safe. Through the process of planning their own activities they learn responsibility, time management skills, leadership skills, and other beneficial tools which will prepare them for success at high school, college, or beyond.

DeMolay began in 1919 and has seen millions of young men join its membership. Some of these men received success in business, politics, athletics, acting, and other fields as well. We would like for you and your son to attend an informational meeting on *date at time*. We will hold this meeting at *location in city or town*. The young men of *Chapter Name* are working hard to make this meeting educational and fun.

I serve as an adult supervisor or advisor at many of our functions. It is important that you are aware that the adult advisors for DeMolay must undergo a criminal background check and extensive training before supervising our members. We strive to provide the safest environment possible for all of our members. You will have an opportunity to meet myself and the other advisors of *Chapter name* at our meeting.

Please feel free to contact me at *phone number* for more information. I hope that this letter is the first step for your son into DeMolay. We are also sending a letter to your son regarding DeMolay and we will be calling in the next couple of days to address any concerns you might have.

Thank you for your time,

Chapter Advisor
Phone number



Prospect Party in a Box

A "kit" that contains everything a chapter would need for a prospect party.

Basic Boxes:

Themed Boxes:

Positives:

Negatives:

Your ideal Prospect Party in a Box:



Chapter Skits

- I. You have become a functioning Chapter this week. One of the highlights every year is the presentation of your Chapter's Skit.
- II. This is the time for your creative Thespian talents to shine. All members of your Chapter will participate in some form.
- III. Your Chapter Dad is available to discuss what is appropriate for this event.
- IV. Remember to keep it in good taste.
- V. By the luck of the draw, your Chapter will perform an example of what you have learned or want to share with your fellow members.
- VI. Enjoy yourself!

The Crusades and the Knights Templar

Author's notes:

In the order of DeMolay, we pay tribute to Jacques DeMolay, last Grand Master of the Knights Templar. It is important, therefore, that we have a better understanding of the events that led to the forming of the crusades, the Knights Templar, and the suspicion that rose against them. This history is complex and spans many generations. It is critical that we look to the history of the crusades for an explanation of how the Knights Templar rose to power and then subsequently fell. The history you learn today is merely one perspective of the evidence. You are encouraged to further educate yourself on the topic and form your own point of view.

Introduction:

Many histories of the crusades begin in the year 1096 CE (Common Era). While this date truly signifies the Roman Catholic involvement, the seeds of the crusades were planted long before. It is necessary, therefore, to begin much earlier. For our purposes, we will not begin in a year, but with an event. Early Christianity formed under the strict rule of the Roman Empire. As the religion spread, and gained support, it began to influence the leaders of the empire. Eventually, the Roman Empire adopted Christianity as its official religion. The persecution felt by the Christians was now put onto the pagan religions throughout the empire. A Roman Emperor named Diocletian evolved a plan to more effectively rule his vast empire; he split it into two sections. Originally, these sections cooperated and worked well together, but as time moved on, they began to show divisions on religious and political matters. The two divisions officially split around 475 CE. The western half of the empire, united under the control of the Bishop of Rome (the Pope) called its church the Roman Catholic Church. The eastern half, controlled, not by a religious official, but by the emperor, called its church the Greek Orthodox and the empire was called the Byzantine.

Christianity is not the only religion to suffer a division. Islam, founded by Muhammad in the early fifth century, also divided itself into two distinct sections. The history of Islam is remarkably similar to that of Christianity, except that Islam spread much quicker. The religion also spread on the strength of the Muslim armies. In less than 100 years, the Muslims controlled the entire southern coast of the Mediterranean Sea and into Spain. They also made their way northwest into modern Afghanistan. There are some historical reports of a Muslim army engaging in combat with Chinese forces. As the Muslim empire expanded, it became necessary for their leadership to develop a plan for governing the newly conquered peoples. The second Caliph, or leader of Islam after Muhammad's death, issued an edict that declared Christians and Jews to be considered "People of the Book." This declaration meant simply that Christians and Jews could not be sold into slavery, forced to convert to Islam, or even prohibited from continuing their beliefs. These "people of the book" had to pay a special tax and follow special guidelines, but they lived under Muslim control and in relative peace for roughly 500 years.

Origins of the Crusades

As Islam expanded, they adopted many different people. Some of these people converted to Islam, and therefore, became Muslims. This was the case of the Seljuk people of modern Turkey and Afghanistan. These people were considerably more violent than their Muslim cousins of the south, and began, almost instantly, to conflict with the surrounding Byzantine Christians. The roads to Jerusalem had, throughout history, been very dangerous. With the addition of the Seljuk Turks, these roads became increasingly more dangerous, especially for Christian pilgrims. It is on these roads that Crusades would begin, and the Knights Templars will be formed.

God Wills It

At Clermont, in France, on November 27, 1095, Pope Urban II spoke to a crowd of faithful Christians. He spoke, in French, first towards the duty of Christians and then to the plight that has fallen on Christians near the Holy Land. Urban's graphic account of the crimes against Christians in the holy land did not make a distinction between the different sects of Islam, but it did motivate the crowd onto a Holy Crusade against the Muslim infidels. Chants of "God Wills It" emerge from the crowd until all, including Pope Urban II are joined in one voice. The crusades had begun, but we must question the motive of the faithful before beginning our investigation.

Why did people fight in the Crusades?

While there is no doubt that people in the Middle Ages relied heavily on religion as their guide in life, it is not fair to assume that the crusades were truly a Holy War. The society of Europe during the Crusades was incredibly structured. It was very unlikely that you, or your relatives, would ever change their status in society. It is from this reality that many men of noble birth will join the Crusades. Through a tradition known as Primogeniture the oldest son of any noble would inherit all of his father's possessions. This left many young men without the chance to own land and become economically successful. The Crusades, on the other hand, promised an opportunity for acquiring land. A land, that as the bible tells us, that was filled with milk and honey. Many young nobles left their homes in hopes of winning land and spoils from the Muslims. Acquiring land was not the only alternative motive for many crusaders. These wars were sanctioned by the Pope, God's word on Earth, and because of that many would be granted an indulgence for their efforts. God would look past any previous misdoings of these soldiers and would grant them a free pass into Heaven. These reasons, coupled with those of the truly righteous, are the main reasons for Christian involvement in the Crusades. It is with these reasons that we must now turn our attention to the Crusades themselves.

The First Crusade (1095-1100)

The First Crusade began almost immediately after Pope Urban II's speech at Clermont. It is, however, usually divided into two main sections. The first section is known as the People (or Popular) Crusade. Led by Peter the Hermit, the peasants of Europe join together to use the powerful weapon of prayer against the infidels. Over 100,000 peasants flock behind the charismatic little monk, and without training, supplies, or a plan, they move towards Turkey. These devoted pilgrims make their way to Constantinople ready to destroy their Muslim enemies, but their major victories come against helpless Jews and Hungarian Christians. Upon entering Constantinople, the Byzantine Emperor sees this ragged bunch of Holy Warriors and wonders what is going on. He asks for military assistance and this is what his Christian cousins send him. More than that, the Peasants, hungry and tired from their journey, pillage through Constantinople for more than five days. After order is reestablished, the Peasant Crusaders move into Muslim territory. They find nothing but bitter defeat at the hands of the well-trained and equipped Muslims. The Peasant Crusade, doomed from the beginning ends with the death or slavery of many of its participants.

As the Peasants were on their march towards Constantinople, wealthier Christian nobles were preparing for their own expedition. Five great armies of Europeans converge at Constantinople. Their numbers are well over 150,000 soldiers, they expect the war will last only a year, and they begin to fight at the city of Nicea. After claiming victory at Nicea, the Crusaders make their way south to the holiest city in the world; Jerusalem. Between Nicea and Jerusalem lies the city of Antioch. The Crusaders lay siege to the city and wait eight months before a spy allows them to enter the city and devastate the entire population. After finding the Holy Lance that had penetrated the side of Jesus Christ, the Crusaders attack a newly arrived Muslim force. The crusaders finally begin the quest to free the city of Jerusalem \

from the Seljuk Turks, but there remained one problem. During the time of the Christian movement south, Egyptian Muslims, Fatamids, moved northward and repelled the Turks from the Holy City. These Fatamids offered certain holy sections of Jerusalem to the Crusaders, but the war had changed...it was to be against all non-Christians. The conquest of the Holy City would prove to be one of the deadliest campaigns of history. Almost all of the cities inhabitants, including its large population of Jews, was decimated at the hands of blood thirsty Christians. The First Crusade ended with the capture of Jerusalem and the division of the conquered areas into four Crusader States; Antioch, Tripoli, Edessa, and Jerusalem.

The Second Crusade (1147-1149)

The time between the first and second crusades was one of comfort and turmoil. There was not much actual warfare between the Muslims and the Christians, but it was certainly not a pleasant place to live. By attacking, so viciously, the Fatamid Muslims in Jerusalem, the Crusaders truly changed the focus of the combat in the area. It now was considered to be a jihad, Muslim for Holy War. As such, Muslims now began to form alliances with other Muslims. Their numbers grew, while the number of Crusaders did not. Pilgrims, however, from Europe did begin to make the long journey to the Holy City of Jerusalem. In roughly 1120, the attacks on pilgrims grew to frequent for Hugh de Payns. He, along with eight of his friends, petitioned St. Bernard of Clairveaux for admission into the church as a monastic order. They, as most monks did, dedicated themselves to poverty, chastity, and obedience. Unlike any other monks of the day, these eight men added a fourth vow; that of military service to the Roman Catholic Church. Bernard was a man of influence, and the not only did the military order of monks receive Papal sanction, but they received a section of Jerusalem as their headquarters. It is from this location, part of the old Temple of Solomon, that the monks would receive the name that made them famous. The Knights Templar, or Knights of the Temple, were officially known as "the Poor Fellow-Soldiers of Jesus Christ and the Temple of Solomon." It is important, at this time, to briefly look at the Templars and their organizations' structure. They were a monastic order, which means, they answered only to themselves, the Pope, and God. The secular, non-religious, leaders of the first Crusade and Crusader states welcomed the Knights, but realized that they had no sway over them. The creation of the Templars was so well received at Europe, that donations of vast amounts were sent their way. They were able to finance the building of great castles and fortifications. They also created a system of banking that made the Templars well known and wealthy throughout the world. The Templars also built a large fleet of ships used to transport pilgrims and supplies to Palestine. This allowed for the Templars to earn more money, because they offered competition to the Venetian sailors who had basically monopolized the naval transportation in the Mediterranean. Amassing such a large treasury was surely a benefit to the order, but it would ultimately lead to its downfall. That does not occur for several hundred years, so lets get back to the Crusades.

From the city of Mosul comes a Kurd who unites many Muslims and preaches to them about jihad. Zengi, the aforementioned, is able to create a huge Muslim army by speaking of Muhammad's vision of Islam. He turns the crusades into a truly holy war by making most Muslims believe. Early on, Zengi actually attacks of Muslims. He is trying first to acquire his own territory, but also to show that his war would be against European Christians, and no one else. As his army conquers, he spares the lives of Eastern Orthodox and other non-Roman Christians. Roman Catholics, however, are summarily executed. Zengi's army slowly moves its way throughout the disputed territory and takes aim at the Christian state of Edessa. In a siege that lasts over a month, Zengi takes the city and starts the Second Crusade.

Bernard of Clairveaux, the same man who sanctioned the creation of the Templars, travels throughout Europe preaching the necessity of another Crusade. His skills at oration are great, and soon, he has created an army that superceded the size of the original. He also convinces the Holy Roman Emperor (king of Germany) and the King of France to join in the endeavor. The trip to the Holy Land is not an easy

one and much of the German Army is destroyed. Eventually, the crusading forces meet at Jerusalem. They decide to attack the Muslim city of Damascus. There is one problem with their plan. The Muslims had conquered Edessa, a former Christian city. Damascus was being ruled, not by the Muslim that conquered Edessa, but against his biggest enemy, and a man that had allied with Christians during the off years. The Crusading forces were going to attack their only Muslim ally in the history of all the Crusades, so far.

The attack on Damascus was a total failure. Although Templars and other military orders recommended against the attack, the secular leaders of the crusades marched on. Their arrival at Damascus was marked by their attack of the city from a poor position. As they moved on, it was apparent that they would be able to take the city, but they did not count on their own greed and ego. The secular leaders could not decide whose army would lead the charge against the city gates. They pulled away from the city and debated for weeks. When no choice could be made, these leaders left Damascus and headed back to Jerusalem. The outcome was a miserable loss and the strengthening of Zengi's successor. The Second Crusade was a not a success, but a setback.

The Third Crusade

The time between the second and third crusades was filled with turmoil and prosperity. At first, separate groups of Muslims fought over control over Egypt. The Egyptian Muslims even called upon Christians for help. As this fight raged on, a new highly devoted Muslim leader emerged. His name was Saladin, or the "Restorer of the Faith." His skill and tactical ability had yet to have been matched on either side, and his devotion would lead to the unification of all Muslims. Saladin's dynasty, known as the Ayyumid, would work with the Christian kingdom in Jerusalem. The Middle East would experience a period of prosperity that allowed for free trade, relative peace, and tolerance. This period would not last forever as a Christian leader named Reynald attacked Muslims without provocation and seriously peeved Saladin. Reynald even managed to capture Saladin's sister. This was, for Saladin, the last draw. He would wage a new war upon the Christians, one that would drive them from power and the Holy Land. Reynald's stubbornness had caused the third crusade and Saladin's army had moved its way into the Holy City of Jerusalem.

Three great kings depart from Europe in hopes of recapturing the Holy City. Frederick Barbarosa leads the army of the Holy Roman Empire in Germany. King Philip leads the French forces. Richard the Lionhearted leads the army from England. Barbarosa is the first to embark on the third crusade. His army makes its way into Byzantium, but is held up there. Eventually, the Germans make their way into the Middle East but they suffer great defeat at the hands of the Turks and the plague. Frederick, who was 70 years old when they left Germany, dies along the way. The French and English work together, sort of, and raise funds to adequately fund the new crusade. They march through the French countryside and depart at the coast. They will meet again on the Palestinian coastal city of Acre. The Third Crusade will be the best planned, most financed, and most famous of all of the Crusades. Just like in modern comic books, every great hero has an alter ego. Richard and Saladin will build mutual fear and respect.

As the Crusaders meet at Acre, they attack the city and remove the Muslims from it. Saladin's army is approaching, and Richard deals with their advance in the most psychological way. He moves the 3000 prisoners from Acre within sight of the approaching forces. These prisoners consist of men, women, and children and they are all brutally executed. Richard has established himself as a brutal and forceful king. It is only a matter of time before the Armies of Richard and Saladin meet. Outside of the city of Jaffa, as Richard's armies were moving towards Jerusalem, Saladin attacks. 1000 Christians die as they defeated Saladin's army for the first time. Saladin had earned the reputation of a great and invincible leader;

Richard, outside Jaffa, proved the latter to be untrue. Saladin was a great leader, and he realized that a moderate peace must exist between his and Richard's army. Richard, too, understood this. They created a peace treaty that allowed for conquered lands to remain under the control of the Christians. Jerusalem would be under Muslim control, but Christian Pilgrims would be allowed to visit. Saladin would also make a payment to Richard. This treaty would only last for three years. It would be enough time to re-supply the Christian Army, but the attack on Jerusalem would never come. Richard would go back to England to fight against the French and reverse the misgoverning of his brother John. Saladin would honor the treaty, but never forget the possible force of the Christian armies. The two men would die within months of each other, but their legacies would live on in history. The Third Crusade ended without the capturing of Jerusalem. The most organized effort of the Europeans did not ultimately succeed, but with the deaths of the two most recognized figures of all of the crusades, turmoil would exist in the Holy Land for centuries.

The Fourth Crusade and Subsequent Events

While the Third Crusade was not a success, it was not a complete failure either. There still remained Christian cities in the Holy Land. The Fourth Crusade, however, was a complete failure. It all began with another calling from the Vatican. This time, however, the kings of England and France could not commit. The crusade was committed to the custody of idealistic knights from France. They could not afford the high cost of the impending crusade, so they sought financial aid from the Venetian government. This reliance on foreign capital would jeopardize the focus of the mission. The Venetians would require that the Crusaders would assist an ousted Byzantine emperor. They made good on their word and sacked the Orthodox capital of Constantinople. The Latin Crusaders renamed the city Romania and infuriated the Pope in Rome. The goal of the crusade was not to attack and kill Christians. The Crusaders never make it to the Holy City, or even into Muslim held areas.

The failure of the Fourth Crusade marks the last major attempt to conquer the Holy City of Jerusalem. There were other attempts that had very little backing. One of these crusades was known as the Children's crusades. This crusade ended up with many children dieing at sea or being sold into slavery. The Fourth Crusade, however, does not signify the end of the Knights Templar. This military order of Knights would continue to operate in Asia Minor for over 100 years.

The Knights Templar

As previously stated, the Knights Templar were founded by Hugh De Payns in the time between the First and Second Crusades. With Papal Sanction, this order became one of the most powerful and respected organizations of its time. Militarily, they were a force to be reckoned with. They were a standing army in the Holy Land, a force that provided for relative stability. The accounts of their bravery and fortitude are well documented. Both Christian and Muslim respected their leadership and experience in the crusades. These knights were not only known for their fighting skills, but also for their dedication to the Catholic Church, the Pope, and their strict rule of order. As the Templar gained importance in the crusades, they began to acquire wealth beyond imagination. Their vast wealth and power spread all across Europe and into the Holy Land. Nobility from all over donated money, land, and service to the Order. Templar fortresses and chapels were built in all of Europe's major cities. It is with this power and prestige that the Templars would fall into a trap that would destroy the Order. Throughout the years of their existence, the Templars became the financiers of Europe. Their record keeping and security allowed for them to become sufficient medieval bankers. It because of their high position in this area that Philip the Fair turned to the Templars to help him rebuild the wealth of his nation. Philip's rationale was that the nobility of France had donated much of their wealth to the Templars, and that they should give some back. This obviously did not sit well with the Templars, who under their rule only answered to the Pope. Philip the Fair summoned for Jacques DeMolay, the Grand Master, to meet with him in

France. Among other things, DeMolay attended at the Baptism of the King's daughter. He was possibly even the girl's godfather. It was during this visit that the King had secretly planned to arrest, not only DeMolay, but all of the Templars. On October 13th, 1307 all of the Templars in France were arrested. They were charged with a variety of charges. These include false worship, homosexual activity, forming alliances with the Muslims, desecrating the image of Jesus, and other charges with religious implications. The impact of these charges was felt across the world. Other Christian leaders, most who did not believe the charges, were forced into arresting the Templars who were in their countries. For seven years, these soldiers were tortured and beaten. Some of these men, under fear of death, admitted to the charges. DeMolay was one of them. However, many Templars did not. DeMolay eventually recanted his confession. He was ordered to be executed. On March 18, 1314, Jacques DeMolay was executed on an island on the Seine River. Legend has it that the flames around DeMolay grew, he ordered the king of France and the Pope in Rome to meet him in less than a year. DeMolay's prediction came true as both died.

The Legacy Continues

The Templars are one of the world's most interesting mysteries. The Order has been written about many times over and with varying results. No one will ever know the true extent of the charges brought against them, but one thing is for sure. The Templar treasure has never been found. It seems someone tipped them off before DeMolay's arrest. The galleys of ships transporting the Templar wealth were never found. Many people believe the ships sailed to Scotland. Here, it is believed, the Templars hid. There are churches and structures that mimic Templar designs in parts of Scotland. It is also believed by many that these "Scottish" Templars created a secret society to afford protection to each other and charity to all. This society was known as the Freemasons. The creation of the masons is not the only story that involves the Templars. These men were also supposed to be the protectors of many Holy Relics. The Arc of the Covenant and the Holy Grail are just two of the rumored relics that the Templars protected. They were also protectors of the Shroud of Tourin. This is a funeral shroud that supposedly had the image of Jesus Christ on it. Modern science has proven that the shroud is not old enough to contain the image of Christ. They claim the date to be around 1300 CE. Other rumors regarding the Templars also exist. Some claim that there is evidence that some Templars sailed across the Atlantic Ocean. It has been said that after the beheading of Louis XVI, someone grabbed his severed head and declared, "Jacques DeMolay, thou art avenged." While there is no strong evidence to suggest that former Templars led the French Revolution of 1794, it is apparent that the message of the Revolutionaries contains some very Masonic and Enlightened symbolism. The Knights Templars were formed to protect pilgrims in the Holy Land. They became the most powerful standing army of the Crusades. Their legacy lives on in history.

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The Templars Piers Paul Read - *This is the guy that wrote the book Alive about soccer players who eat their dead after a plane crash. Both are excellent books. He writes very well.*

Dungeon, Fire, and Sword John J Robertson - *A detailed history of the Crusades*

Born in Blood John J Robertson - *The possibility of the KT forming Masonry is explored in this book.*

What is Masonry?

From the very *beginning*, by Dad Land's choice, the Order of DeMolay and Freemasonry have been inseparably tied together.

Dad Land's concept of DeMolay was "putting into practice" those ideals and principles taught at the altar of Freemasonry. Those lessons were extensions of ones he learned as a boy, at home and at church: the principles of a good life, of right over wrong.

Although he didn't realize it, his mission in life would grow into an army of boys and young men committed to the ideals of being better sons, better citizens, and better men. As he assumed leadership of the Shrine of North America in 1954, Dad Land said, "the Order of DeMolay is concerned with the training of young men to be effective leaders, and the Shrine (Freemasonry) is concerned with the future."

Frank Land embraced the principles of Freemasonry wholeheartedly. Why? Because they embody those moral aspects of life that all good men feel are important.

Let's look at Freemasonry. Let's see some of what it is, and what it is not. Let's take a look at what it has done, and more importantly, what it is doing! Let's see if we can better understand its purposes, and why it supports DeMolay.

WHAT MASONRY IS:

It is a voluntary association of men.

It is based on a firm belief in the Fatherhood of God, the Brotherhood of man, and the immortality of the soul.

It uses rites and ceremonies to instruct its members.

It teaches morality through symbolism.

It seeks to make good men better.

It is a fraternal society.

It is a system of moral conduct.

It is religious in character.

It is a way of life.

WHAT MASONRY IS NOT

It is not a secret society, as it does not conceal its existence or purposes.

It is neither a religion, nor a creed, nor a religious order.

It is neither an insurance, nor a benefit society.

It is not a forum for discussion of religion, politics, or other partisan affairs.

It dictates to no man as to his beliefs, either religious or secular.

It is not organized for profit.

It seeks no advantages for its members through business or politics.

It is not a charity organization, but makes charity a duty incumbent on its members.

It does not solicit members.

No one knows when, where, or how Freemasonry began. There is however, a great deal of learned speculation on the subject. It has been generally agreed that Freemasonry is rooted in the guilds of stonemasons, who were the builders of great cathedrals in Europe during the Middle Ages. Another theory, advanced in the 1990's, suggests that Masonry is descended from the suppressed Knights Templar who escaped the persecutions that saw Jacques DeMolay jailed and eventually martyred in the early 14th century.

The guilds were organized for the protection and welfare of the builders, much as unions are today. The word "Free" became associated with stonemasons since their skills assumed great importance and they received permission to travel freely throughout Europe, a privilege not enjoyed by others of their day.

As the cathedral era neared its end, times changed and so did the nature of the guilds. During the Reformation (16th Century), they turned their focus more toward social and cultural activities, the result being that men outside the builder's trade sought admission. The non-builder men accepted into guilds gave birth to speculative Freemason as we know it today. Speculative Freemasons were so defined to distinguish them from their operative (or working) brethren of years past. It is generally believed that the earliest acceptance of speculative masons occurred about the beginning of the 17th Century.

The development of Freemasonry makes for an exhaustive and interesting study filling hundreds of volumes. The historian or librarian of a local Masonic body will be happy to assist you in finding appropriate books if you wish to read more about Masonry.

MASONIC RELIEF
\$2,500,000.00 – EVERY DAY

We hear all sorts of figures concerning how much Masons contribute to Masonic charity. Trying to prove or disprove these figures is a monumental nightmare. Each jurisdiction and Masonic organization has its own accounting system. Some figures are not a matter of published record. Various accounting periods contribute to the confusion. And, there is almost no way of learning what any individual Mason contributes to charity on a regular basis.

Estimates that stand the scrutiny of conservative verification indicate that more than Two Million, Five Hundred Thousand Dollars (\$2,500,000.00) a day are expended in Masonic benevolence in the United States. That's just a little less than One Billion Dollars a year! In anybody's language, that's a lot of money!

The term "Masonic Benevolence" encompasses a wide spectrum of the acts of brotherhood. Masonic lodges throughout the world dispense charity to poor and distressed brethren, their widows and orphans. Charity is an essential ingredient of Masonry. It has been said that "the Masonic Way is to give without remembering and to receive without forgetting."

Countless instances of Masonic charity are never recorded. The "charity box" was used in many lodges, with brethren contributing according to their conscience and abilities, and the funds being used at the discretion of the Master or by a committee. We find clues in old minute books of these funds being used for such things as firewood for a Masonic widow, crutches for a brother's invalid daughter, or a horse so a brother could do his spring plowing.

Even today, lodges perform thousands of acts of charity that are not recorded. For specific needs, the hat may still be passed. To aid the distressed is a duty incumbent on all mankind, but especially an obligation of Masons.

The many charity and benevolent programs of the appendant, concordant, and affiliated bodies and organizations are more visible manifestations of Masonic relief. The following is a sample of the many benevolent programs.

The Shrine Hospitals for Crippled Children and the Shrine Burns Institutes have captured the imaginations of everyone with the truly great benevolent work that they accomplish. Their combined operating expenses amount to millions of dollars a week. Shriners' Hospitals are for the treatment and care of children afflicted with crippling diseases, deformities, or dangerously acute burns. Shriners also support research facilities and

related training programs. Many of their accomplishments, with children of all races, creeds, and colors, border on the miraculous.

Perhaps the most miraculous of all is that no patient being discharged from a Scottish Rite facility ever receives a bill! The Shrine serves its youthful clientele completely free.

The benevolences of the Scottish Rite of both Southern and Northern Jurisdictions are among the greatest unheralded acts of Masonic concern. The Scottish Rite Hospitals for Crippled Children in Decatur, Georgia and Dallas, Texas, in operation for more than fifty years, have annual budgets in the multi-millions of dollars. Tens of thousands of children have been returned to useful living as a result of these great charities.

In the Northern Jurisdiction of the Scottish Rite, the benevolent effort is primarily centered on the Scottish Rite Masonic Learning Centers for Children. This program is dedicated to helping young people with dyslexia and other disabilities learn to read. This program operates on a one-on-one basis to be certain that no one is held back because they are unable to master the vital skills of reading. The program also trains adult tutors in the program.

Other programs of the Scottish Rite include the Schizophrenic Research Program, which deals with the cause, nature, prevention and cure of schizophrenia; the Abbott scholarship program with scholarships available to relatives of Scottish Rite Masons, DeMolays and Rainbows; and the National Heritage Museum, a free museum in Lexington, Massachusetts dedicated to the history of the United States.

The Knight Templar Eye Foundation is a multi-million dollar activity providing research, surgery, and hospitalization for individuals with disease or injuries of the eyes that could result in blindness.

The Mystic Order of the Veiled Prophets of the Enchanted Realm (the Grotto) has as its principal charity dentistry for the handicapped. Not only does the Grotto pay for such care, it also identifies practitioners who are willing to work on individuals who have multiple handicaps.

Grand Lodges of Masons have charity funds – some of these amounting to millions of dollars – that are used in a variety of ways. Many Grand Lodges maintain and operate Masonic homes, orphanages, hospitals, and infirmaries. These are a major effort representing many millions of dollars invested and are a multi-billion dollar annual expenditure.

Some Masonic bodies grant scholarships to deserving students in many fields of scholastic endeavor. As one Grand Master reflected, "it's an insurance policy for the future."



There are many other benevolent activities worthy of note, including: the Royal Arch Research Assistance Program; the Knights Templar Educational Foundation; The New York Masonic Foundation for Medical Research and Human Welfare; the Illinois Masonic Medical Center; the Tall Cedars of Lebanon's project for Muscular Dystrophy victims; the Eastern Star Training Awards for Religious Leadership (ESTARL) program; the "Grotto" cerebral palsy-spastic program; the support of youth groups, such as The Order of DeMolay, The Order of Rainbow for Girls, The Order of Job's Daughters, and others.

All fall under the "umbrella" of Masonic benevolence. The good works they provide to humanity can be related to dollars and cents, but cannot possibly be measured by the money expended.

Suffice it to say that Masons care! Masons are not asked to "give 'til it hurts, Masons give 'til it HELPS." You, as a member of this extended Masonic Family, can take pride in the knowledge that you and your brethren are part of this great benevolent effort.

Some Common Masonic Symbols

Visits to any Masonic building will likely expose you to any number of symbols that represent organizations that are a part of the Masonic family. It is impossible to display every Masonic symbol that exists, but these are some of the more common symbols that are likely to be displayed.



The square and compasses (always plural) is the principal symbol of Blue Lodge Masonry, sometimes known as Freemasonry or as Symbolic Masonry. The entire structure of Masonry builds off of the three degrees – Entered Apprentice, Fellowcraft, and Master Mason – conferred in the Blue Lodge. This is the most important part of Masonry; a Mason need never take another degree, order, or rite unless he chooses to seek ‘further light.’



A Mason seeking further knowledge, more fellowship, or more Masonic activity may petition the Royal Arch Masons, the first step in the York Rite branch of Masonry. Sometimes referred to as Capitular Masonry, a chapter of Royal Arch Masons confers four degrees and is governed by both state and national bodies.



The second step in the York Rite part is the Council of Royal and Select Masters, also known as Cryptic Masonry. Here, three more degrees are conferred, and, as with the Royal Arch, there are state and national overarching bodies. In some states, membership in the Council is optional before seeking Commandery membership.

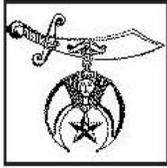


The final step of the York Rite is the Commandery of Knights Templar, who borrow their name from the crusading monastic order led by Jacques DeMolay at the time of his death. This is the only Masonic family organization with a specific religious requirement: all its members are Christian Masons. Three orders are conferred by each Commandery.



The other principle source of further light is the Scottish Rite, which confers the 4th through 32nd Degrees by petition and also grants the honorary 33rd Degree. Scottish Rite has Valleys and Consistories; in the 15 northeastern states, their Supreme Council is headquartered in Lexington, Massachusetts.

In addition to the Blue Lodge, York, and Scottish Rites, Masons may become involved in a number of other organizations. Several are included here.



Shrine Masons of North America are among the most generous of all the Masonic organizations. Shrine Masons operate 22 hospitals for burned and crippled children across the United States, Canada, and Mexico. These hospitals help children from birth 'til age 18, and they do not charge for their services. Shriners are known by their red fez and bands, cars, and motorcycle units in parades.



Masons who are a part of the Grotto provide as their charity Dentistry for Special Needs Children. Founded in upstate New York, the Grotto is characterized by its black fez. The Grotto is led nationally by a Grand Monarch; members of local Grottos are known as prophets and are also active with local charities.



The Order of the Eastern Star was founded by a Mason whose goal was for Masons' ladies to enjoy the same experiences as did the brothers in their lodges. Eastern Star is the largest fraternal organization to which both men and women belong. Most state Grand Chapters are a part of the national General Grand Chapter.



Another organization to which Masons and their ladies belong is the Order of Amaranth. The Sir Knights and Honored Ladies of the Amaranth are active in charitable work and scholarship grants. Their national organization is headed by a Supreme Royal Matron and Supreme Royal Patron.



Most DeMolays are familiar with the emblem of the sisters of the International Order of the Rainbow for Girls. Rainbow Girls were founded on Masonic principles in 1922 in McAlester, Oklahoma, where the organization is still headquartered. Membership is open to young women of good character aged 11 to 20.



Another prominent Masonic symbol in many buildings is the emblem representing a Past Master of a Blue Lodge. The letter G in the center of the square and compasses is often replaced by a sunburst, and a quadrant is added at the bottom of the design, touching the points of the compasses and base of the square.

Dealing With Adults

Both Advisors and Parents

For the JO

A. Advisors

- I. Be Respectful...Attitude is not appreciated.
 - a. It doesn't matter if he or she is an Advisor from your home Chapter and you have a pre-existing relationship.
- II. Do not get involved in arguments.
 - a. As a JO you are there to represent the State Level to the individual members and Chapters at Large.
 - b. You are not an arbitrator.
 - c. Refer to the State Chapter Dad or EO when necessary.
- III. Do not create arguments.
 - a. Be careful about giving your opinion.
 - b. If an advisor does something you disagree with, take a moment and ask yourself whether or not it is your business to say something.
 - c. Again refer to your Director of State Officers and or EO when necessary.
- IV. Offer Assistance
 - a. Offer to assist in degree work.
 - b. Offer to help find people.
 - c. Get back to Advisors in a timely fashion.

B. Parents

- I. Be Respectful...
- II. Don't get involved in family disputes.
- III. Do not create arguments.
- IV. Be positive about the Organization.

V. What to do if you see something you feel is inappropriate:

- a. Get an advisor...never confront a parent on your own
- b. Confronting Parents....
- c. Make sure to Contact your State Chapter Dad and / or EO

VI. Be Responsible

- a. Punctuality
- b Dependability
- c Accountability

General Thoughts:

Never lose your composure and always be polite.

If a confrontation does occur contact your State Chapter Dad or EO immediately!!

If you happen upon an argument then try to divert the issue.

You are an "in-between" in this Organization.

As a JO you are there to help plan and run the State Program.

You should not be confronting adults on your own.

You are there to represent the best DeMolay has to offer to both members and the public... *remember that.*

Don't wear inappropriate clothing.

Make sure you are always well groomed.

Honors and Awards

DeMolay Leader Program

Everyone likes to receive recognition. To fill this need, DeMolay has provided numerous honors and awards for the official recognition of service and achievements. This section lists and briefly describes each award, honor or other form of recognition. It's important to remember that there is a difference between an award and an honor:

- **An award** - is an achievement to be worked toward, a goal or a recognition to be earned. You can apply for an award.
- **An honor** - is granted without the recipient knowing about it until it is announced. DeMolay honors must be voted on by the ISC as a whole.

There are honors and awards for Active DeMolays, Senior DeMolays, Adult Volunteers and anyone else who provides special service to a DeMolay Chapter.

I. Active DeMolay

1. Merit Bars
2. Representative DeMolay
3. PMC-MSA
4. Membership Awards
 - A. #1 Lapel Pin
 - B. Merit Bar
 - C. Founders Membership Award
 - D. Blue Honor Key
5. Officers Service Certificate
6. Life Saving Medal
7. Medal of Heroism
8. Degree of Chevalier
9. DSA/DeMolay of The Year

II. Senior DeMolay

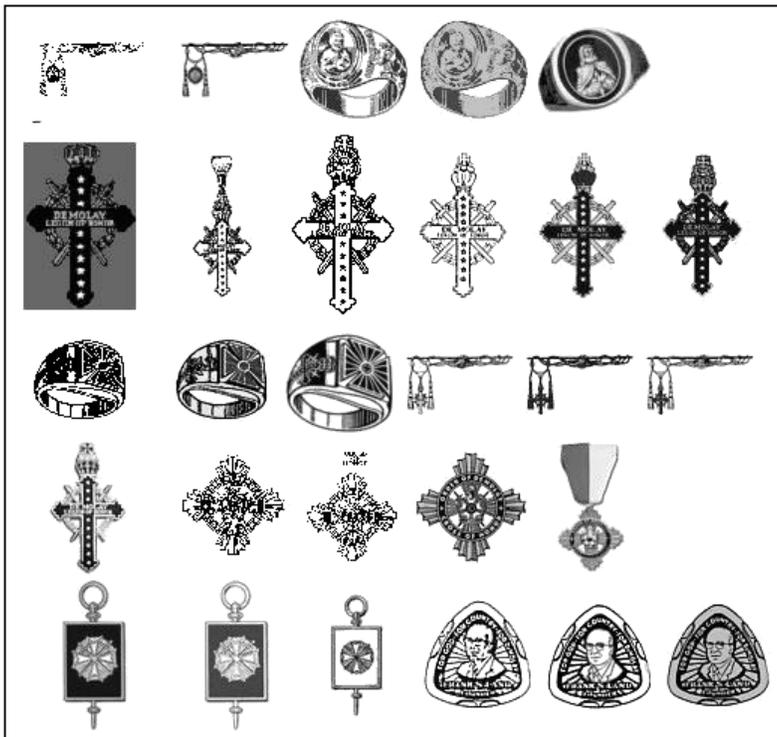
1. Also eligible for Representative DeMolay, Blue Honor Key, and Degree of Chevalier
2. Zerubbabel Key
3. Legion of Honor
4. Honorary Legion of Honor

III. Adult Volunteer

- 1. Advisor's Honor Key
- 2. Cross of Honor
- 3. Guild of The Leather Apron/Advisor of The Year

IV. Everyone

- 1. Hats Off Award
- 2. Certificate of Appreciation
- 3. Medal of Appreciation



Return to Reality

Applying What I have Learned

- VII. A week in an “unreal world”
- C. 140 hours (plus/minus) of nothing but DeMolay
 - 3. No parents – no school – no siblings – no jobs – no nothin’
 - 4. Lots of advisors – perhaps more than in your home chapter
 - 5. Lots of brothers who really care about DeMolay – not always true at home either – who have shared your week, your experiences, and understand how you feel about DeMolay
 - D. An unique opportunity to immerse yourself in DeMolay
- VIII. A rude return to the “real world”
- 15. Physically returning to distractions galore
 - a. Parents – siblings – school – girlfriends – jobs – pets – TV – girlfriends – radio – newspapers – video games – Mickey D’s – girlfriends – non-DeMolay activities
 - b. A chapter that may have few active members, and few active advisors – all with the same outside distractions and other priorities
 - c. Brothers who haven't been here to share your “unreal” experience
 - 16. Your LTC experience is forever a part of you
 - 1. Friends you’ve made, things you’ve learned will stay with you
 - 2. Work to infuse your home chapter with your LTC experiences
- IX. You are a changed person
- More educated – more dedicated – more determined to succeed
- Have received a wealth of ideas that can help your chapter
- a. Ready to put everything into practice – NOW!
 - b. Expect to solve all the chapter’s problems – after a good night’s sleep
- X. Your chapter needs to be changed
- 1. They will want you to share with them:
 - A. Share your enthusiasm
 - B. Share your dedication

- C. Share your education
 - 2. They will look to you to help solve problems – over time
 - 3. They want to be better, but probably don't know how

- XI. **WARNING: proceed with caution!**
 - 1. Do you like to be bossed around?
 - a. Parents – teachers – bosses – advisors – etc., etc., etc.
 - 2. Do your brothers – and advisors – like to be bossed around?
 - a. Doing the best they know how
 - b. They want to be better, too
 - C. What happens if you start “pushing people around?”
 - A. Friends in chapter turn off and stop coming
 - B. Advisors are angry with you – and the LTC staff!
 - C. Chapter gets worse, not better

- XII. Is there evidence of this problem? Yes!**

- XIII. A better way....
 - A. Enthusiasm is contagious
 - B. Tact and diplomacy – “oh, that word!”
 - C. “Have we ever tried....”
 - D. “Do you think we could.....”
 - E. “Would you let me chair a committee to
 - F. “Could we work together on.....”
 - G. They will come around
 - 1. Not an overnight process
 - 2. Waiting is frustrating in our “instant gratification” society
 - 3. A positive attitude will win them over

- XIV. If it doesn't happen at home, you haven't been here
 - A. Your duties on return to the real world
 - A. Bring home your positive attitude
 - B. Bring home your enthusiasm
 - C. Lead your chapter to a PMC-MSA in every term

 - B. Build something that will brighten all eternity!

25 Manners Every Kid Should Know By Age 9

Helping your child master these simple rules of etiquette will get him noticed – for all the right reasons.

by David Lowry, Ph.D.

Your child's rude 'tude isn't always intentional. Sometimes kids just don't realize it's impolite to interrupt, pick their nose, or loudly observe that the lady walking in front of them has a large behind. And in the hustle and bustle of daily life, busy moms and dads don't always have the time to focus on etiquette. But if you reinforce these 25 must-do manners, you'll raise a polite, kind, well-liked child.

Manner #1 – When asking for something, say "Please."

Manner #2 – When receiving something, say "Thank you."

Manner #3 – Do not interrupt grown-ups who are speaking with each other unless there is an emergency. They will notice you and respond when they are finished talking.

Manner #4 – If you do need to get somebody's attention right away, the phrase "excuse me" is the most polite way for you to enter the conversation.

Manner #5 – When you have any doubt about doing something, ask permission first. It can save you from many hours of grief later.

Manner #6 – The world is not interested in what you dislike. Keep negative opinions to yourself, or between you and your friends, and out of earshot of adults.

Manner #7 – Do not comment on other people's physical characteristics unless, of course, it's to compliment them, which is always welcome.

Manner #8 – When people ask you how you are, tell them and then ask them how they are.

Manner #9 – When you have spent time at your friend's house, remember to thank his or her parents for having you over and for the good time you had.

Manner #10 – Knock on closed doors -- and wait to see if there's a response -- before entering.

Manner #11 – When you make a phone call, introduce yourself first and then ask if you can speak with the person you are calling.

Manner #12 – Be appreciative and say "thank you" for any gift you receive. In the age of e-mail, a handwritten thank-you note can have a powerful effect.

Manner #13 – Never use foul language in front of adults. Grown-ups already know all those words, and they find them boring and unpleasant.

Manner #14 – Don't call people mean names.

Manner #15 – Do not make fun of anyone for any reason. Teasing shows others you are weak, and ganging up on someone else is cruel.

Manner #16 – Even if a play or an assembly is boring, sit through it quietly and pretend that you are interested. The performers and presenters are doing their best.

Manner #17 – If you bump into somebody, immediately say "Excuse me."

Manner #18 – Cover your mouth when you cough or sneeze, and don't pick your nose in public.

Manner #19 – As you walk through a door, look to see if you can hold it open for someone else.

Manner #20 – If you come across a parent, a teacher, or a neighbor working on something, ask if you can help. If they say "yes," do so – you may learn something new.

Manner #21 – When an adult asks you for a favor, do it without grumbling and with a smile.

Manner #22 – When someone helps you, say "thank you." That person will likely want to help you again. This is especially true with teachers.

Manner #23 – Use eating utensils properly. If you are unsure how to do so, ask your parents to teach you or watch what adults do.

Manner #24 – Keep a napkin on your lap; use it to wipe your mouth when necessary.

Manner #25 – Don't reach for things at the table; ask to have them passed.

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