



# Maine Masonic Mentoring Newsletter

Vol. 2, No. 5 – May 2014

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### Steering a True Course The Parallels of the Mason and the Mariner

*The conscientious Mason continually checks his position—takes his readings—to be certain he is on course and is still following the attributes of Freemasonry.*



Wor. William H. Kelley became a Master Mason on his way to becoming a Master Mariner. Bill was still a student at the Maine Maritime Academy in Castine when he was raised in Hancock Lodge #4.

"I had a physics instructor at the Academy," Bill recalls. "He was very prominent in the Lodge. He didn't push Masonry, but I was fascinated by the things he had to say—by the good works he talked about."

So the future Master Mariner became a Master Mason.

As a Master Mariner, Bill Kelley earned unlimited qualifications to sail any ship, of any size, anywhere in the world. He is, as well, a ship's pilot with a license to sail into any port between Cape Cod and Eastport. As a Master Mariner, he has prepared himself to safely sail his ship on a true course, correcting his route as needed to safely reach his intended destination.

According to Past Grand Master Donald G. Hicks, Jr. of Massachusetts, as a Master Mason, Bill "has received degrees conferred by a recognized Lodge of Masons; he has been asked to exemplify the moral principles that he has been taught—principles that will shape the character of a Mason throughout his life's journey. Moreover, as a Master Mason, he is expected

to fulfill his family responsibilities, worship God in the manner he chooses and practice the principles of Masonry every day, correcting his course as necessary."

### The Dual Role

It isn't surprising that Bill's life took the course it did. A lifelong resident of Marblehead, Massachusetts, it has been suggested that a good dose of seawater runs with the blood in his veins. In fact, the two-year period he spent at Middlebury College in Vermont may be the only time he was more than an oar's length away from the sea. But with a brand new associates degree from Middlebury, Bill headed for the ocean once again, bound this time for Castine.

Two years later, as a graduate mariner, Bill Kelley went to sea and stayed there for twenty years, serving with the Merchant Marine. His numerous adventures and experiences include performing sea trials with the U.S. Navy and piloting the *USS Constitution* under the power of her own sails.

As a Master Mariner and a Master Mason (he is a Past Master of Philanthropic Lodge in Marblehead and Wayfarers Lodge in Swampscott), Wor. William H. Kelley is the ideal model to illustrate the lessons of heading information—facts on a craft's speed and direction. Bill Kelley can teach something about the importance of taking readings in order to mark position, and about adjusting his compass to steer the true course.

In steering the true course, it sometimes is necessary for the mariner, as well as the Mason, to compensate for expected and unexpected influences, or correct his piloting mechanism. In essence, what Bill Kelley can teach about course setting illustrates some of the parallels of the Mason and the mariner.

### Charting the Course

A Mason plots an ethical and moral course upon his raising by the very act of embracing the Craft—of accepting the tenets of Freemasonry. He studies to understand and integrate those tenets into his moral fiber—his character, and he makes them part of his consciousness. But acceptance is only the first step; it is only the start of his journey. The conscientious Mason continually checks his position—takes his readings—to be certain he is on course and is still following the attributes of Freemasonry. As both man and sailor know, it is all too easy to drift off course.

So what keeps one on a true course?

“There are tools a mariner uses to stay on course,” Bill Kelley explains, and he names the compass, the sextant and the chart.

“He puts his course on the chart and factors in the wind and the tides. In the morning and the evening he uses the sextant to take a ‘star-sighting,’ and at noon he uses the sextant and the lower limit of the sun to make a ‘noon-sighting.’ Then he refers to his tables.”

When the mariner, making these regular checks, notices any deviation, he quickly makes a correction.

Bill Kelley also understands what keeps a Mason on course.

“A Mason has his compasses and square; he has his Holy Bible.”

In fact, every Mason knows the symbolism of the compasses, the square and the trowel, and is familiar with—and steadied by—other tools of the Craft such as the 24-inch gauge, the level and the plumb. And he knows, from the ethical teaching of Masonry, what his true course in life needs to be.

Don Hicks summarizes a Mason’s guide this way: “The Bible, or Volume of the Sacred Law, is the first of the three great lights in Masonry, and together with the square and compasses are the tools a Mason needs to live a Masonic life.”

### **The Heavy Seas of Life**

The sea and sailing are often used as metaphors for life. From *Row, Row, Row Your Boat* to hymns like *Jesus, Savior, Pilot Me*, the metaphor appears in the songs we sing. We compare feelings of peace to tranquil seas, and we acknowledge that in every life there will be some heavy weather—career difficulties, health issues or family matters—that we must navigate or sail through. Master Masons learn to hope that in life they will travel in “that divine ark which safely wafts us over this tempestuous sea of troubles,” and that at life’s end, an anchor “shall safely moor us in a peaceful harbor.”

Considering the tools that a sailor uses to steady his craft in heavy seas, Bill Kelley is thoughtful.

“In pre-GPS days, the sailor had his compass and chart; that was all he needed. He put the course on the chart and factored in the wind and the tide. He used an anemometer to measure wind. In addition to these few tools, the sailor also had his brain. And his training. His training taught him to anticipate and handle any sea challenge that came up.”



And for the “heavy seas of life,” what are the analogous tools at hand for the Mason?

Bill Kelley doesn’t hesitate with this answer.

“Brotherhood,” he says. “Love. Belief and trust—this is the foundation of Masonry.”

To stretch the symbolism a bit, might the compasses, that most prominent emblem of virtue and the true measure of a Freemason’s life and conduct, be considered analogous to the mariner’s compass? And might the Holy Bible be compared to the mariner’s chart? The Master Mason, like the Master Mariner, is trained and that training holds him in good stead when challenges appear. He is able to recall his teachings; he knows how to use his brain; he adjusts his course.

### **Adjusting the Compass**

“The properly compensated magnetic compass is the most reliable source of heading information . . . A compass that is not adjusted may not be very useful in your time of need.” ([www.captainsnautical.com](http://www.captainsnautical.com))

There are times when the instruments that provide your heading information can produce false readings. Then it is necessary to compensate, or correct, your instrumentation.

Marine compass adjustments can sometimes be made by the mariner, but they often need the attention and skill of a professional compass adjuster. The marine compass is a fairly simple instrument. It features a small, lightweight magnet, called the needle, that balances on a frictionless pivot point; one end of the magnet is marked N for north and most compass roses include the notation of the difference between true and magnetic north. A properly calibrated compass reacts to the earth’s magnetic field and keeps working reliably even in storms and power failures.

Sometimes, however, other magnetic fields such as a vessel’s iron hull or electronic equipment can influence the compass. The compass adjuster knows how to position magnets to neutralize or offset the offending magnetic fields and to thereby correct the deviation. This is usually performed at sea under operating conditions.

And what parallel might be found in Masonry that is analogous to the professional compass adjuster?

If the Holy Bible is the Masonic equivalent of a nautical chart, then perhaps the Masonic equivalent of a compass adjuster is the Brotherhood itself. Even as the Master Mariner, despite all his training, must sometimes apply to an outside source to regain his course, so a Master Mason must sometimes turn to others for help. And he knows he can depend on his Brethren when his personal readings suggest his direc-

tion may have strayed or if he feels he has lost his way.

Don Hicks smiles at this suggestion and recalls a time when his life was rocking in heavy seas. "Things weren't going well," he remembers, "but when I went to Lodge, I wasn't a banker or a financial guy; there I was regarded simply as a Brother. There I was taken for what I am—a man."

### Taking Frequent Readings

Bill Kelley speaks of taking morning, evening and noon sightings with sextant, compass and chart. As a mariner, he can't imagine not performing these simple and essential checks on position. But the Master Mason is also called to perform simple and frequent checks on his ethical values to be certain his course is still true. Like the mariner, he takes—or should take—his "moral pulse" several times every day.

And what can a Mason say or do to quickly make these moral positioning checks? Don Hicks suggests that a Mason might ask himself one question when he faces any decision, whether on a business or a moral issue: "How would my Brethren view this decision?"

Whether the answer provides a tiny realignment or a major correction, it will adjust the direction and set the Mason straight once again.

When instruments are properly calibrated; when they are frequently checked; when the training and foundation are known to be sound; then you can be certain the heading information is correct. Both the Master Mariner and the Master Mason can then be sure that the course is true and that their journey can be made in safety.

*In July 1997, with the 200th anniversary of Old Ironsides' commissioning close at hand, it seemed fitting to take the USS Constitution out for a celebratory sail under her own power. And the most logical place to sail, it was decided, was Marblehead, for Old Ironsides and that North Shore town share a long history. In the War of 1812, two British frigates chased the Constitution into Marblehead Harbor and the safety of Fort Sewall.*

*Now there was a big decision to make: who would pilot the USS Constitution for its first independent sail in 116 years?*

*Well, a Marblehead man, of course.*

*Captain Bill Kelley is a federal pilot for Marblehead. He also has a background as a trial master for the U.S. Navy and, in*



*this role, he tested ships in sea trials, testing their weapons and teaching their skippers. Captain Kelley was the logical choice.*

*"It was a lot of work—it took a lot of preparation—to get her ready," Bill Kelley remembers, but in July 1997, he had the honor and responsibility of sailing the USS Constitution out of Boston, into Marblehead Harbor and back to safe harbor again in Boston.*

This thought-provoking article authored by writer Nancy Parsons first appeared in TROWEL magazine, the official publication of the Grand Lodge of Massachusetts.



### Upcoming Dirigo Leadership Seminars

RW Jeff Sukeforth is pleased to announce an upcoming session of the Dirigo Leadership Seminar at York Lodge in Kennebunk on **May 10th**. All Masons may attend the seminar and all Lodge Masters, Wardens and Deacons in particular are urged to attend, as the seminar is designed to ask the questions: "What is the value of membership in my Lodge? And How does my Lodge improve (or benefit) its members, their families and their communities?" It then suggests some perspectives and tools for officers and members to set about strengthening their Lodges.

A flier is attached that provides an opportunity for interested Masons to sign up to attend the seminar on one of the following dates and locations:

**May 10th** – York Lodge, Kennebunk

September 6th – Lynde Lodge, Hermon

Would your Lodge consider sponsoring a seminar?



### Grow in Masonry through courses offered by the Maine Masonic College



Please email your intentions to attend any of the courses to the College registrar, Theresa Hatch at Grand Lodge, at 855-843-1086 or by email at [GrandLodge@MaineMason.org](mailto:GrandLodge@MaineMason.org). The College does not require that one register for classes and events. However to be assured a place at lunch or to be notified of changes in schedules participants do need to register.

### Upcoming Maine Masonic College Courses

**May 17 – Tenets and Cardinal Virtues**  
**RW Reginald W. Wing, Instructor**

Deering Lodge, 102 Bishop St., Portland  
9:00 am – 2:00 pm.

Lunch \$5.00. Open. Diploma credit.

This opportunity is designed to be an interactive study of the fundamental beliefs and responsibilities of Freemasonry as presented in the tenets and the

cardinal virtues which are so beautifully embedded in our ritual but which are too often hurried over. Special emphasis is placed upon the moral and the deeply spiritual nature of these essentials and the crucial need for their presence and practice in our present world situation.

**Instructor:** Right Worshipful Reginald Wing will lead this exploration. Brother Wing is an old-time Mason, in the most honorable sense of this phrase. For years he has been part of the Grand Lodge educational endeavor and has served as a Junior Grand Warden. During those years, he has grown in Masonic understanding, spiritual conviction and dedication. With his signature responsibility, Brother Wing has constantly improved the means of involving participants in this re-meeting with the tenets and cardinal virtues. You will go away with inspiration and new insights.

### **June 7 – Understanding World Religions – What a Well-Informed Mason Should Know**

**RW Charles W. Plummer, Instructor**

United Lodge, 65 Baribeau Drive, Brunswick  
9:00 am - 2:00 pm. Lunch \$5.00. Open.

A recent poll of Americans revealed an alarming lack of basic knowledge about the world's religions. Surprisingly, a Gallup poll revealed that only half of American adults could name even one of the four Gospels of the New Testament.

This course has been designed to teach participants the basics of world religions including their origins, historical figures, rituals, scriptures, holidays and key teachings – all that Masons should know and understand in order to consider themselves religiously literate. By studying the religious traditions of the world, we will better understand our world and our neighbors, and because religions deal with the fundamental questions of human existence, understanding religion will help us to better understand ourselves as Freemasons who profess to be linked together by an indissoluble chain of sincere affection and who regard the whole human species as one family.

We will begin by exploring what a religious tradition is and by examining a number of ways of defining religion, along with the strengths and weaknesses of each. Then we will examine important themes that nearly all religions address: the concept of divinity or ultimate reality, scripture and ritual; the understanding of good and evil; and the idea of salvation or liberation. We conclude our studies by examining important trends in religion and the relationships of religion, violence and peace in today's world.

**The instructor,** RW and Doctor Charles Plummer, of Acacia Lodge, Durham, is a scholar and teacher, served as Regent of the Maine Masonic College at its

conception and then as a faculty member. His career has been that of a teacher and educator in public schools and at the college level. He continually brings his well-known and admired insights to every class he teaches. Brother Plummer has a doctorate degree in religious studies, and we all look forward with great anticipation to the understanding he will bring to us.

### **June 21 – The King's Speech, Grammar Made Fun**

**RW David Richardson, Instructor**

Benevolent Lodge, 19 Plymouth Rd., Carmel  
7:00 pm – 9:00 pm. Open.

A fun opportunity to become more proficient in this important subject often mistakenly considered grim and deadly. This class not only takes a useful look at the common errors and ungrammatical forms used in everyday communication, but also examines how words are used to influence, clarify and inspire our thoughts and expressions.

**Instructor:** Right Worshipful David Richardson has a Masters Degree in education. For twenty-eight years Bro. Richardson brought his training, excellent mind and interest in the welfare of others to teaching English and language arts. Dave is a past master and the present secretary of Benevolent Lodge in Carmel. His understanding of communication has been further enhanced by eight years of service as a State Representative.



### **9 Tips for Mentoring Next-Generation Leaders**

Editorial comment: This article addresses meeting the needs of "millennials." Safe to say most of us lived during the millennium change, whether we argue it was in 2000 or 2001. But many will ask: "What the heck is a millennial?"

Well Brethren, they are our future and hopefully we are in their future. Millennials are those young men and women born during the 1980s and 1990s. Nearly 2/3rds of our Lodges have millennials; in fact, 16% have members 18 to 20 years old, younger than our old "lawful age" of 21. These young men are already working their way to the East, towards becoming the leaders of our Lodges and fraternity!

In his book, *Fast Future*, author David Burstein describes Millennials' approach to social change as "pragmatic idealism," a deep desire to make the world a better place combined with an understanding that doing so requires building new institutions while working inside and outside existing institutions.

If this is true, then where better to make the world a better place than in Freemasonry? For us the question is, how can we best channel their idealism and



desires within our Craft in a way that fulfills their values and hopes, while benefiting from our values, teachings and networking opportunities.

Take time to ponder the comments and suggestions contained in the article, and replace “company” with “Lodge.” Are we equipping them to lead our Lodges and engage our Brethren? Is our preparation limited to learning the ritual? Or does it also include teaching the lessons imbedded in our ritual; who we are as Masons – our strategic purpose; leadership, negotiating, interpersonal and presentation skills; organizing for success; management planning and budgeting; putting the Craft at Work – that is, engaging others for success; fundraising; employing technology for effective communications; and the list goes on.

How will we prepare our next generation of Masonic leaders – not just our officers – is a key if not the key to the future health of our great Craft.

Consider well your situation...

### **Are your young employees getting the coaching and mentoring they need to lead your company into the future?**

A study of next-generation leaders shows that managers have several concerns about the young people they employ. One of these concerns is that young people aren't getting the coaching and mentoring they need to equip them to lead in complex environments.

Many business owners don't have a strategy for preparing these future leaders. Research shows that only one in eight companies have a written plan for leadership continuity. Many think that writing a plan is too much, too soon. Scarce training budgets and limited resources are also contributing factors of neglecting such a crucial aspect of any business. When succession planning takes a backseat to day-to-day operations, the months and years go by without addressing this strategic imperative. This will inevitably leave you with a team of leaders and managers who aren't ready to take charge.

What can we do? Mentoring is the answer. It's a low-cost and extremely effective way to prepare future leaders early on. Mentoring is as simple as a gentle push in the right direction. It's also an easy way to preserve the intangible assets of your company—the minds and capabilities of the key young people who are the future face of your brand. Mentoring increases retention of your best and brightest, builds your reservoir of talent, speeds employee growth and shortens the learning cycle. It also engenders loyalty.

**Don't continue to ignore the need for this. Here are some pointers on how to get started.**

**1. Establish two-way, cross-generational mentoring.** When we think of mentoring, we conjure up the image of a wise, senior executive mentoring a young professional. While there's no doubt that this is one of the most beneficial mentoring situations, it's no longer the only model. As The Center For Creative Leadership study outlines, young employees are generally willing to learn and eager to make a difference. They are technology savvy, highly adaptable and comfortable with the rapid pace of change. They also have multicultural awareness. Companies need these skills from all their employees and leaders. Younger employees can mentor their long-tenured bosses and colleagues in these areas, while established leaders can help the younger ones channel their ideas and enthusiasm in ways that promote innovation.

**2. Support informal mentoring.** Being mentored in a formal mentorship program doesn't work for everyone, and some employees resist it. Studies even seem to suggest that informal mentoring works better. If this is the case with some of your employees, support informal mentoring relationships that occur spontaneously throughout an organization. You can do this by offering education and training.

**3. Offer flexible mentorship programs for millennials.** Jeanne Meister, co-author of *The 2020 Workplace*, explains that the mentorship program for millennials is different from traditional mentorship. For example, mentoring for this group should be expanded beyond the face-to-face model by using social media. As she writes in her book, “Millennials respond better to innovative and mature management, suggesting the importance of experience in management while using more up-to-the minute techniques.” On-demand, online mentoring appears to be a top preference for millennials. It matches the mentee with a mentor outside the organization using psychological testing to profile the mentee. The entire mentoring experience is then online, and anonymous, for both mentor and mentee. It can be short term or last up to a year.

**4. Use external mentors.** In addition to using internal company mentors, consider expanding your program to give people an option to be mentored by leaders in other organizations. At Instill Corp., a B2B technology company for the food industry, CEO Mack Tilling has developed a highly successful mentoring program where all executives are required to choose a mentor they admire—usually an executive at another company—who is in the same functional area. This does not need to be limited to senior executives. Consider setting up a similar program for your young key employees. Peer mentoring with equivalents in other

companies provides powerful opportunities for learning and cross pollination.

**5. Keep it democratic.** Take inspiration from Intel's mentoring program. At this company, anyone can mentor, regardless of position. One of the star mentors mentioned in the article is a senior administrative assistant, and she's a great mentor because she has skills that are vital to Intel. She is a master at tapping into informal communication networks that make the company tick. Take a look through your entire company, comb each department—from HR to engineering—and see what universal skills and abilities can be passed on to others.

**6. Make mentoring a part of the organizational strategy.** Encourage all leaders to look at their followers and commit to helping them grow in their jobs. This should be applied to everyone, not just those who opted for formal mentorship. We owe it to younger leaders to guide them and pass on expertise and wisdom. To solidify this, include a commitment to mentoring in the performance appraisals.

**7. Encourage people to seize mentorship moments.** No matter how good your mentoring program is, help mentors understand that the most important part of leadership development occurs in everyday actions, outside of formal programs. Encourage mentors to seize the opportunity when they see a mentoring moment. It can be in the hall, in the elevator or just after a meeting. People need to understand the value of letting it happen serendipitously.

**8. Identify the skills and wisdom needed.** Evaluate what skills and knowledge are needed to sustain your organization in the future. Consider, as well, the research on attributes required of leaders to come. This study looks at global trends in leadership challenges and outlines the skills and knowledge needed to address any challenges ahead. Some of these are business acumen, conflict management, effective communication, flexibility to adapt to environment and people, innovation, internal and external accountability and performance appraisals. Take these into account when you set up your monitoring program so you can equip your people for the future.

**9. Follow the best practices.** Make sure to follow all the required steps for establishing a proper mentorship program. Some obvious (but important) reminders: being clear about the purpose and potential outcomes, setting reasonable expectations, matching the right mentor with mentee in terms of strengths and affinity, defining roles and responsibilities, developing a mentoring agreement, and stressing confidentiality, to name a few. Qualcomm has made its Men-

torship Toolkit publicly available, and you can also access resources at The International Mentoring Association.

*From American Express Open Forum By: Bruna Martinuzzi, the founder of Clarion Enterprises Ltd. and the author of two books: Presenting with Credibility: Practical Tools and Techniques for Effective Presentations, and The Leader as a Mensch: Become the Kind of Person Others Want to Follow.*



### From the Protocol Manual

#### 4.4 Marshal (in part)

"It is your duty to organize the Lodge, form and **conduct** all processions, introduce and accommodate visiting Brethren." (M.M. Textbook page 68)

The Marshal is instructed by the Master to carry out specific duties in the Master Mason degree on pages 161 and 167 in the Cypher. The Marshal is also instructed by the Master to form a procession to receive the Grand Master or the D.D.G.M.

There is no specific protocol on how the Marshal shall perform these and other requested duties. The following are protocol suggestions for the Marshal on how these duties may be performed.

1. The Marshal shall carry his baton in the same manner as the Jr. and Sr. Wardens. (Cypher pages 5 & 6)
2. In escorting Brethren or guests, **the Marshal keeps the escorted individual on his right arm. Candidates are conducted on the left.**
  - a. There is a major difference between conducting and escorting. Master Masons and guests, who are not Masons, are escorted and never conducted. (Grand Lodge of New Jersey protocol 2005)
  - b. "You were **conducted** once around the Lodge..."(Cypher page 55)



### Best Advise...

#### Don't Let Good Enough Prevent Great

By Scott Hooks, Co-Founder and CEO at Yubixi, Founder & COO of Best Methods (From LinkedIn)

I wish I could remember who gave me this advice, because it has made a bigger difference in my life and my career than anything else even comes close to. I've adopted it as a personal mantra, and if you know me, then you have probably heard me say it before...

**"Good enough is the enemy of great."**

I've had some truly awesome opportunities in my life, and to be honest, I haven't taken advantage of all of them. Don't get me wrong, I really have very few regrets, but when I look at why I didn't seize an oppor-

tunity when it was in front of me, it usually comes down to one thing: my current situation was good enough that I thought “why take a chance”?

For example, I’ve had several good jobs that I really enjoyed doing and was well compensated. I was so happy with those jobs in fact that I ignored the entrepreneurial fire inside of me. It was only when my hand was forced to consider alternatives that I truly examined all of the possibilities. Even then, I tended to take a “safe” route.

When I look back at the decisions that have made the biggest impact on my life though, a great many of them were scary or risky or something that I didn’t have to do, but for some reason I felt compelled. The biggest example of this is probably when I left a high paying, but emotionally exhausting job to start my own consulting firm. It was without question the biggest risk I had ever taken, but it has also been the most rewarding: a move from *good enough* to *great*.

Based on that success though, I began to redefine “great.” That’s just to say that when what was once great becomes just “good enough” there is most likely an opportunity somewhere in your life to continue pursuing greatness.

My latest venture is a further extension of the idea. I didn’t *have* to do anything. But fueled by that same old advice, I have a burning desire to make a difference in the world; to help people connect with others; to help them achieve their own greatness, and this is just the first step in that direction.

And so I am pleased to share this advice. Consider what in your life is good enough that it is holding you back, and **don’t let good enough prevent you from pursuing greatness.**

*Editorial Comment: This Best Advice applies to us as individuals as well as Lodges, the Grand Lodge and our fraternity. Isn’t our motto, “Making good men better”? Or “Preparing men for greatness”? We must always ask ourselves, how can I / we increase the value associated with being Masons and members of our Lodge? How can my Lodge become: a great teacher of Masonic principles, a great mentor of men and Masons, a great source of fraternal love, a great contributor to my community...? And in our personal lives, how can I become a great husband, father, teacher, mentor, coach, religious believer, businessman...?*



### **I'm the Guy**

I'm the guy who asked to join your Lodge. I'm the guy who paid his dues to join. I'm the guy who stood up in front of all of you and promised to be faith-

ful and loyal.

I'm the guy who came to your meetings and no one paid any attention to. I tried several times to be friendly to some of the fellows, but they all had their own buddies they talk to and sat next to.

I sat down several times but no one paid any attention to me. I hoped very much that somebody would have asked me to take part in a fund raising project or something, but no one saw my efforts when I volunteered.

I missed a few meetings after joining because I was sick and couldn't be there. No one asked me at the next meeting where I had been. I guess it didn't matter very much to the others whether I was there or not.

The next meeting I decided to stay home and watch TV. The following meeting I attended, no one asked me where I was when the last meeting was held.

You might say I'm a good guy, a good family man who holds a responsible job, loves his community, and his country.

You know who else I am? I'm the guy who never came back!

It amuses me when I think back on how the heads of the Lodge and the members were discussing why the organization was losing members.

It amuses me now to think that they spent so much time looking for new members when I was there all the time.

All they needed to do was make me feel needed, wanted and welcome!



**Begin your new Masonic Brother on a path to become a Maine Masonic Rookie!**



### **The Maine Masonic Mentoring Program**

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## Mentoring on one page!

- **Mentoring is nothing new.** You can swap the word 'Mentor' and replace it with 'Brother' or 'Companion.' It simply requires you to do what you promised to do: be a true friend to all your Brethren/ Companions. Listen when you need to and speak when actions are needed.
- **Take nothing for granted.** Remember the obvious. Mentoring is nothing clever. It is about the simple things we forget to do and which we take for granted. A potential or new member does not know the questions, never mind the answers. Think how you felt and what you wanted to know. No question is too obvious. Just being there can be enough.
- **Make every Mason count.** Mentoring is not for one member to sort out and do. It is a matter for every member to get involved with. If everybody takes the trouble to ask how Brethren and their families are, ask where they are (if missing) and vitally, when they will be back, we might stop the problems before they take hold. Don't ignore the warning signs.
- **Make every Meeting count.** There is absolutely no reason why any Lodge or Chapter should just open and close if there is not a ceremony. Ask your District Mentoring Coordinator for assistance or visit the Grand Lodge of Maine Website (or the Provincial Grand Lodge of East Lancashire – Mentoring pages) for advice and guidance on materials available.
- **Make it fun.** If it is not fun, then why are we doing it? If a member is no longer finding it enjoyable, we all have a responsibility to do something about it. If it is fun and enjoyable, people want to come back; if they come back they stay and if they stay, they might want to introduce a friend. And if everybody does a small part in the ritual, we all enjoy it.
- **Make it repeatable.** If a meeting has gone well, don't take it for granted. Learn from what works and keep it going. Learn from what doesn't and avoid the same mistakes again.
- **Mentoring involves everybody.** Each Lodge and Chapter must have a Mentor(s), but they are there to coordinate what happens, not be everything to everybody. Each new member, be they an Initiate or Affiliate, should have somebody to look after them – a Personal Mentor. That is ideally their Proposer or Secunder, but if not, it is the one with the Time, the Talent and the Temperament to do the job. Put simply, a Personal Mentor cares to care.
- **Mentoring is for everybody.** Irrespective of age or seniority, we all need at least one person to be

there for us if needed and if we have been given a job to do, a helping hand of friendly ear can make all the difference. It can simply be knowing that you are a phone call away.

- **Masonry is unique.** Remembering that keeps us focused on the special place Freemasonry has in the lives of its members and their families and we must not forget our families and ensure they are not left out or left behind. Mentoring ensures a Masonry/Life balance.
- **Understanding is one key.** If you understand a thing, you want to know more about it. Discovering more about it then can also assist in understanding yourself and make you a better person. It then becomes enjoyable and not a chore. It can then be much easier to learn. Mentoring is about ensuring our brethren understand why they have joined Freemasonry, what they can do for it, how it can help them and vitally, the reasons why they should stay. Understanding our ritual and ceremonies is the fundamental of everything.
- **Quality is the second key.** Quality Men Means Quality Masons; quality Masons means quality Freemasonry... and ritual. Freemasonry revolves around its ritual and our ceremonial and the standard of meeting/work must be memorable for the right reasons. Freemasonry does not just happen, it is hard work but fun and Mentoring supports and reinforces that.
- **Mentoring is not about numbers.** Mentoring is not just about getting new men through the door. It is also about keeping who we have because they want to stay – and due to the fact they feel part of a warm, welcoming and supportive family; then it is about men joining for the right reasons. They are right for Masonry and Masonry is right for them.

**If we make Mentoring work...  
we make Masonry work!**

*W. Bro. Martin P. Roche, Provincial Grand Mentor East Lancashire*

*For more detailed help, guidance, good practice and common sense, download the **MENTORING TOOLKIT** on the Provincial Website (below) or see your District Mentoring Coordinator for further help.*

[http://www.pglel.co.uk/Lodge\\_Officers\\_Pages/Mentoring/mentors\\_toolkit.asp](http://www.pglel.co.uk/Lodge_Officers_Pages/Mentoring/mentors_toolkit.asp)

*Note: Some terms have been changed to coincide with terminology used in Maine.*



# Dirigo Masonic Leadership Seminar

Kennebunk, May 10<sup>th</sup> ~ Hermon, September 6<sup>th</sup>

What core physical, educational and personal fulfillment needs of your brethren does your lodge satisfy? What is the image of your lodge, as viewed by your brethren and the community? What do you want your lodge to emphasize in terms of: being a close, warm fraternal body; having fun; involving families; helping members; widows and the community; and, instilling in our daily lives the values and teachings of our ritual? Does your lodge have the resources it needs to fulfill the expectations of your brethren?

These are but a few of the questions to be raised in the Dirigo Leadership Seminars for officers of our Masonic lodges and appendant bodies, or any brother interested in pursuing new perspectives on how to renew our lodges and other Masonic organizations.

The seminars are held at multiple locations statewide each year, with offerings in seven locations in the past year. 217 Masons from 90 lodges have attended the seminar so far or have registered for the upcoming seminars, and the reviews have been very encouraging for Maine Freemasonry. If your lodge would like to host a future offering of this seminar, please contact RW Jeff Sukeforth, the seminar chairman, at 207-691-2270 or jandc79@myfairpoint.net

What course will  
your lodge set?



The Dirigo Masonic Leadership Seminar modules cover a variety of topics, including:

- Envisioning Our Future
- Setting the Craft at Work
- Grand Lodge Support of Lodges
- Lodge Governance
- Program Budgeting
- Sharing the Gift of Freemasonry
- Mentoring

The seminar begins with registration, coffee and donuts at 8:00 a.m., with the seminar starting at 9:00 a.m. and ending by 3:00 p.m. A light lunch will be provided. There is no cost to attend the seminar that will definitely benefit your lodge and your role as a Masonic leader.

To ensure that we have sufficient food and program materials, all lodge officers and other Masons interested in attending one of the seminars are asked to return the following form to the program leader or send the requested information to him by email as specified below.

<b>Dirigo Leadership Seminar Registration</b>			
Name:		Office Held:	
Lodge Name & No.:		Located At:	
Preferred Tel.:		Email:	
<b>Please check which seminar location you will be attending:</b>			
	May 10th	York Lodge, W. Kennebunk	159 Alfred Road
	September 6th	Lynde Lodge, Hermon	2500 Route 2
	???	This could be in your Lodge or District – contact Jeff Sukeforth	
Please return this completed form to Jeff Sukeforth, 47 Rawson Ave., Camden, ME 04843, or email the information to jandc79@myfairpoint.net at least one week before the date of the seminar to be attended. <b>WALK-INS ARE WELCOME</b> , but it is emphasized that pre-registrations help ensure that we have sufficient food and handouts.			



THE MOST WORSHIPFUL GRAND LODGE  
OF ANCIENT FREE AND ACCEPTED MASONS OF MAINE

R.W. Richard N. Bergeron Jr., Chairman  
Membership Committee  
207-240-5752 • rickbergeron@fairpoint.net

The Grand Lodge of Masons of Maine is pleased to announce our new "Master Mason Rookie Award" as part of a new, focused commitment to membership engagement and getting our new members involved in their respective blue lodges.



**Criteria for Earning Maine's Masonic Rookie Award**  
**Eleven items must be accomplished within the first year after being raised:**

**Required:**

1. Attend the conferral of each blue lodge degree at least once, by your own or another lodge
2. Attend at least one stated or special communication of another lodge in the district
3. Attend at least seven stated or special communications of the lodge
4. Work on at least one lodge / building association social activity or fund raising event
5. Assist lodge officers at least once in setting up the lodge room and preparing / serving the lodge dinner or collation

**Alternates (choose six of the following):**

1. Sponsor at least one candidate into your own or another lodge
2. Participate in the conferral of a blue lodge degree or the delivery of the candidate charge
3. Work on a lodge open house or fellowship night
4. Organize or work on one lodge public service event, e.g. Bikes for Books, Angel Fund, MyCHIP Program, Blood Drive, Food Drive
5. Attend district schools of instruction
6. Attend a Masonic memorial service
7. Serve on at least one committee of inquiry
8. Assist or visit a non-related shut it / hospitalized lodge brother or widow
9. Attend a meeting of the Masonic building association
10. Submit a Masonic or lodge related article for publication in the Maine Mason
11. Attend an educational program sponsored by the Maine Masonic College
12. Join with other Masons in a Masonic activity approved in advance by the Grand Master

The future of our fraternity and our ability to continue to grow our membership is highly dependent on being able to engage and integrate our new members into the activities of the lodge. When new members become involved and active in their respective lodges they become the best prospects for new candidates for that lodge.

The Master Mason Rookie Award is an official means by which we can achieve these membership goals. Attached is a checklist for the Master Mason Rookie Award. Once it has been completed and signed off by the Master of the lodge and Ambassador, it is to be submitted by the Lodge Secretary to the Grand Master's Office for his review and approval. Once approved, the recipient can receive his award (Grand Lodge Certificate signed by the Grand Master and affixed with the Grand Lodge seal and Master Mason Rookie Award lapel pin) at the next visit of the District Deputy Grand Master.



THE MOST WORSHIPFUL GRAND LODGE  
OF ANCIENT FREE AND ACCEPTED MASONS OF MAINE



**MASTER MASON ROOKIE AWARD - CHECKOFF LIST**

Applicant's Full Name: \_\_\_\_\_

Applicant's Mother Lodge: \_\_\_\_\_

Date of Raising: \_\_\_\_\_

**Required (All five are required):**

**Dates Accomplished**

- |   |       |
|---|-------|
| 1. Attend the conferral of each blue lodge degree at least once, by your own or another lodge                             | _____ |
| 2. Attend at least one stated or special communication of another lodge in the district                                   | _____ |
| 3. Attend at least seven stated or special communications of the lodge  | _____ |
| 4. Work on at least one lodge / building association social activity or fund raising event                                | _____ |
| 5. Assist lodge officers at least once in setting up the lodge room and preparing / serving the lodge dinner or collation | _____ |

**Alternates (choose six of the following twelve):**

**Dates Accomplished**

- |  |       |
|--|-------|
| 1. Sponsor at least one candidate into your own or another lodge   | _____ |
| 2. Participate in the conferral of a blue lodge degree or the delivery of the candidate charge                                   | _____ |
| 3. Work on a lodge open house or fellowship night  | _____ |
| 4. Organize or work on one lodge public service event, e.g. Bikes for Books, Angel Fund, MyCHIP Program, Blood Drive, Food Drive | _____ |
| 5. Attend district schools of instruction  | _____ |
| 6. Attend a Masonic memorial service   | _____ |
| 7. Serve on at least one committee of inquiry  | _____ |
| 8. Assist or visit a non-related shut it / hospitalized lodge brother or widow   | _____ |
| 9. Attend a meeting of the Masonic building association  | _____ |
| 10. Submit a Masonic or lodge related article for publication in the Maine Mason   | _____ |
| 11. Attend an educational program sponsored by the Maine Masonic College   | _____ |
| 12. Join with other Masons in a Masonic activity approved in advance by the Grand Master.  | _____ |

We affirm that the above items have been accomplished on / by the dates specified.

Masonic Rookie Award Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

Lodge Secretary / Master: \_\_\_\_\_ Date: \_\_\_\_\_

*Send a completed form, along with a cover letter, stating why the proposed candidate for the Rookie Award is worthy of receiving this award, to: The Grand Secretary, Grand Lodge of Maine, PO Box 430, Holden, Maine, 04429-0430.*

The Rookie Award was presented to the brother on the following date.

By DDGM or other Grand Lodge Officer: \_\_\_\_\_ Date: \_\_\_\_\_

*The awarding officer shall give a copy of this completed form to the lodge secretary and return a signed copy to the Grand Secretary.*