

Step 10: Retaining our Members 1 of 2



GUIDANCE FOR LODGES

- Build a Lodge culture with a nurturing approach, or continued mentoring, that considers the needs of all members and treats all members as they would wish to be treated themselves.
- Find ways to involve every member in the life of the Lodge, through formal or informal roles and contributions suited to them, to increase their sense of belonging, interest and commitment.
- Plan the succession of continuing offices in the Lodge, such as Treasurer, Secretary, Director of Ceremonies, Lodge Mentor etc. so that recent Past Masters can take office, develop as Masons and continue to contribute to the Lodge.
- Seniority brings with it a responsibility to lead by example, to set high standards of behaviour and to demonstrate the essential characteristics of a Freemason; kindness, tolerance and courtesy.
- Be alert to un-Masonic conduct, inappropriate behaviour and discouraging or negative exchanges, all of which undermine the interest and confidence of members and the harmony and health of the Lodge.

Step 10: Retaining our Members 2 of 2



GUIDANCE FOR LODGES

- Plan meetings to be enjoyable, interesting and informative, with a good atmosphere and good ritual, to meet the expectations of members and to assist their self-improvement.
- Consider new approaches to enhance Lodge meetings.
- Ensure meetings are well prepared and conducted efficiently. Working members are accustomed to business meetings occupying the minimum time necessary. They expect the same of a Lodge, with time devoted to ceremonial or education rather than administration .
- Review Lodge traditions to confirm whether they are still relevant and serve the Lodge well. Be willing to change or evolve any traditions that are counterproductive to the future of the Lodge.
- Monitor attendance at Lodge meetings and maintain contact with those members who are not able to attend as often as they would like, to retain their interest, support and – ultimately – their membership.
- Look out for any discomfort or drops in interest, attendance or commitment and respond early.
- If a brother is moving out of the area and regular attendance at the lodge becomes difficult, assist him to find a Lodge in his new location, perhaps with help from the Province.