

## Opportunities for Reform

- Is the start time of the Lodge suitable for a working man?
- Is the finish time of the Lodge suitable for the individuals?
- Does the Lodge understand that work pressures may lead to late attendance at meetings?
- Is there a need for a formal 'Procession In' and a 'Recession Out' of the Lodge at each meeting?
- Is it necessary to call-off?
- Are the minutes and Charity Steward's, Almoner's, Mentor's, Membership Officer's and Chapter Representative's reports circulated electronically or read out at every meeting?
- Is each piece of correspondence read out at each 'Rising' or are these distributed electronically to the Brethren.
- Could the Lodge resume rather than close in some degrees, where appropriate?
- Is it always necessary to explain the working tools to the WM at the installation meeting?
- Is the festive board held promptly after the meeting ends?
- Is the timeliness of the festive board maintained by an appropriate officer?
- Are the raffle and other fund raising activities conducted in a timely fashion?
- Is it necessary to have a formal dinner at each of the meetings?
- Could a course be dropped?
- Should the Lodge consider a buffet rather than a festive board when appropriate?
- Does a requirement for dinner jacket attire at Lodge meetings add unnecessary cost?
- Does the Lodge recycle its regalia/jewels?
- Does the Lodge have the appropriate number of meetings to ensure member engagement?

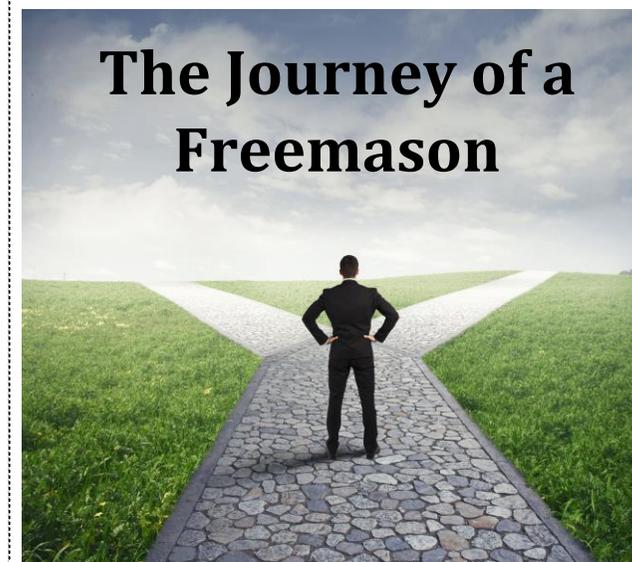
## From the Lodge's Perspective

- Confirms his belief in a Supreme Being
- Is over 21 years of age\*
- Has the support of his family/partner/wife
- Is exemplary in his civil duties
- Has a general desire for knowledge
- Is amenable to his fellows
- Is able to demonstrate a benevolent attitude
- Is able to display a concern for others
- Is warm-hearted
- Is friendly
- Is able to meet the financial responsibilities of membership
- Can attend the Lodge meetings as scheduled
- Is willing to support the social functions of the Lodge
- Can attend LOI as and when required to do so
- Wants to advance and commit to Freemasonry

\* A dispensation can be obtained for an 18 year old

## From the Candidate's Perspective

- Is the meeting day suitable with his work responsibilities?
- Is the meeting time suitable with his work responsibilities?
- Are there individuals within the Lodge of a similar age?
- Are there individuals within the Lodge with similar interests or pastimes?
- Has he things in common with the members of the Lodge?
- Is the Lodge committed to his pastoral care?
- Are the members enthused about him joining the Lodge?
- Is the Lodge understanding of his work and/or family commitments?



# The Journey of a Freemason

In common with all membership organisations, the future of Freemasonry depends upon it being able to introduce and retain members who will be committed, who will contribute to their Lodges and who will enjoy a lasting membership.

Masonic ritual defines very clearly the qualifications for membership and Lodges throughout the constitution seek to find and introduce suitable men who will enhance their Lodge.

Similarly, the Book of Constitutions defines the administrative and regulatory procedures for introducing new members.

What we have not had is a set of practical guidelines, tools and techniques to help Lodges plan how to do this in an effective manner.

Some Lodges are very successful at finding and keeping suitable new members while others clearly struggle to do so.

Now, in the "Members' Pathway", (the Pathway) the Membership Focus Group (MFG) has collated existing good practice from many different Masonic and other sources and compiled a set of tools for Lodges to use to help them to:

- Attract suitable men to Freemasonry
- Satisfy themselves that those who are attracted to Freemasonry are suited to their Lodge
- Introduce new members in a planned and considered manner
- Support and encourage new members in their early years
- Educate new members so that they grow to become committed and lasting members
- Address issues that underpin early resignations.

The purpose of this leaflet is to introduce the Pathway and to outline its structure and use. The MFG is a group of experienced Freemasons from different backgrounds and with different skills, brought together under the authority of the Grand Lodge's Board of General Purposes to look at the future of the Craft. The MFG has studied patterns of membership, identified good practice and developed responses to membership trends to ensure the Craft is fit for the future. The approaches and tools offered in the Pathway have all been used, tried and tested. Now, for the first time they have been brought together in one package for Lodges to use.

Like all toolkits we do not expect you to use every idea or technique. But we do know that, if you follow the process outlined in the Pathway, you are more likely to

introduce men who will be suited to Freemasonry and who will remain as members.

Throughout the set of Pathway materials we have adopted the premise that the quality of the candidate is supreme. By quality we mean men who meet our membership requirements, who are well suited to the Craft and who we strongly believe will develop to become committed members who contribute to their Lodge. Our objective is to help Lodges to find and introduce such men. We wish to be selective in our search for men of integrity, even if the price is that we recruit fewer men than we otherwise might hope.

Equally, we ask Lodges to look at themselves, their strengths and weaknesses, their likely sources of potential candidates and their future viability. Lodges will not find in these resources a panacea that will guarantee their future survival. We fully expect there may be fewer Lodges in the future and recognise that, as with all evolutionary processes, the Lodges that survive and thrive will be those that continue to offer a good and enjoyable Masonic experience while adapting to the world around them. It is worth highlighting that some of the oldest Lodges, including three of the four that formed the first Grand Lodge in 1717, are still with us precisely because, over the years, they have balanced tradition with the need for change and adapted their practices accordingly.

