

The Maven's Journal

(February, 2017)

"Dedicated to promoting Masonic leadership and education"

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Leadership Series

"Leaders Earn Their Respect - Equality and Gratitude"

In the first leadership series article I discussed the importance of relationship building as a key to leadership success. This second article describes why respect forms the foundation for strong



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promotes Masonic leadership and education. The articles in this and future editions appear on MasonicMaven.org, where you will also find information of interest to all Freemasons and the general public. [Follow us on Facebook.](#)

relationships.

Everyone of a certain age remembers Aretha Franklin belting out her signature song, Respect (*"R-E-S-P-E-C-T; that is what you mean to me..."*). That was more than just a catchy line; it was a declaration that respect is a critical component of any relationship, whether it is between couples, parents and children, or members of a team.

A strong, functioning team needs a strong leader, but without mutual respect the team will never reach maximum synergy. This is especially true within volunteer organizations like Freemasonry where people are motivated not by money, but by an altruistic desire to help others. Without respect, accomplishing anything of substance is like sand-filled gears trying to power a machine. Team members will just walk away and we all know of instances where this has occurred; yet, it is easily avoidable.

One point of distinction to always remember is the difference between respect for the office one holds and respect for the individual. For example, when a judge enters a courtroom all are requested to rise. This is not out of personal respect for the judge, but rather for the position he or she holds. Applied to Freemasonry we should all, for example, respect the position of Master. That is quite different than respect for the man who sits in the East. The Master, like all Masonic leaders, should gain personal respect. Respect for both the position and the person is a powerful combination for success.

So how do we gain respect as leaders within Freemasonry? There are many ways, which I will expand upon in future articles, but here are just two to consider.

EQUALITY

One best practice for earning respect is to meet everyone on the level, even outside of lodge. Isn't this what we learned in the first degree? Too often we let position or perceived authority get in the way of viewing others as our equals. Even the Master, who earned his way to the East, must return to the ranks of the brethren. As a

Regards,
Wor. Richard Ryder



Masonic Spotlight: R.W. Robert S. Vartanian

The members of the Sixth Masonic District of Masons in Massachusetts proudly congratulate Right Worshipful Brother Robert S. Vartanian as their new District Deputy Grand Master. After a distinguished Masonic career thus far, R.W. Vartanian assumed responsibility for the Sixth District in December, 2016.

I had the pleasure of meeting with our new DDGM at Perk's Coffee House in Norwood, MA, where he shared a bit about himself and the goals for his term.

wise person once said, *“Be nice to people on the way up; you’ll meet them on the way down”*.

Our tone of voice, word selection, and body language speak volumes about how we view others. This is especially true in the public arena of open lodge. No one likes to feel embarrassed or unappreciated. When we convey the impression we are above others we erode the very respect we are trying to earn. Some would say an attitude of superiority demotivates people. In reality it does not. Instead, it is a powerful motivator for members to just walk out the door in search of a more positive way to spend their valuable time.

GRATITUDE

A second consideration for earning respect as Masonic leaders is to practice genuine gratitude. Do any of us achieve a leadership position strictly through our own efforts? I think we would all agree the answer is “no”. Success is the offspring of a collective effort by many, including our own. But as leaders we must subordinate our own achievements to those of others.

Another way of looking at this is to think about who should get the credit for success – you or the team? The answer is best stated by Ronald Reagan, who said, *“There is no limit to the amount of good you can do if you don’t care who gets the credit”*; wise advice from our 40th U. S. President. Volunteers who truly give of themselves do not do so for the credit they may receive. But, with that said, sincere gratitude and acknowledgement of their work reinforces their self-worth and reflects well on the leader. Remember, it is not about you; acknowledging this will result in limitless success for all.

SUMMARY

In conclusion, we can all become more effective leaders by genuinely and actively gaining respect. There are many ways to do so, but here are two ways: treat people as equals and express sincere gratitude for the accomplishment of others.

Next month we will look at a few more ways to earn respect from the brethren and thus improve your leadership effectiveness.

To read the entire spotlight of R.W. Vartanian, click [HERE](#).



The Word

Circumambulation - Why do Masons walk in circles?

(Richard H. Ryder, 2017)

So, what’s up with all the walking around? Why do we, as Masons, ceremoniously process clockwise around the altar, always keeping it on our right side? The answer:

circumambulation.

“Circum” means around, or about; “ambulate” means to walk from place to place or to move about. Thus, circumambulate means to walk around from place to place, or more precisely, to circle on foot especially ritualistically.

Synonymous to circumambulate is perambulate, meaning to walk

Richard H. Ryder
February, 2017



Education Series

R.W. Paul Revere: Maven and Connector

It is common knowledge that Paul Revere was a prominent Mason and an even more prominent figure in American history. But there may be one part of his story that is unknown to most people – the reason he was the ideal person to spread the alarm “through every Middlesex village and farm”.

According to Malcolm Gladwell, in “*The Tipping Point*”, Revere was both a maven and a connector, which explains why the alarm he spread on that April, 1775 morning reached more people than the alarms of William Dawes and Samuel Prescott. Revere was extremely social and had a wide circle of associations, which made him very well known; but he also had a wealth of accumulated knowledge that made him, in MW Joseph Warren’s eyes, the perfect messenger that “The regulars are coming”.

REVERE, THE CONNECTOR

Paul Revere’s associations started at 15 years of age (Born: 1735) when he and six other boys formed the Bell Ringer’s Association at North Church in what is now the North End of Boston. Until his death in 1818 he continued to associate with men from diverse backgrounds. After he died his body was followed to the grave by

or travel through or around a place or area; to travel on or through especially on foot; to make an official inspection of (or boundary) on foot.

Click [HERE](#) to continue reading



Top 10 Meeting Facts for the Entered Apprentice

(Richard H. Ryder, 2016)

Aprons

All Masons must wear an apron in lodge. Candidates wear their lambskin aprons during their

“troops of friends.”

Revere involved himself in many varied associations, but five are noteworthy. He joined a political organization called the North Caucus Club, the Whig movement associated Long Room Club, the Tea Party, and the London Enemy's List. Taverns were common gathering spots for men to discuss topics of the day and associate with others. It was not unusual to see Revere at the Green Dragon Tavern, which served as the meeting place for St. Andrew's Masonic Lodge. David Hackett Fischer, in his 1994 book, *Paul Revere's Ride*, lists seven significant groups in Boston where 255 men were in one or more of these groups. Fischer indicates none of the 255 belonged to all seven groups, or even six. Only two of the 255 belonged to 5 groups: Paul Revere and Joseph Warren.

These two Past Grand Masters leveraged their extensive associations on April 18, 1775, a critical date in the founding of our great nation. If someone was going to ride through the countryside in the middle of the night, waking citizens out of a sound sleep, and shouting that the greatest military force in the world would soon be marching through town, what better person for Warren to send than a man who was equally well known and well associated: Paul Revere.

As Gladwell mentions, Revere's actions were the best historical evidence of a word-of-mouth epidemic, where extraordinary news traveled a long distance in a very short time, mobilizing an entire region to arms. Remember – this was two hundred years before Facebook. William Dawes and Samuel Prescott also carried the same message. Why was Revere more effective? The answer, according to Gladwell, is in Revere's social skills and “the law of the few” that requires Connectors, Mavens, and Salesmen.

Gladwell tells us that connectors know a lot of people or know people who themselves have a large circle of acquaintances. The connections are not necessarily through shared attitudes, but more through shared activities. Connectors have a knack of making friends and bringing the world together. “They are people all of us can reach in only a few steps because, for one reason or another, they manage to occupy many different worlds and subcultures and

degrees. Master Masons who are members of a given lodge will wear white cloth aprons with blue borders. Master Masons who are not members of a given lodge will wear plain white cloth aprons.

There are many other types of aprons worn in the lodge, including officer aprons and Past Master aprons denoted with ornate designs and tasseled borders. The Grand Master of Masons in Massachusetts, Grand Lodge officers, the District Deputy Grand Master, and certain district officers will wear purple aprons of various designs.

Gavel Raps

The Master uses his gavel to maintain order within the lodge. He raps once when trying to get someone's attention, typically an officer, or to seat the lodge. When the Master raps twice, all officers must rise, typically with the exception of the chaplain, who rises when the Master rises. When the Master raps three times all members must rise.

Proper Attire

Proper attire for lodge monthly communications (meetings) is a

niches.” They are curious, self-confident, social, and energetic. Gladwell makes a distinction between friends and acquaintances: friends occupy your same world, whereas acquaintances occupy a different world and may know something you don’t. Acquaintances can expand your knowledge base and represent social power. The more acquaintances you have; the more powerful you are. Revere was a connector, Dawes and Prescott were not.

REVERE, THE MAVEN

Another trait of connectors is access to new things through their social network. They become specialists in new information. In Revere’s case he was a specialist in gathering information about the British, which he shared with the right people. In other words, he was a Maven. It is this rare combination of Connector and Maven that made Paul Revere so unique and so qualified to spread the alarm.

According to Gladwell, Mavens are socially motivated. They are not content with just accumulating knowledge; they want to share it, not to brag, but to improve others. Their knowledge is wide and they like to initiate conversation. Mavens don’t necessarily accumulate knowledge for the mere act of learning; they accumulate knowledge in order to spread it. Mavens are socially motivated. They want to solve other people’s problems, possessing the knowledge and social skills to start a word-of-mouth epidemic. They are effective not just for what they know, but how they spread it. It is this very social motivation that allow Mavens to draw the attention of others. It is the main reason why Revere was so effective in spreading the alarm, while Dawes and Prescott were not.

As talented as Mavens are, they are not persuaders. As Gladwell mentions, Mavens acquire knowledge and pass it on, but will not twist your arm to act on that knowledge. This is the role of what Gladwell calls Salesmen. He tells us that Mavens are data banks and provide the message; Connectors are social glue and spread it; Salesmen persuade even when we are not convinced of what we are hearing.

On that crisp April morning in 1775, Revere leveraged his social

suit or jacket and tie.

Sitting in the lodge

Posture during a meeting should reflect dignity and respect. As such, members should sit upright with both feet on the floor.

Behavior During a Meeting

While meetings are in progress members will refrain from holding a conversation with other members. This is especially true during the opening, closing, prayer, degree work, and necrology services. Members should silence or turn off their cell phones.

Addressing Other Members

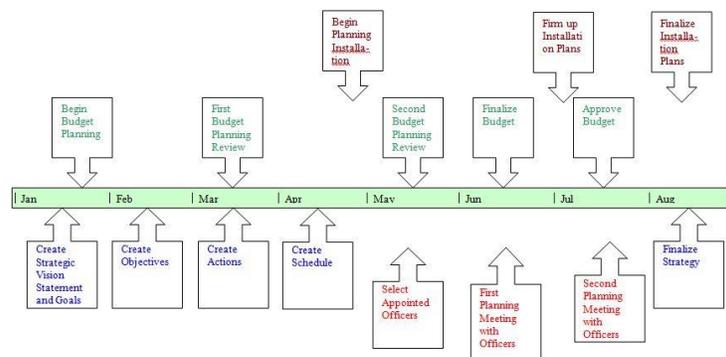
During meetings there should be no open discussion between members; all comments are directed to the Master. Members will address the Master as “Worshipful Master” (“Worshipful” means worthy of respect). Lodge officers are addressed in accordance with their office, preceded by “Brother”. For example: “Brother Senior Warden”. Non-officers are addressed as “Brother”. For example: Brother Smith or Brother John Smith; never Brother John. You may also hear

connections to pass on critical knowledge to key people in towns surrounding Boston. The result was the first formidable resistance to the British, eventually leading to the birth of our nation. It was Revere, the Connector and Maven, who played a key and pivotal role in turning the tide toward America's independence.

What can we learn from Revere? Keep learning, share your knowledge, be social, and form connections outside your immediate circle of friends.

Richard Ryder
January, 2017

Master's "Pre-Term" Timeline



The Master's Trestle Board

"Creating Objectives"

(Richard H. Ryder, 2017)

This is the second in a series of articles to help the Senior Warden, in anticipation of being elected "Master-Elect", to plan his term as Master. So as not to overwhelm him with too much information at once, this series of articles takes a sequential approach that follows the Master's "Preterm" Time Line.

In this series segment we will look at the timeline item for February -

Worshipful Brother John Smith or Worshipful Brother Smith, all of which are correct. Past Masters of any lodge are addressed as "Worshipful". Should the Grand Master or District Deputy Grand Master attend a meeting, he will be addressed as "Most Worshipful" and "Right Worshipful", respectively. All Masons, including the Grand Master and District Deputy Grand Master, can be appropriately addressed simply as "Brother", without fear of disrespect.

Speaking in Lodge

If a member desires to speak in lodge he will stand, asked to be recognized by the Master, direct his comments to the Master, and speak at a volume loud enough for all members to hear. Members will remain standing while speaking.

Leaving during the Meeting

Members should not leave during the meeting. However, during a personal emergency a member may need to vacate the room. Under these circumstances, after the opening and before the closing, a member will rise, go to the west of the altar, give the due-guard

creating objectives. In the first article, which appeared in the January 2017 edition, I discussed how to create an effective vision statement and supporting goals. Click [HERE](#) to view the first article in this series.

OBJECTIVES

An objective is a specific statement that, when fulfilled, helps to meet a goal. If you have not already done so, using the guidelines stated in the previous article, create as many goals as you need in order to define your year as Master. Strive for at least three goals.

So, what is the difference between a goal and an objective? During a battle a general might set a goal of "taking that bridge". To attain that goal there might be several objectives: 1) bring in extra troops; 2) secure the town; and 3) send in the Special Forces to secure the bridge.

For the goal of making each member feel valued, the following simply stated objective helps to focus everyone on something tangible

"In the first three months, contact each member personally, by phone or by email."

With this objective, the Master can now focus and direct his team toward taking action. Remember, you are the leader and you should be engaging your team toward assisting you in attaining your objectives, goals, and vision statement.

For each goal, create as many objectives as necessary to ensure the attainment of the given goal. Be sure to consider all the steps you need to take in order to attain a goal and be aware there may be more than you think. Don't confuse a goal and an objective. A list of objectives is a subset under the goal and serves as a checklist of accomplishments toward the goal.

Click [HERE](#) to view a sample vision statement, corresponding goals, and objectives within a goal. You will also see action items, which you can read about in the next edition of *The Maven's Journal*.

and sign of the degree on which the meeting is held (denoted by the position of the square and compasses), and then quietly depart through the tyled door. If possible, members should avoid departing during the opening, closing, moments of prayer, degree work taking place in the west, and balloting.

Arriving Late

After the opening and before the closing of the lodge, members arriving late to a meeting will follow the direction of the Tyler sitting outside the lodge. The member will quietly enter through the tyled door, go to the west of the alter, give the due-guard and sign of the degree on which the meeting is held (denoted by the position of the square and compasses), and then quietly take a seat on the sidelines.

"So Mote It Be"

After prayer and "Amen" spoken by the Chaplain, members will respond in unison, "So Mote It Be". As stated in the book, *Freemasonry in Massachusetts*, "mote" is old English for "allow" or "permit" and is addressed to the Supreme Being requesting that the prayer be answered.



What did he say?

"Leadership is something you earn, something you are chosen for. You can't come in yelling, 'I'm your leader!' If it happens, it's because the other guys respect you"

Ben Roethlisberger- NFL
quarterback



Attract and Retain Part 2 - Onboarding Single Point of Contact

In the first article of this series I discussed how, as the new Lodge Ambassador, I created a team to develop a 5 year lodge strategic plan, which resulted in the vision: *Living the Masonic tradition of*

fraternity, charity, and truth. Our first improvement priority was improving membership.

We then refined that desire into tangible goals, one of which was to improve the onboarding process to provide a repeatable experience for new members, from the time they inquire about the Fraternity to the point in time when they become a Master Mason and are starting to find their purpose within the lodge.

(Note: the other tangible goal, preparing the Senior Warden for the East, is presented in The Trestle Board series found in The Maven's Journal)

We felt a successful onboarding process required a Single Point of Contact. To learn why, click [HERE](#).



Coming Attractions

Stay tuned in future journal editions for *The Manager's Toolkit* series, which will run periodically. In it you will find articles on time management, meeting management, project management, and more.



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