



ADVISORS CONFERENCE

Saturday & Sunday, October 24-25, 2009

Overlook Conference Center
Charlton MA

This book belongs to:



October 24, 2009

Dear DeMolay Advisors,

Welcome to the Advisors Conference! I commend you on your willingness and determination to learn and improve yourself both personally and for DeMolay.

The purpose of this entire program is to provide you as an Advisor with the tools to help you grow as a DeMolay adult leader and to have a more rewarding chapter experience. The Advisory Council is a Chapter's vehicle to success, so helping make you more successful in your own right will, in turn, make your Chapter more successful as well.

An important point to note is that most everything done in a DeMolay Chapter is being done as a result of a young man's desire for knowledge and growth, whether they realize it or not. You only continue to be an Advisor because you can see results in the young men you are guiding. More of your attention needs to be on methods that guide young men than the paperwork or mechanical work of administering a Chapter. This program will provide you with workable tools to guide you and your Advisory Council towards greater productivity and success.

This book is the result of hundreds of hours of experience and years of DeMolay commitment. We have compiled the information in this manual, complete with ready-to use forms and procedures and we are going to keep building this book even after this weekend. Remember, however, that this information only works if you use it! It will take a great deal of initiative on your part to develop each and every DeMolay in your Chapter to be the very best person that they can be. There is no shortcut to success. If you're willing to put the time in, the information is here. Don't let this book gather dust. Use it to be more successful, both personally and professionally. Do not be shy about telling us what you discover the book may need in addition to what it already has.

We are committed to constant improvement which always beats delayed perfection!

Good luck!

Fraternally,

A handwritten signature in blue ink that reads "Brian S. Noble".

Brian S. Noble
Executive Officer

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Dear DeMolay Advisors,

Welcome to the Advisors Conference! I commend you on your willingness and determination to learn and improve yourself both personally and for DeMolay.

It has often been said that DeMolay Chapters do not fail because of lack of members; they fail because there is a lack of adult workers and advisors to guide them through the maturing and learning processes of life. Many of you became advisors because you believe you can make a difference. Many of you have made a significant difference.

On the other hand I see advisors who work hard but don't have full knowledge of DeMolay because they were not Senior DeMolays. Sometimes a simple thing like floor work for ceremonies is a challenge. There are times when program planning has reached a stalled point in chapter activities. It is at times like this that advisors need to pick up the slack and get that DeMolay through his trepidations. It seems however that we have a system that doesn't or isn't always able to support a local chapter.

Every summer we send young men to Leadership Training Conferences. Do we get our full benefit from this excellent training? I would say not. When young men get back from LTC they are ready to go, but is an advisor ready to help them work?

The purpose of this entire program is to provide you as an Advisor with the tools to help you grow as a DeMolay adult leader and to have a more rewarding chapter experience. The Advisory Council is a Chapter's vehicle to success, so helping make you more successful in your own right will, in turn, make your Chapter more successful as well.

This book is the result of hundreds of hours of experience and years of DeMolay commitment. We have compiled the information in this manual, complete with ready-to use forms and procedures, and we are going to keep building this book even after this weekend. Remember, however, that this information only works if you use it!

As I have said many times before, Invest in the Future, and they will invest in you. Thank you for investing in your DeMolay Chapter; they truly will be the future if you give them a chance.

Good luck!

Fraternally,

Harry E. Needham J.J.I

Executive Officer
Connecticut DeMolay

Conference Schedule Saturday

8:30-9:00 a.m.	Arrival at hotel. Check in, leave baggage at hotel.	
9:30 a.m.	Buses leave for Charlton	
10 a.m.	Welcome, introductions.	Dad Jeff Northrup
10:10. a.m.	Event Planning (all advisors)	Dad David Stern
12:15 p.m.	Lunch.	Executive Officers
1:00-2:15 p.m.	Role Playing (All Advisors)	Dad Andy Birdsall
2:15-2:20 p.m.	Explanation of afternoon program	Dad Jeff Northrup
2:30 -3:30 p.m.	Choice of one of the following	
	LTC: Our Kids Are Back: Now What?	Dad Matt DeFronzo Dad Rick Lavoie
	How to Teach Ritual	Dad Carl Ek Dad Curt Holtman
3:30-3:45 p.m.	Break	
3:45-4:30 p.m.	Failing Constructively (all advisors)	Dad Ken Northrup
4:30-4:45 p.m.	Break	
4:45-5:30 p.m.	Choice of one of the following	
	Care and Feeding of Advisors	Dad Jeff Northrup
	Understanding Adolescents/ DeMolay Demographics	Dad Wayne Szretter
	Being an Advisor, Not a Parent	Dad Rick Lavoie, Dad Ken Northrup
5:45-6:45 p.m.	Dinner	State Master Councilors

Saturday (Continued)

6:45-7:30 p.m.	Panel discussion DeMolay/Rainbow Relations	Executive Officers Supreme Deputies
7:45 p.m.	Depart for Hotel	
9:00-11:00 p.m.	Advisor Social Activity	Staff

Sunday

7:00 to 8 a.m.	Breakfast at hotel	
8:30 a.m.	Depart for Charlton	
9:15:-10:45 a.m.	Term program/calendar planning	Dad Rick Lavoie, Staff
10:45-11:00 a.m.	Break	
11:00-11:45 a.m.	Branding	Executive Officers
11:50.-12:35 p.m.	Membership	Dad Jeff Northrup
12:45 p.m.	Lunch	Grand Masters speak
2:00 p.m.	Departure	

Event Plan

Date Submitted _____ Chapter Approval Date _____ Council Approval Date _____

Proposal _____

Theme: _____

Date/Time/Location of Activity _____

Financial Outlook

Expected Income		Expected Expenses	
Item	Amount	Item	Amount
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Facility Booking _____ Required Permits _____

Start up/Set up _____

Responsibility Delegation

Councilor in Charge _____ Phone _____

Committee Member in Charge _____ Phone _____

Advisor in Charge _____ Phone _____

Advisor Coverage _____

Parents Club _____

Activity Detail

Refreshments _____

Entertainment _____

Other _____

Ending Time/Breakdown _____

Breakdown _____

Clean up _____

Wrap up Report - Attach Committee Report As Needed

Attendance:

Members _____ Guests _____ Advisors _____ Parents _____ Prospects _____

Agenda Accomplishments _____

Activity Critique _____

Repeat Feasibility _____

USE REVERSE FOR ADDITIONAL SPACE AS NEEDED.

LABEL EACH TOPIC NOTED.

How to Teach Ritual

For the current generation, the concept of “memorization” is a relic of schooling in the pre-Internet era. So how do DeMolay advisors inspire DeMolays to learn ritual?

- I. Let’s look at personnel
 - A. In this room – a brief ‘census of skills’ survey
 - B. In the chapter – individual skills, talents, and challenges

- II. Dress for success
 - A. Chapter dress – what’s your style
 1. Non-degree meeting: chapter or jurisdiction rules
 2. Degree meeting: a higher level
 3. Public events (installations, etc.): highest level
 - B. The touchy question of affordability
 1. Chapter-provided clothing (shirts, hoodies, etc.)
 2. Chapter or jurisdictional stockpile

- III. Mechanics of floor work
 - A. The diagram can be your friend
 1. How do I move OJKLM? Or elsewhere???
 2. On the left foot, march – and no ‘fig leaf’
 3. As Mom said... – feet on floor, sit up straight, etc.
 4. Special signals for uniformity
 - a. Amen – 2 – 3 – 4
 - b. Nods by MC, Chaplain, Marshal, etc.

- IV. Into the book
 - A. A word about vocabulary
 - 1. Biblical references
 - 2. Polysyllabic puzzlement
 - B. The importance of the lesson to be taught
 - 1. Learn the meaning of the words
 - 2. Learn how the ‘story’ fits into the degree
 - C. Teaching the words
 - 1. What won’t work?
 - a. “Here’s a ritual – learn this part.”
 - b. Face-to-face in the dining hall
 - c. Opposite someone’s learning style
 - 2. What’s more likely to work?
 - a. A matter of pride
 - b. Planning ahead, not cramming
 - c. Praise proper performance
 - d. Properly (pleasurably)penalize poor preparation
 - 3. Get out of the basement!
 - a. Learn in the loo
 - b. Learn before lights out
 - c. Outdoors – walking, rollerblading, etc.
 - D. Practicum
 - 1. Meet the “Recognition Button Presentation”

Chapter Room Arrangements and Paraphernalia

Room Arrangement: The altar, the councilors' seat and pedestals, the station of the officers and chairs for the members should be arranged as shown on Diagram One or as close to that arrangement as the circumstances of the room permit. For example: some chapters may find it necessary to place Preceptors 1, 2 and 3 on the south side of the room and Preceptors 4, 5, 6 and 7 on the north side. If the door through which most officers, members and others normally enter the chapter room is not located at the point indicated as "A" on Diagram One, the Junior Deacon and Sentinel would necessarily be relocated to that door to enable them to control access.

Required Paraphernalia: In an open meeting, a chapter room should be furnished with the following paraphernalia: two gavels; seven candlesticks with candles, Bible, school books, national flag in standard; chime.

Optional Items: Altar cloth; flowers; chapter banner; baton for Marshal; Bible marker; gavel for Junior Councilor.

Candles: The candles should be arranged about and to the East of the Altar as shown on Diagram One.

Flag and Banner: The national flag and the chapter banner should be placed in standards at the positions shown on Diagram One.

Gavels: A gavel should be on the pedestal at the stations of the Master Councilor and Senior Councilor.

Altar: In an open meeting, only the Holy Bible and school books must be placed on the Altar. If desired, only an altar cloth, Bible marker and flowers may be added.

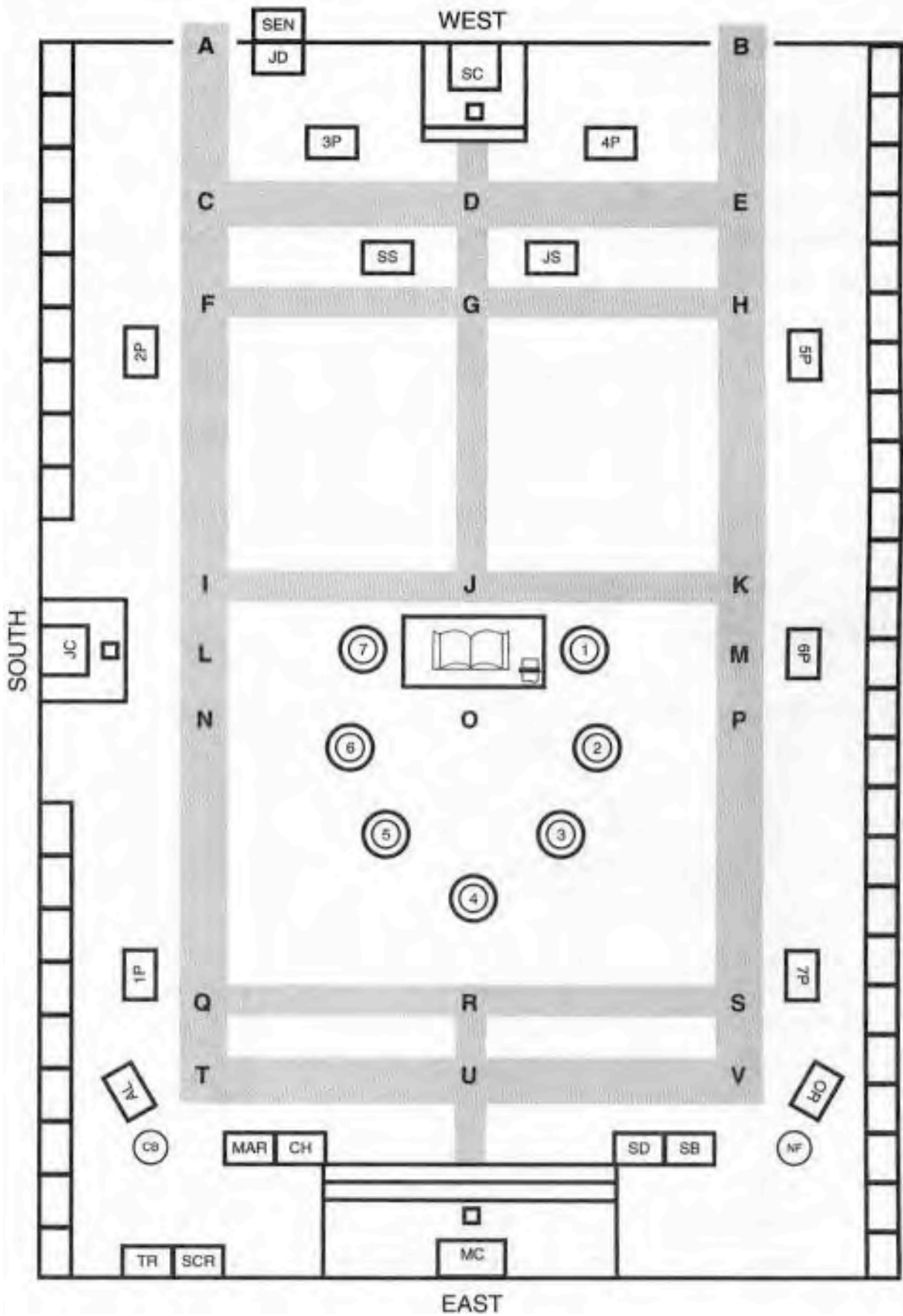
If flowers are used, they should be placed around the Holy Bible, but not on it. If Bible marker is used, the DeMolay emblem upon it, if any, should be toward the West side of the altar, whether the Bible is opened or closed. If there is a DeMolay emblem on the altar cloth, it should be on the West side.

Robes: The uniform adopted by the International Supreme Council for use by chapter officers is a black cape robe lined with red with the DeMolay emblem on the wearer's right breast. That robe is for use by all officers in open ceremonies.

Pronunciations and Definitions: Appendix A contains a brief dictionary of words used in DeMolay ceremonies, including correct pronunciations. DeMolay members preparing a ritual part should consult Appendix A for a thorough understanding of the meanings of the words and the correct pronunciations so they may more effectively teach the lessons contained in the ceremonies.

Music: Appendix B contains a program of selected music titles. The use of music in all DeMolay Ritual work is strongly recommended. Throughout the text, blanks for the entry of suggested music are provided. A standard cassette tape of musical selections is available from the International Supreme Council headquarters.

Diagrams and Figures: Appendix C contains diagrams showing the chapter room set-up. The positions of the officers, the letter designations used in describing the floor movements, and figures displaying a series of photographs of the correct way of conducting persons, carrying the flag, etc.



Recognition Pin Presentation Ceremony

This presentation is designed to be either open or private as the chapter may decide.

Required parts: Master Councilor: M.C.; Marshal: Mar.

Required paraphernalia: gavel on M.C.'s pedestal; Holy Bible open on altar; school books on northeast corner of altar; a recognition pin for each candidate placed on altar on East side of Bible.

Optional paraphernalia: seven candlesticks with candles; altar cloth; altar flowers; pedestal covers; baton for Mar.

M.C. Brother Marshal, you will conduct our newly initiated brothers to the Altar.

Mar. moves X Z T, thence to place where candidates are seated, and conducts them to a point J, all face East.

M.C. In the words of our founder: To you who have entered the portals of DeMolay a whole-hearted welcome is extended by the great legion of its international membership. You are now a part of a select world-wide group of young men. You have been handed the torch of high endeavor first lighted and carried by Jacques DeMolay, and it becomes your sacred and solemn duty to keep it ever burning. Millions of young men have borne it in the past and millions will bear it in the future. To keep its flame gleaming brightly is a stewardship never to be shirked.

More than six hundred years have passed since the unconquerable spirit of Jacques DeMolay blazed forth with a luster that dimmed the material flames which consumed his body. It was an outstanding principle of moral courage which prompted him to submit to torture and to death rather than betray his ideals or fail to fulfill his obligations. It is a spiritual illumination of moral chivalry which prompts DeMolays to be clean in all thinking and ever ready to aid and protect the weak, the helpless and the oppressed. This is truly a creed you will be proud to exemplify before the world. As a real seeker of truth, you will find DeMolay of genuine benefit in solving many perplexing problems. Your membership in this Order will profit you according to the measure of service you give to its cause. As you give, so shall you gain. Its practical, spiritual, mental and physical standards will aid the inherent manliness within you. Its forbearance and brotherly love are yours to adopt and put to everyday use. As Master Councilor of _____ Chapter, it is my pleasure to present to you this recognition insignia which I hope you will wear with pleasure to yourself and honor of our fraternity. It is to be worn on your left coat lapel that your brethren and the world at large may know you to be a member of the Order of DeMolay.

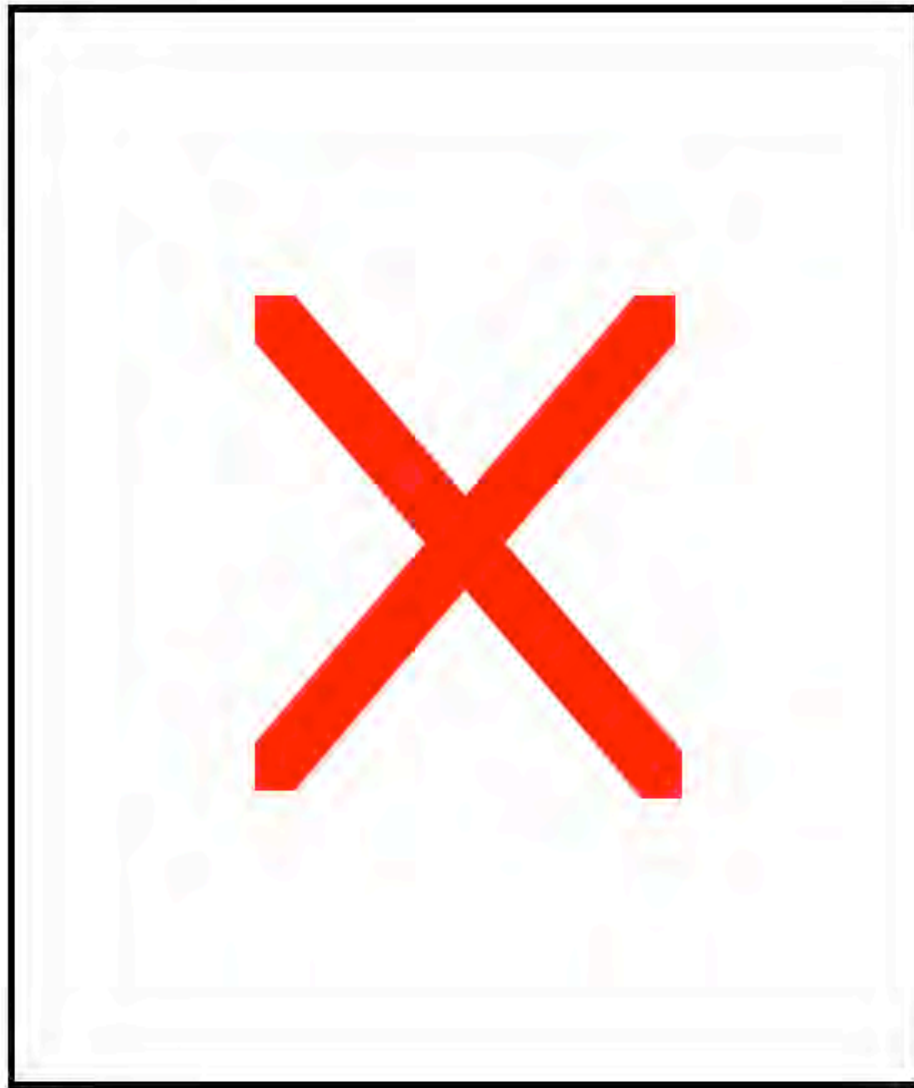
May this recognition pin ever be a reminder to you of your vows to be faithful to our tenets. It is needless to admonish you never to wear it where you would be ashamed to take your mother, sister or father. Brother Marshal, you will conduct the brothers to seats in our midst.

M.C. faces East, moves O U X, faces West. Mar. conducts candidates J K thence to seats, then returns Z X, faces West.

M.C. * (rap) *All sit down.*

Constructive Failure – “Teachable Moments”

1. How Do You Know It Will Fail?
 - a. Past Experience with Similar Event
 - b. Knowledge of Promoter and his planning/execution skills
 - c. Instinctive
2. Types of Failure
 - a. Financial
 - b. Emotional
 - c. Unexpected Result
 - i. Positive
 - ii. Negative
 - d. Expectations vs. Reality/Outcome/Result
 - i. Reasonable Expectations?
 - ii. Comparative Standard for Success
 - e. Mixed Results
 - f. Utter, miserable lack of achievement
3. Avoiding Failure in the First Place
 - a. Context
 - i. Promoter’s Familiarity with type of event/purposes/goals
 - b. Adult Guidance
 - i. Input/suggestions/setting expectations and benchmarks
 - ii. Education as necessary
 - iii. Direct support/assistance
 - c. Peer Guidance
4. Deciding Whether a Doomed Project Should be Allowed to Continue
 - a. Physical Safety
 - b. Emotional Safety
 - c. Reputational Safety
 - i. Organizational reputation
 1. In Masonic/DeMolay/Rainbow/fraternal circles
 2. Vis-à-vis the public
 - ii. Personal reputation
5. Neither a Sniper nor a Sycophant Be
6. Damage Control
7. The Aftermath
8. The Encore



“Failure at Camp Turk”

By: Brother Zack Heaton (PMC)

On Friday the twenty first of July, 2006 Myself and a few other members of the chapter went to Camp Turk to talk to the campers that were currently there.

It was okay however It could have been better had the planning been more thoroughly thought out. Instead of just randomly calling on people that were present to deliver an unexpected description of DeMolay (which most of us would agree is one of the hardest things to be asked) we could have an agenda and each member that went to speak should have been told what he was expected to discuss about DeMolay. After we attempted to deliver a good speech to the crowd which did not work out too well, we walked around and answered individual questions.

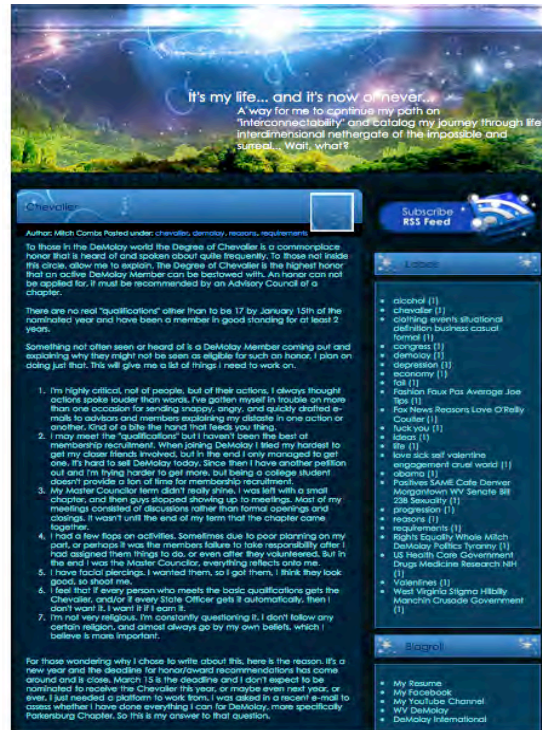
That is how we failed to share what DeMolay is all about at camp Turk.

A Real Blog-Post by a WV DeMolay from February, 2009 ...

To those in the DeMolay world the Degree of Chevalier is a commonplace honor that is heard of and spoken about quite frequently. To those not inside this circle, allow me to explain. The Degree of Chevalier is the highest honor that an active DeMolay Member can be bestowed with. An honor can not be applied for, it must be recommended by an Advisory Council of a chapter.

There are no real "qualifications" other than to be 17 by January 15th of the nominated year and have been a member in good standing for at least 2 years.

Something not often seen or heard of is a DeMolay Member coming out and explaining why they might not be seen as eligible for such an honor, I plan on doing just that. This will give me a list of things I need to work on.



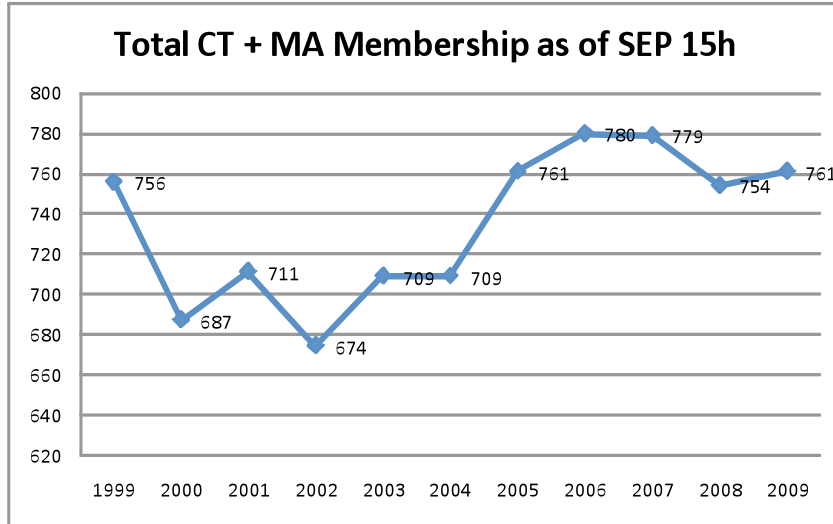
1. I'm highly critical, not of people, but of their actions, I always thought actions spoke louder than words. I've gotten myself in trouble on more than one occasion for sending snappy, angry, and quickly drafted e-mails to advisors and members explaining my distaste in one action or another. Kind of a bite the hand that feeds you thing.
2. I may meet the "qualifications" but I haven't been the best at membership recruitment. When joining DeMolay I tried my hardest to get my closer friends involved, but in the end I only managed to get one. It's hard to sell DeMolay today. Since then I have another petition out and I'm trying harder to get more, but being a college student doesn't provide a ton of time for membership recruitment.
3. My Master Councilor term didn't really shine. I was left with a small chapter, and then guys stopped showing up to meetings. Most of my meetings consisted of discussions rather than formal openings and closings. It wasn't until the end of my term that the chapter came together.
4. I had a few flops on activities. Sometimes due to poor planning on my part, or perhaps it was the members failure to take responsibility after I had assigned them things to do, or even after they volunteered. But in the end I was the Master Councilor, everything reflects onto me.
5. I have facial piercings. I wanted them, so I got them, I think they look good, so shoot me.
6. I feel that if every person who meets the basic qualifications gets the Chevalier, and/or if every State Officer gets it automatically, then I don't want it. I want it if I earn it.
7. I'm not very religious. I'm constantly questioning it. I don't follow any certain religion, and almost always go by my own beliefs, which I believe is more important.

For those wondering why I chose to write about this, here is the reason. It's a new year and the deadline for honor/award recommendations has come around and is close. March 15 is the deadline and I don't expect to be nominated to receive the Chevalier this year, or maybe even next year, or ever. I just needed a platform to work from. I was asked in a recent e-mail to assess whether I have done everything I can for DeMolay, more specifically Parkersburg Chapter. So this is my answer to that question.

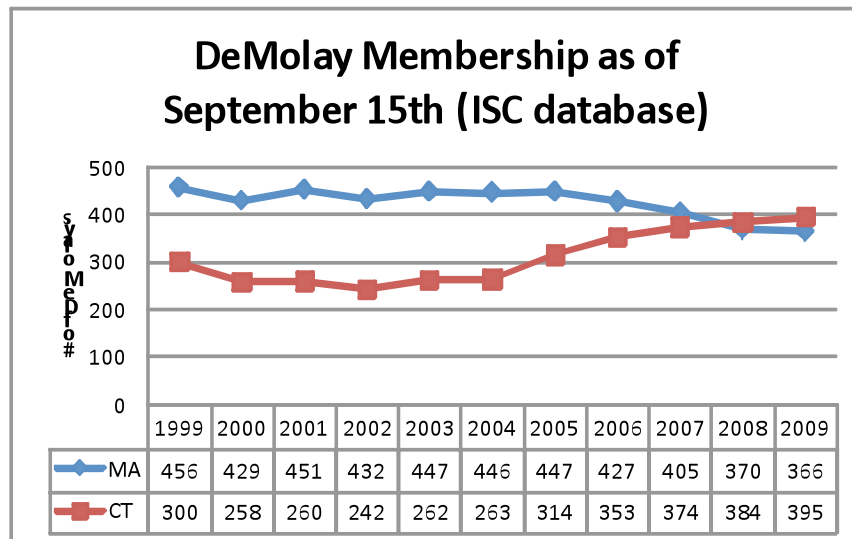
DeMolay Demographics For Connecticut & Massachusetts

An analysis of demographic data extracted from the DeMolay International membership database was conducted in an effort to understand the impact of the age distribution of our membership and to examine other membership trends in the jurisdictions of Connecticut and Massachusetts.

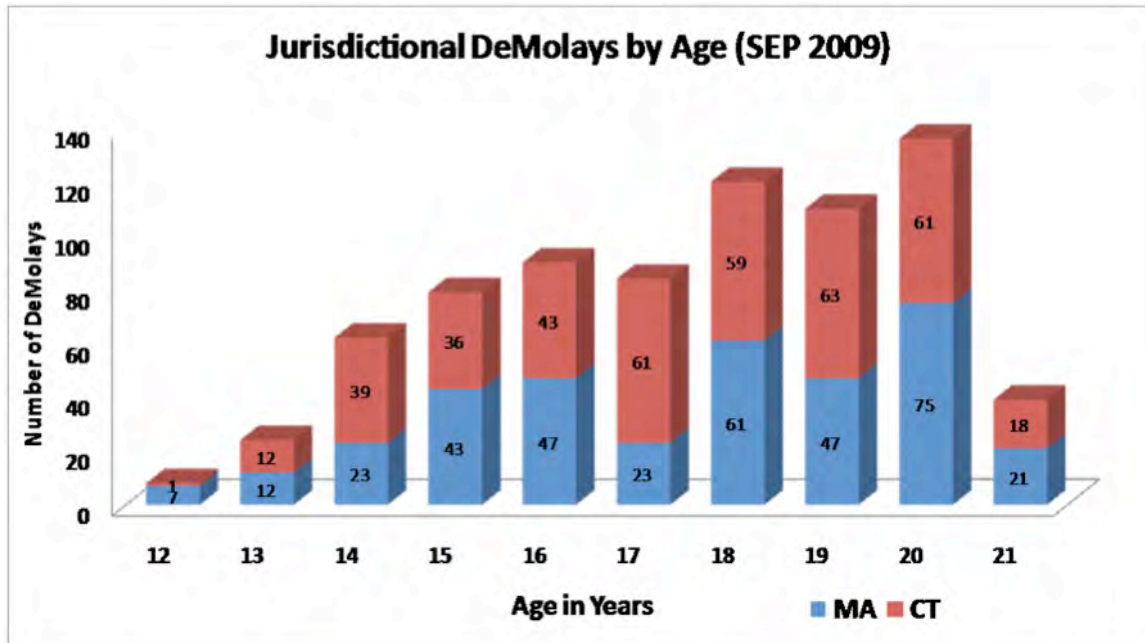
- Over the past decade, total membership has fluctuated from a low of 674 to a high of 780 members. Total membership as of 9/15/09 (761 DeMolays) is slightly higher than it was at the same point in time in 1999 (756 DeMolays)



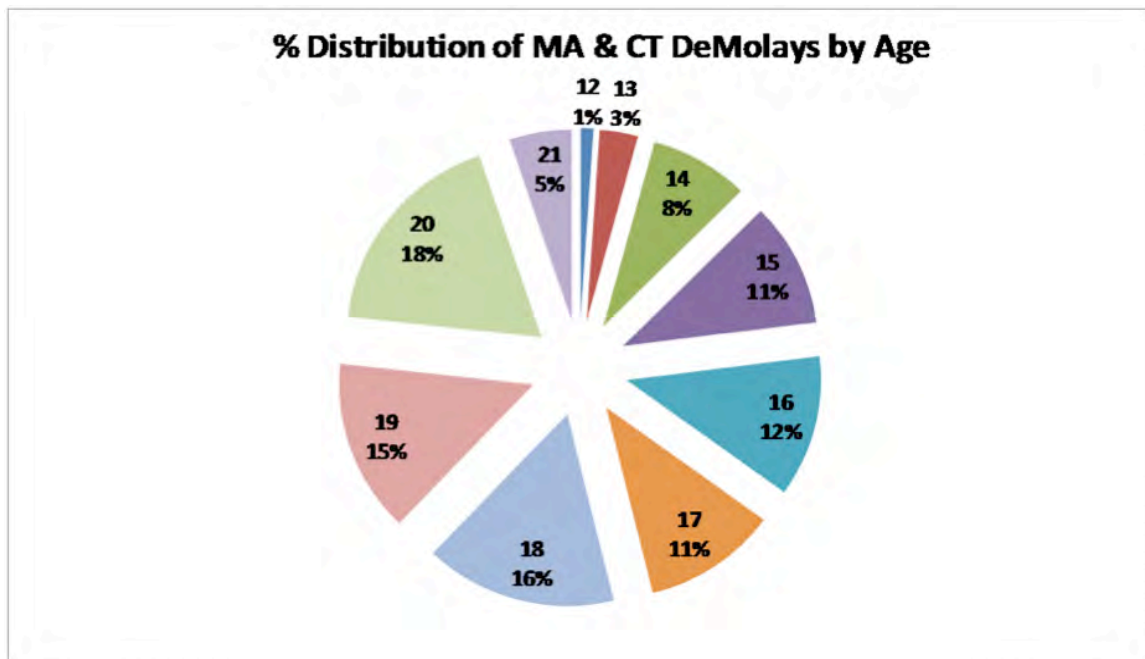
- Looking at jurisdictional trends over the same period, membership in Massachusetts decreased by 20% (from 456 members in 1999 to 366 in 2009) and Connecticut increased by 32% (from 300 members in 1999 to 395 in 2009).



- For those DeMolays residing in Connecticut and Massachusetts, the largest cohort is 20 years of age (136 members) and the smallest cohort is 12 years of age (8 members).



- 12% of the membership is between the ages of 12-14, 23% are between the ages of 15-16, 27% are between the ages of 17-18, and 38% are between the ages of 19-21.



Understanding Adolescents

Learning Objectives

1. To learn techniques and strategies on how to better communicate with adolescents so that we have a higher likelihood of them hearing us.
2. Which skills can be developed/encouraged?
3. To better identify the ranges of 'normal' for adolescents these days and have a better understanding of what their world looks like.
4. To learn how to tailor instructions/expectations for various developmental stages.

OVERVIEW OF ADOLESCENT BEHAVIOR

Advisors should be aware of the various stages of brain development and its correlation to our expectations of the DeMolay program. In previous decades, Chapter Master Councilors were mostly 16-18 years of age. Now it is not uncommon to have Master Councilors who are 14 or even 15 years old.

- Age-related changes in functioning include the gradual progression from concrete to abstract thinking, and developing ability to see a situation from someone else's perspective
- Communication skills vary by age... speaking, listening, writing
- How the language we use to speak with people matters.
- Teens need to be surrounded by caring adults and institutions that help them learn specific skills and appropriate adult behavior.
- Keeping up with the changing technology affecting the way people communicate (bridging the gap). Reminders of how powerful an individual conversation may be....need for care in language used, helpful/supportive without being prescriptive....allowing young people to find their way and their voice.

DISCUSSION ITEMS:

- How can the expectations of DeMolay be linked to character strengths that bode well for success in later life?
- What specific systems and practices will best help them grow and mature in appropriate ways?
- How is technology impacting the young people and our interactions with them?
- How do we better understand young people with learning differences? Is there a layman's guide to understanding the various learning styles & how best to match them?
- What are the resources available to youth and advisors today? In school? In communities?

The logo for the Beloit College Mindset List. It features the text "Beloit College" in a serif font on the left, followed by "mindset list" in a large, bold, sans-serif font with two stars above the 'i' and 't'. Below this, "mindset list FOR the class of 2013" is written in a smaller, outlined, sans-serif font with stars above the 'i' and 't'.

If the entering college class of 2013 had been more alert back in 1991 when most of them were born, they would now be experiencing a severe case of déjà vu. The headlines that year railed about government interventions, bailouts, bad loans, unemployment and greater regulation of the finance industry. *The Tonight Show* changed hosts for the first time in decades, and the nation asked “was Iraq worth a war?”

Each August since 1998, Beloit College has released the Beloit College Mindset List. It provides a look at the cultural touchstones that shape the lives of students entering college. It is the creation of Beloit’s Keefer Professor of the Humanities Tom McBride and Emeritus Public Affairs Director Ron Nief. It is used around the world as the school year begins, as a reminder of the rapidly changing frame of reference for this new generation. It is widely reprinted and the Mindset List website at <http://www.beloit.edu/mindset/> receives more than 300,000 hits annually.

As millions of students head off to college this fall, most will continue to experience the economic anxiety that marked their first two years of life just as it has marked their last two years of high school. Fears of the middle class—including their parents—about retirement and health care have been a part of their lives. Now however, they can turn to technology and text a friend: "Momdad still worried bout stocks. urs 2? PAW PCM".

Members of the class of 2013 won't be surprised when they can charge a latté on their cell phone and curl up in the corner to read a textbook on an electronic screen. The migration of once independent media—radio, TV, videos and CDs—to the computer has never amazed them. They have grown up in a politically correct universe in which multi-culturalism has been a given. It is a world organized around globalization, with McDonald's everywhere on the planet. Carter and Reagan are as distant to them as Truman and Eisenhower were to their parents. Tattoos, once thought "lower class," are, to them, quite chic. Everybody knows the news before the evening news comes on.

Thus the class of 2013 heads off to college as tolerant, global, and technologically hip...and with another new host of *The Tonight Show*.

-
1. For these students, Martha Graham, Pan American Airways, Michael Landon, Dr. Seuss, Miles Davis, *The Dallas Times Herald*, Gene Roddenberry, and Freddie Mercury have always been dead.
 2. Dan Rostenkowski, Jack Kevorkian, and Mike Tyson have always been felons.
 3. The Green Giant has always been Shrek, not the big guy picking vegetables.
 4. They have never used a card catalog to find a book.

5. Margaret Thatcher has always been a former prime minister.
6. Salsa has always outsold ketchup.
7. Earvin "Magic" Johnson has always been HIV-positive.
8. Tattoos have always been very chic and highly visible.
9. They have been preparing for the arrival of HDTV all their lives.
10. Rap music has always been main stream.
11. Chocolate chip cookie dough ice cream has always been a flavor choice.
12. Someone has always been building something taller than the Willis (née Sears) Tower in Chicago.
13. The KGB has never officially existed.
14. Text has always been hyper.
15. They never saw the "Scud Stud" (but there have always been electromagnetic stud finders.)
16. Babies have always had a Social Security Number.
17. They have never had to "shake down" an oral thermometer.
18. Bungee jumping has always been socially acceptable.
19. They have never understood the meaning of R.S.V.P.
20. American students have always lived anxiously with high-stakes educational testing.
21. Except for the present incumbent, the President has never inhaled.
22. State abbreviations in addresses have never had periods.
23. The European Union has always existed.
24. McDonald's has always been serving Happy Meals in China.
25. Condoms have always been advertised on television.
26. Cable television systems have always offered telephone service and vice versa.
27. Christopher Columbus has always been getting a bad rap.
28. The American health care system has always been in critical condition.
29. Bobby Cox has always managed the Atlanta Braves.
30. Desperate smokers have always been able to turn to Nicoderm skin patches.

31. There has always been a Cartoon Network.
32. The nation's key economic indicator has always been the Gross Domestic Product (GDP).
33. Their folks could always reach for a Zoloft.
34. They have always been able to read books on an electronic screen.
35. Women have always outnumbered men in college.
36. We have always watched wars, coups, and police arrests unfold on television in real time.
37. Amateur radio operators have never needed to know Morse code.
38. Belarus, Moldova, Ukraine, Uzbekistan, Armenia, Latvia, Georgia, Lithuania, and Estonia have always been independent nations.
39. It's always been official: President Zachary Taylor did not die of arsenic poisoning.
40. Madonna's perspective on Sex has always been well documented.
41. Phil Jackson has always been coaching championship basketball.
42. Ozzy Osbourne has always been coming back.
43. Kevin Costner has always been Dancing with Wolves, especially on cable.
44. There have always been flat screen televisions.
45. They have always eaten Berry Berry Kix.
46. Disney's Fantasia has always been available on video, and It's a Wonderful Life has always been on Moscow television.
47. Smokers have never been promoted as an economic force that deserves respect.
48. Elite American colleges have never been able to fix the price of tuition.
49. Nobody has been able to make a deposit in the Bank of Credit and Commerce International (BCCI).
50. Everyone has always known what the evening news was before the Evening News came on.
51. Britney Spears has always been heard on classic rock stations.
52. They have never been Saved by the Bell
53. Someone has always been asking: "Was Iraq worth a war?"
54. Most communities have always had a mega-church.

55. Natalie Cole has always been singing with her father.
56. The status of gays in the military has always been a topic of political debate.
57. Elizabeth Taylor has always reeked of White Diamonds.
58. There has always been a Planet Hollywood.
59. For one reason or another, California's future has always been in doubt.
60. Agent Starling has always feared the Silence of the Lambs.
61. "Womyn" and "waitperson" have always been in the dictionary.
62. Members of Congress have always had to keep their checkbooks balanced since the closing of the House Bank.
63. There has always been a computer in the Oval Office.
64. CDs have never been sold in cardboard packaging.
65. Avon has always been "calling" in a catalog.
66. NATO has always been looking for a role.
67. Two Koreas have always been members of the UN.
68. Official racial classifications in South Africa have always been outlawed.
69. The NBC Today Show has always been seen on weekends.
70. Vice presidents of the United States have always had real power.
71. Conflict in Northern Ireland has always been slowly winding down.
72. Migration of once independent media like radio, TV, videos and compact discs to the computer has never amazed them.
73. Nobody has ever responded to "Help, I've fallen and I can't get up."
74. Congress could never give itself a mid-term raise.
75. There has always been blue Jell-O.

The Care and Feeding of Advisors

It's one thing to recruit advisors. It's quite another to retain them. The successful Chapter needs to do both. Today, we'll be talking about the latter issue—the need to keep the advisors we already have.

I. Why?

- A. It's a serious problem to continually have to replace advisors.
- B. Institutional memories get lost when more experienced advisors go away.
 - 1. They know the people and institutions with whom the Chapter has dealt over the years.
 - 2. They know where the “bodies” are buried.
- C. The more the merrier.
 - 1. Cut down on the ‘heavy’ lifting.
 - 2. Many hands make light work.
- D. Non-traditional (read female, non-Masonic) advisors need more training and orientation than Senior DeMolays and some Masons.

II. When?

- A. All month; every month.
- B. Whenever the Chapter meets.
- C. More importantly, at times when the Chapter doesn't meet.

III. How?

- A. The hard part.
 - 1. Make sure they feel welcome.
 - 2. Make sure they feel useful.
 - 3. Make sure they enjoy themselves as much as possible.
 - 4. Above all, make sure they feel wanted and needed.
- B. This is where the Council Chairman comes in.
 - 1. He needs to make sure the advisors are all of the above.
- C. In many ways, it is just as important to have a retention program for advisors—perhaps more so—as to have a retention program for active DeMolays.

Advisors Who Play Together... Stay Together

"Dad" Thomas R. Labagh, Executive Officer



Work hard. But play hard, too!

One of the signs of a healthy and growing Chapter is an Advisory Council that enjoys working and being together. When the Advisors are having fun, the Chapter is not a stressful activity for them. People have enough stress in their lives, and volunteering in an organization that creates more of it gets old fast.

Making service as a DeMolay Advisor fun is a responsibility of all Advisors. When it isn't fun, or when it becomes a hassle, the Advisors should talk to the Council Chairman who will make it a priority to find a solution to the problem.

Some Advisory Councils schedule regular "Advisor-only" events where the advisors and their spouses get together for social time. A dinner party, a board games night, a trip to the races, a theater program, a card party, or a night at the movies (without a discussion of the Chapter or its activities) can go a long way in boosting the morale of the Council members.

Sure, work hard. But play hard, too! Have fun and be successful!

[home](#) > [adult resources](#) > [adult leader resources](#) > advisor fun

From the Pennsylvania DeMolay website

How Will They React?

Based on the work of Hans Finzel in The Top 10 Mistakes Leaders Make

Turn-ons

- ✓ Recognition and Praise
- ✓ Time Spent With Each Other
- ✓ Chances to Learn New Things
- ✓ Fun at DeMolay Events
- ✓ Small unexpected rewards for job well-done

Turn-offs

- ✓ Hearing About the Past
- ✓ Inflexibility About Time
- ✓ Work-a-holism
- ✓ Being Watched and Scrutinized
- ✓ Pressure to Behave Traditionally
- ✓ Disparaging Comments About Tastes, Styles
- ✓ Feeling Disrespected

Membership From the Advisor Perspective

How to Train Your Home Chapter in Selling DeMolay

Step 1: Plan a training session – Pick a date

This can be done after a meeting or as its own event, but in order for it to work; the members need to be there. Try having something else at the session like a Pizza party or video games when it is finished.

Step 2: Introduce the concept of Features and Benefits –

Feature: Something specifically offered to DeMolay members

Benefit: How that feature impacts the DeMolay

Step 3: Use an example of Feature and Benefit

Feature: Ritual

Benefit: Public speaking skills

Memorization skills

Confidence

Better understanding of DeMolay

Competition

Step 4: Create a Feature list specific to your home chapter

Include all events that are unique to your chapter in the feature category. The chapter members should be brainstorming for this feature list, you are merely the moderator.

Step 5: Create flash cards

Each member creates 5 flash cards on five different features/benefits

Step 6: Study the flash cards

Here the members pass their completed cards around and share their features/benefits. This will expand their ability and knowledge on different aspects of DeMolay

Step 7: Practice on non-members

After training session, hold a prospect party

Options:

Give sales tools to those who participate

Give sales incentives to those who have new members join

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
- II. What is DeMolay? 10 minutes
 - a. Define the organization – show video or cd-rom
 - b. Identify features of DeMolay (Your chapter did this when holding a training session)
- 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 Templars
 - ii. Focus on loyalty and fidelity
- IV. Reiterate the features of DeMolay 15 minutes
 - a. Explain the multiple benefits to the members
 - b. If there are parents in attendance, divide the group. Some benefits are for adults, others for members
 - c. Encourage questions
- V. Detail 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 – Sales tools
 - 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

Checklist for Your Upcoming Term

Here are some events to consider while planning your term. Use this checklist to help you during the Term Planning Lab on Friday and when revisiting your term with your Advisory Council. You should always consider speaking with your Dad Advisor for specific dates.

Meetings

- _____ All regular meetings
- _____ First Degree*
- _____ Second Degree*
- _____ Other required meetings for your chapter
- _____ Voting for officers
- _____ “Step Up” practice meeting

Visitations – At least two per term. Check with your brethren from LTC to see when they meet.

- _____ Visitation I: _____ (Chapter visiting)
- _____ Visitation II: _____ (Chapter visiting)

Service Events

- _____ Masonic* _____ (Specific Event)
- _____ Community _____ (Specific Event)

Fundraisers

- _____ For general funds*
- _____ For specific event budget

Fun Events – One every two weeks at a minimum. Use the Membership survey in your LTC Binder to see what your members want to do.

- _____ Social Event*
- _____ Athletic Event*

Prospect Party – Use schedule from your membership classes to properly plan events.

- _____ Training Session – Show younger members how to talk about DeMolay with others
- _____ Post Party “Fun” Event

Statewide Events –Use approximate dates if your state has not decided yet.

- | | |
|-----------------------------------|-------------------------------------|
| _____ Athletic Events | _____ Ritual Events |
| _____ Conclave | _____ Congress |
| _____ Educational Events | _____ Dances |
| _____ Other Jurisdictional Events | _____ Regional/International Events |

Obligatory Days

- _____ Patriots Day: February-April*
- _____ Devotional Day: Sunday nearest March 18*
- _____ Day of Comfort: Date close to Thanksgiving/Christmas*
- _____ Educational Day: Convenient to your chapter*
- _____ Parent’s Day: Between May 1 – June 20*
- _____ My Government Day: July*
- _____ Frank S. Land Day: Near November 8*

Keep the following in mind

- Space out your events throughout your term. Do not have too many events together.
- Do not schedule events on Holidays without permission...consider different religions.
- Delegate the planning of two fun events to your Senior and Junior Counselors
- Be realistic with events...do not plan something very expensive if your members cannot afford it.
- Consider the weather. A pancake breakfast in the heat of August does not make money...neither does a Car Wash during February vacation.

Event Ideas learned at the Advisor Conference

***Mandatory for receiving Past Master Councilors Meritorious Service Award.**

Term Planning Survey

For use with your chapter members.

To help the councilors plan the Chapter's activities for the coming term, please fill out the form below. Show your interest in each area by putting a check next to all items that interest you in each category. (Note: There is room available for you to provide other suggestions you might have.)

1. Athletics

- Softball
- Basketball
- Street Hockey
- Dodge ball
- Bowling
- Other _____
- Other _____

2. Civic Service

- Masonic CHIP Program
- Food Baskets for Needy Families
- Volunteer at Assisted Living Facilities
- Environment (clean up parks)
- Assist with blood drives
- Other _____
- Other _____

3. Entertainment

- Dances
- Movie nights
- Game nights
- Pool Party
- Overnights
- Majik Tournament
- Other _____
- Other _____

4. Educational

- _____ Visit Historic sites
- _____ Visit Museums
- _____ Speakers at Meetings
- _____ Other _____
- _____ Other _____

5. Fundraising

- _____ Car Wash
- _____ Candy Sale
- _____ Selling Christmas Trees/Wreaths
- _____ Booth at local fair
- _____ Serving Dinners
- _____ A-thons
- _____ Other _____
- _____ Other _____

6. Chapter Activities

- _____ Newsletter
- _____ Web page
- _____ Calling List
- _____ Public Relations
- _____ Other _____
- _____ Other _____