



MASONIC TRIBUNE

A QUARTERLY NEWS AND INFORMATION PUBLICATION OF:

GRAND LODGE OF WASHINGTON

FREE & ACCEPTED MASONS



2014

2015

The Grand Lodge Team

VOLUME XCV No.1 - Fall 2014 ISSUE

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Editorial Note:

In this initial issue for the Masonic year 2014-15 we have added a few changes on the lay-out and page structure of the publication. I try my best to incorporate new ideas to help encourage the reading audience not only enjoy the contents of the articles but to also browse the images and photos that supports the stories published. I will try to bring in articles that will promote Masonic education as well as news in and around the Fraternity, within and beyond the geographical vicinity of our Masonic Grand Jurisdiction.

I hope that this publication will continue to be an important tool in our communications tool box. I also hope that it serves its purpose to provide easily accessed information of the outstanding accomplishments achieved by our Brothers, individually and collectively.

This publication is the means to reach out to the Brethren of this Masonic Jurisdiction to make them aware of the progress we have made in support of our beloved Fraternity. Please continue to send in your articles to contribute to the healthy publication we hope to deliver to you in every issue. Moreover, please send any remarks and ideas you might have to assist me in improving the look and feel of this publication

Please start to send in your articles as soon as you have read this material to give me ample time to sort them to prepare for the next issue. I look forward to working with you in making this publication more effective so it may benefit the future of our Fraternity. Thank you all so much.

Fraternally,
MWB G. Santy Lascano
 Chairman, GLWA Masonic Tribune
 A Sub Committee of:
 Public Relations Committee

g.santy@comcast.net



Guidelines for Submission of Articles for the Masonic Tribune

1. Articles can be submitted in MS Word format. Please do not do too much special formatting writing your article because your layout will be subject to change depending on which page your article will be placed in the publication itself.
2. Please always do a thorough spell check of your document especially names that are not common in the built in spell checker of software applications.
3. Please make sure you only use Arial in all your fonts in the document, as the publication body text will all be produced in Arial type font only. If you use another font, some special characters might not translate properly when converted to Arial. This typeface is pretty much Universal.
4. Include the pictures you want used in your article in the Word document layout, but also please attach the original digital photo file as a separate file in the e-mail.
5. Make sure the name and author of the article is reflected on the bottom of the article content.
6. Video clips are acceptable. Please send me a separate e-mail so we can arrange for the transmission of your video media footage (g.santy@comcast.net)
7. When sending your article, your e-mail subject field should say "Masonic Tribune Winter 2015 – Your Name or Committee Name or your GL Title."
8. Your article is important to us. Please help us protect its accuracy according to your intended subject.



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Masonic Tribune Committee:

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 WB Dean Markley VVWB Jim Kendall

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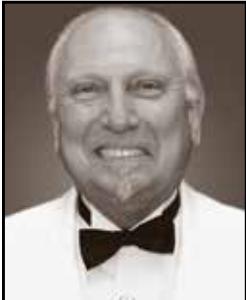
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Article submission deadlines:

Summer Issue	May 10
Fall Issue	September 10
Winter Issue.....	December 10
Spring Issue.....	February 10



Grand Master Most Worshipful Brother
Sam Roberts



Standing out from the crowd

I'm about to point out some things that are or should be oblivious to us all. They include declining membership, poor attendance, disinterest and lack of support and public disrespect. We'll talk about the Masonic Lodges in a minute, but let's make a list and start with our churches, our civic and social clubs and organizations, our schools and what used to be called the family unit. We've talked about this before. It can be summed in this brief statement: People, in the name of individual rights, have surrendered their basic principles of being human to a society that demands that all others do the same. Our institutions have adopted an open policy of anything and everything goes. Some churches, in order to keep the doors open, have moved to entertainment instead of a sermon. Schools teach from sources that avoid or even deny controversy and no longer provide mentorship or direction, being paralyzed by fear of criticism and lawsuits. Every civic group is struggling for new members and is withdrawing from all activities because of a lack of funds. Public awareness is described by apathy. Our Leaders inform us in sound bites with no meaningful content. Even parents are reluctant to demonstrate discipline ...or love.

Like them, Masonry has retreated into obscurity and for the same reasons. None want to stand alone and appear to dictate right or wrong. None want to take a stand on anything that might draw the attention of the lawyers or demonstrators. Few want the duty or are willing to put forth the effort of being a guide, a mentor or a leader having the responsibility for another, who has no appreciation or respect for that duty or the effort. I recently overheard a person say that as soon as his son was eighteen, the boy would be on his own. With an attitude like that I could only think that the young man was and had for some time been "...on their own."

Ever think that the appeal of gangs, militants and revolutionaries is that they have a sense of unity and are looking for a change? It is no surprise, then, that some of our Masonic Lodges and family organizations are actually growing. Talk to the initiates, who will tell you that they are looking for a sense of belonging and the "right" rules to live by. What follows may seem contradictory ... without due thought and consideration.

We, the Freemasons of the world, have what the world so desperately needs, one man at a time, but these men MUST have more than a desire to know right from wrong and be willing to live by the highest of moral standards. We have that

sense of togetherness, Brotherhood, but without these it is essential that these men reject the current civil or social norms that recognize mediocrity, disrespect of self or others or convenient truth. We have the trust and belief that we are bound together by all the Masonic tenets found in our obligations and charges and these men must meet our minimum standard of the highest ethical character.

We can continue to stay in the shadows or step boldly into the light and declare our worth. Rather than hope that the next candidate will become the better man, we must seek out and begin an association with honorable men. We must let the men of enviable character know that they have compatriots in the Masonic Fraternity. We must reestablish the high and noble distinction of Masonry by being the best, beginning in our Lodges; in our homes; or churches, schools, offices, factories and stores. People tend to associate with others that share similar values and beliefs, and Masonry offers the highest of these virtues. If we, the Freemasons of Washington, actively demonstrate (*) them to the world, those that have these essential qualifications of a man will seek us out.

* Live your Freemasonry. Everyday. Every-way.

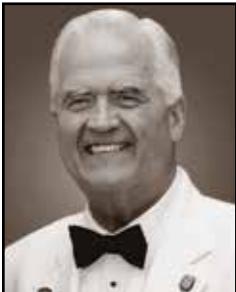
Fraternally,

MWB Sam Roberts
Grand Master





**DEPUTY GRAND MASTER
RIGHTWORSHIPFUL Brother
Donald G. Munks**



Deputy Grand Master Report

First and most important I want to say thank you to all my Brothers that elected me Deputy Grand Master, what an honor and privilege to serve. Your trust in me and especially your friendship are most appreciated.

Secondly I need to apologize for not being active and visible since the middle of July. I got sick during our Annual Communication and spent most of the time in my room or in bed. This lingered after I got home and I went to my family physician. The way I felt led to several tests and a visit to my cardiologist who placed two stents in my heart arteries on July 28. I felt good and was released on the next day and went home. Three days later I had a heart attack as one of the stents developed a blood clot and I was transported to the hospital where the doctors removed the clot. They also changed my medications and raised the dosages so I would not clot again. At the same time, during the Annual Communication, I developed a sinus problem but did not know if it was heart related or caused by medication I was taking. After more tests on my lungs and sinus they found that I had a bacterial sinus infection. Several rounds of drugs and it is now almost gone. The issue I have been having, which I never know when it will occur, is periods of low blood pressure that leave me feeling light headed, faint, and fatigued. I can't drive when it happens and it sometimes takes a couple hours or more to stabilize. The doctors have been altering the medications and dosages to stabilize my blood pressure but it has been a guess and experiment process. It is getting better and I am doing more exercising and walking, but never know if and/or when it will happen. My BOSS at home is giving me more latitude but only under her direct command and vision. My hope is to start attending my own District's Lodges and see how everything goes, then venture farther away as all goes well. I really miss being in Lodge and with all my Brothers.

I want to thank all who heard about my health problems and visited, sent cards, phoned, and emailed me throughout this setback. This Fraternity is phenomenal, from Past Grand Masters to Past Masters to Masters and Brothers, I have been blessed to have your prayers, love and encouragement. A special thank you to my Grand Master, Sam Roberts, who has been most understanding and supportive and to the other Grand elected officers who have filled in and taken my place. Words cannot express my gratitude and appreciation.

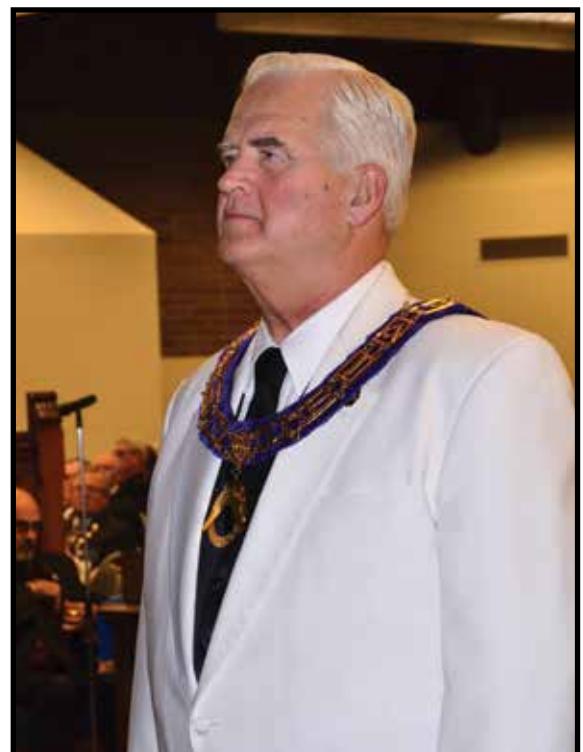
I do not like to make my health issues public but felt that I must as so many Brothers are hearing rumors, want to know what is happening, but don't want to bother me by inquiring.

There is always a silver lining and for me it has been time. Time surrounded by my loving wife of 50 years, Cathy, and our children, Grandchildren, Brothers and friends. It has also given me time to catch up on my Masonic duties like my calendar, requests and invitations, and if elected Grand Master in June 2015, my appointments and visitations. It has also given me time to reflect on what is most important in my life; my family, the Fraternity, and my beliefs.

Thank you and until next time.

Fraternally,

RWB Donald G. Munks
Deputy Grand Master





**SENIOR Grand WARDEN
RIGHTWORKSHIPFUL Brother**

Jim V. Mendoza



I drive a car with Masonic plates and usually wear something with the square & compasses emblazoned on it. Being that up-front as a member of the Craft, I understand that I have imposed upon myself a duty to behave a certain way. Driving a car with Masonic plates, I find myself more cognizant of the idea to drive responsibly. I also have discovered that I must suppress certain reactions that I may have with those drivers who do not share a similar sense of responsibility. Off the road, my interactions with those whom I come in contact must also be in harmony with my Masonic ideals. At times it can be difficult, especially when dealing with those who may not possess certain social graces like civility. To quote Samuel L. Jackson from the movie "Pulp Fiction": "I'm trying real hard to be the shepherd". To borrow a line from our Grand Master: "Be a Mason – Everyday, in Every Way."

In considering the Grand Master's theme for this year, I am reminded of these words (paraphrased) from the DeMolay ritual: We have failed completely, and you have been false to the teachings we have tried to make plain if you still believe that your duties and responsibilities begin and end within the four walls of our Lodge room. That you are a worthy member merely because you are punctual in your attendance, decorous in your conduct while among us, or proficient in the ritualism of our work. Your merit will not be measured by these standards, but by the extent to which you carry those lessons & examples into your daily life; and by the extent by which you translate those lessons & examples into your interactions with and your service to your fellows. For in the end, that will be the benefit you will derive from being a Freemason; and that will be Freemasonry's reward for admitting you into its fellowship.

RWB Jim V. Mendoza
Senior Grand Warden



Job's Daughters 2014 Supreme Session in Spokane



The Grand Master, MW Sam Roberts attended all of the major events at the Supreme Session in Spokane which was held in Washington for the first time in over a decade. The Grand Master is shown here with the new Grand Bethel Honored Queen, Ellis Teboekhorst, British Columbia and the new Miss International Job's Daughter, Caitlyn Washington of Missouri. For the 2014-15 year the Daughters are joined by Supreme Guardian, Barbara Cooper from Illinois and Associate Supreme Guardian Mike Allen from Wisconsin. Photos of all of the Supreme Officers can be found in the Job's Daughters section of the Grand Lodge Photo Archive at: <http://mwglowfa.phanfare.com/jobies/6625444>

As a fundraising activity for HIKE all photos from the Supreme Session are available on a Flash Drive. To obtain a Flash Drive contact WB Frank Rinehart at: farinehart@msn.com The 8GB flash drive contains thousands of photos from the event and is being sold for \$25, all proceeds go to HIKE.

At the Job's Daughters 2014 Supreme Session in Spokane , Miss Caitlyn Washington of Missouri was crowned the new Miss International Job's Daughter 2014-15. Shown here with Grand Master MW Sam Roberts she will travel to all Jurisdictions representing Job's Daughters International.

The Miss International Pageant was very well attended and consisted of 31 contestants representing all of the JDI Jurisdictions. The Grand Master also served as one of the Judges during the competition. Photos of other Contestants can be found in the Job's Daughters section of the Photo Archive at: http://mwglowfa.phanfare.com/jobies/6625444_7642384

WB Todd Johnstone
Grand Lodge Photographer





JUNIOR Grand WARDEN
RIGHTWORSHIPFUL Brother
Warren R. Schoeben

PREVENTATIVE MAINTENANCE

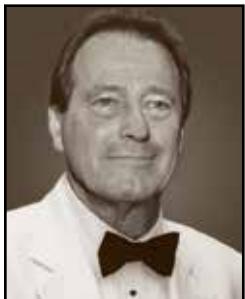
For those of us that travel extensively in our vehicles, we rely on the dependability of this vehicle. Maintenance and preventative maintenance is necessary to insure dependable and long-lasting service. All the necessary information is included in your vehicle's owner's manual, outlining necessary procedures and the time frame for completion, to help insure a minimal amount of unnecessary repairs and to help reassure reliable service and dependability.

This scenario can also be applied to each of our Lodges and their Temple Corporations as businesses. To help insure a dependable and long-lasting business, we must also provide maintenance and preventative maintenance. This information can be found in another form of owner's manuals: the Washington Masonic Code Book, Standard Work-Freemasons Guide, Lodge Officers Handbook, the Lodge By-Laws and Temple Corporations By-Laws. These references will provide you with the information required and the necessary time frame for the completion of each requirement. This is essential to maintain a thriving and successful Lodge and Temple Corporation.

Upon admission into our Fraternity we each requested "Light" and expressed our interest to improve ourselves in Masonry. During the Installation of the Worshipful Master, there is a portion of his obligation that states: The Book of Constitutions you are to search at all times. Cause it to be read in Lodge, that none may pretend ignorance of the excellent precepts it enjoins.

As an officer or if in an appointed position, we sometimes follow through and complete tasks with the perception that "this is how it has always been done." With the change of time, comes the amendment of By-Laws and Constitutions. We must use due diligence to stay current and informed in order to maintain stability in our Lodges.

Through continued education (maintenance and preventative maintenance) we can reduce the risk of negative effects brought on by the small percentage of our Craft. Checks and balances are an important part of providing excellent business principles.



Without the proper routine maintenance, it will only be a matter of time before our sense of dependability and the longevity of our Lodge will diminish. We need to stay in tuned with our Lodge to know that regular maintenance has been kept up to date.

With the Lodge and Temple Corporation being businesses, each of us (as members) should consider ourselves as Shareholders and are ultimately responsible for the future of our Lodges and Temple Corporations. We have the tools within our hands to successfully accomplish this endeavor.

Our Grand Lodge Staff, Officers and Committees are committed in providing you with the support and assistance needed when requested.

Fraternally,

RWB Warren R. Schoeben
Junior Grand Warden





Grand SECRETARY
RIGHTWORSHIPFUL Brother David P. Owen



TEMPLE BOARD-GOVERNANCE???????

Brothers if you serve on a Lodge Temple Board or any Board for that matter you have a duty as a trustee to do what is legally required of you. Over the past several years there has been an increase in illegal activities by Board members. What seems to be a trend is that we, the board trusted him. Trust is a two way street. You trust me so therefore I trust you. What that means is we both do those things required by the governing documents. Trust does not mean to ignore. Every Corporation is governed by Articles of Incorporation and By-Laws, along with the many legal requirements of the various laws. Your duty as Board members is very onerous and requires you to be informed. I would recommend every Board review on a quarterly basis the Articles of Incorporation and Bylaws.

Temple Boards are not investment vehicles for the Lodge. The net income of every Temple Corporation, organized according to the Washington Masonic Code, is required to return it to the various Members (Lodges etc....). The argument that the Lodge(s) will spend the money is not relevant. The Lodge determines how it will spend its money not the Temple Corporation.

Brothers take the time to be informed and make well informed decisions. Do not substitute trust for failure to do your duty.

Fraternally,

RWB David P. Owen
Grand Secretary



Somebody You Know and Probably Like, May be Stealing From Your Lodge!!

It's a sad fact that in our modern society, even the most trusted of people steal. Your Lodge is no less vulnerable than any other organization.

Some facts, according to "The Report to the Nations" by the Association of Certified Fraud Examiners:

"Survey participants estimated that the typical organization loses 5% of its revenues to fraud each year. Applied to the 2011 Gross World Product, this figure translates to a potential projected annual fraud loss of more than \$3.5 trillion."

"The median loss caused by the occupational fraud cases in our study was \$ 40,000. More than one-fifth of these cases caused losses of at least \$1 million."

"Perpetrators with higher levels of authority tend to cause much larger losses. The median loss among frauds committed by owner/executives was \$573,000, the median loss caused by managers was \$180,000 and the median loss caused by employees was \$60,000."

Masonic Lodges are no less vulnerable to "inside fraud" (i.e., theft) than anyone else. Lodges are more vulnerable when they do not have strong operational and financial controls in place, such as annual audits by qualified accounting firms.

Note: Even when such controls are in place, thieves find a way to steal.

Ironically, one of the least expensive kinds of insurance available to your Lodge is "Crime" coverage, including Employee Dishonesty protection.

The Grand Lodge Insurance Program understands this exposure to your Lodge and provides appropriate coverages at competitive rates.

To find out more about the Grand Lodge Insurance Program for Masonic Temple Boards call:

Payne Financial Group
Eddie Eugenio (877) 455-6767





An Introduction to the Washington Masonic Grand Lodge Building Association

For the first time since its inception, the Grand Lodge of Washington's offices are now located in a building that we, the Brethren of the Grand Lodge of Washington, own. The Washington Masonic Center was purchased in May 2013 and shortly thereafter the Washington Masonic Grand Lodge Building Association (WMGLBA) was formed. I am often asked what is the WMGLBA? The short answer is that we are the managing body for the Washington Masonic Center. We are the Temple Board for the Grand Lodge.

So who is on the WMGLBA? This year, WB Clint Brown is the President, VWB Richard Birkland is the Vice-President, VWB Ed Woods is the Secretary and VWB Charles Wood is the Treasurer. WB Richard Kovak, RWB Jim Mendoza and

As you can imagine with a 10,000 square foot office building, there are always projects to complete. We have several minor projects in the works, including replacing all of the outside lights with energy efficient lighting and a few additional minor repairs to the exterior of the building. We also are in the process of designing a sign that will be placed on the east end of the building identifying the building as the Washington Masonic Center. We hope to have these projects completed by early spring.

Brethren, this is our building. It is our goal to make this a place that the Brothers of this Jurisdiction can be proud to show their family, friends and Brethren from other Jurisdictions. We are working hard to make this a showplace for Washington Masons. Your input is always welcome. If you haven't had a chance yet, please take the time to stop by and visit your Washington Masonic Center.

Clinton M. Brown Jr.
President
Washington Masonic Grand Lodge Building Association
Texaspacific610@gmail.com



M.W.MASONIC GRAND LODGE OF WASHINGTON, F.&A.M. ★ 4970 BRIDGEPORT WAY W UNIVERSITY PLACE, WA 98467

RWB Warren Schoeben are also trustees and members of the board.

Let's talk a little bit about what the WMGLBA has accomplished in the past year. The WMGLBA was formed in August of 2013 and plans were immediately made for the Grand Lodge offices, Washington Masonic Charities offices and the Washington Masonic Library and Museum to occupy the building. Under the guidance of our then President, VWB John McKinley, Articles of Incorporation were drafted and By-Laws were adopted and approved by the Grand Master. In October of 2013, the Grand Lodge moved into the building along with the Library and Museum. We also have leased an office to the Orient of Washington AASR.

The cornerstone was laid and a building dedication was held on October 19, 2013 with many dignitaries and Masons from the Jurisdiction in attendance. The WMGLBA then began planning for several major projects on the new building. This included modifying the existing security system to meet the needs of our tenants, window tinting on the windows for additional security and energy savings, stucco and siding repair, installation of signage on the street, resealing and restriping the parking lot, painting the exterior trim, installing security cameras around the building and replacing two of the four air conditioning units.



The Grand Master's Commemorative Coin





Installation of Lodge Officers has begun!

This annual ceremony, if done with dignity, a proper degree of solemnity and accuracy is forthright inspiring. The parade of new Officers breathes new life to the Lodge and the hope of better things to come. It is the prerogative of the retiring Master to install his successor in office, and the incoming Master to install his own officers. This right, however, is mostly waived, and a competent and well qualified Past Master of a Lodge is requested to act as Installing Officer.

If you are a Senior Warden of your Lodge and intend to travel to the East, this is my challenge to you: Install your own Officers. All you need is to know one Officer's charge by heart per month and by the time of your own installation; you're more than able and confident to install your officers. I can assure you that there is nothing more rewarding than being installed as the Worshipful Master and setting the bar higher from day one, for the Brethren to follow.

Speaking of preparation, we are in the process of finalizing the details of next year's Wardens Competition and once approved, will be distributed to all the District Deputies. The primary goal of the program is to assist the Brethren in being Duly and Truly prepared for their journey to the East. It is the hope of the Grand Master to encourage and promote this competition to hone the proficiency of our Lodge in Ritual performance. After all, to improve ourselves in Masonry should be each of our ambitions.

Sincerely and Fraternally,
WB Romy Labonete
Grand Lecturer



LONG RANGE PLANNING COMMITTEE

Brothers,

The end of the month will soon be upon us and monthly reports will once again be due.

With summer behind us it is time to get busy with the work of the Grand Lodge.

I know a couple of you have begun working on the Long Range Plans for you individual committees.

If you have not yet accessed your Long Range Planning documents and gotten access to the LRP reporting website you should get started. If you need assistance getting set up on the reporting website please contact WB John Novak (jeno-vak53@yahoo.com), Russell Johnson (rajco20@me.com) Andy Goeres (goerea@gmail.com) or Michael Ramirez (d-michaelii@gmail.com) for assistance.

As soon as we get everyone migrated over to the reporting website we can get away from the monthly form submissions we all know and love.

In the meantime, I look forward to receiving your committee report forms for September at the end of the month.

Fraternal Regards,

WB A. Gary O'Leary, Chairman
Long Range Planning Committee

olearytg2@frontier.com



Greetings!

First of all, I would like to extend my heartfelt thanks to Grand Master Sam Roberts for having full confidence in me as the Grand Musician for the F & AM of Washington. I consider it a rare opportunity to work with him and the rest of the Grand Lodge Team and share my knowledge of music.

Music is an essential part of speculative Freemasonry. It has been used in Masonic ceremonies and as a means of fraternal bonding and meditation since time immemorial. Music is one of the seven liberal arts and sciences revered by Masons.

As the Grand Musician, I will strive with my utmost musical abilities to provide and promote this art and science to Freemasons of Washington.

Fraternally,
WB Junn Lagnada
Grand Musician





The Little Lodge That Could

Brethren what if you lived in a small town of several hundred people?

What if you belonged to a small country Masonic Lodge in that town?

What if the school which the younger Lodge members attended as youth was being closed?

What if the Lodge asked what could they do to save the school?

What if the members helped transition the school into an Art, Science, Technology, Math Academy?

What if the Lodge pledged \$1000 per year to assist in funding the program?

What if two members of the town left for WSU, returned became members of the Lodge and became employees of that school and a school in an adjacent community?

What if that school now receives two bus loads of students daily from adjacent communities?

Would that be what you thought a Masonic Lodge was all about?

That Lodge exists in Ashford, Washington near the entrance to Mt Rainier National Park.

That Lodge has 14 total members and every meeting has 8-10 of their members present.

What if every Lodge was as involved with their community as this little Lodge?

Brethren, we as Masons can make a difference not only among our members but in our communities.

Take a deep breath, raise your hand and tell your Lodge "We need to get involved in some way"

Then we would all be living Masonry every day in every way.

If you need assistance in getting started contact any member of Mt. Tahoma Lodge, No. 190 of which I am proud to say I am a member.

VWB Donald J. Campbell
Assistant Grand Secretary



2014-15 Team Poster now Available

A team poster has been produced for the 2014-15 Grand Lodge team. Following the tradition of previous team posters this displays the entire Grand Lodge team of elected and appointed officers, and Committeemen. Distribution of the poster is via the Photography Archive where two versions are available for download; A small version at 12 x 18 inches which can be printed at Costco for around \$3.00, and another wall size (20 X 30) which Costco prints for \$8.99. Lastly, in response to popular demand, there is the "free"-Mason version which can be printed at home on an 11 X 17 ink jet printer.

Link to Photo Archive to download the Poster file:

<http://mwglowfa.phanfare.com/6648447>

Contact: WB Todd Johnstone

Grow until that great day...

My fervent prayers are that the Brethren are excited for what we as Freemasons are doing, and how we are re-invigorating ourselves. This time of year as we get ready for many installations, I ask that all Brethren taking an office, to not look at the Jewel being placed on them as just a distinction of their office. Instead, I would ask that you look at it as a mantle of authority that your Lodge has intrusted you with for the next year. We are given this mantle for a one year term. We ask The Great Architect of the Universe to help guide us from the JR Steward to the Worshipful Master. Do not rule over the Brethren, but rule with the Brethren. This joyous event coming soon is a chance to make a difference in the world, our State, your city, and your Lodge. Most importantly don't forget it is a time to grow for you. Keep your glass empty so you can receive knowledge and wisdom. This in turn will help you become a better man. Never stop learning, for when ever a man stops learning, or can learn no more; then he is done growing and will surely wither away and die. Let us be always learning and changing in a positive manner.... Grow until that great day where we transition to the Great Lodge not made with hands eternal in the Heavens. Amen

WB Jonathan E.D. Brown
Grand Chaplain



An appeal...

If you go around the Jurisdiction wearing a white badge as symbol of your being a proud Grand Lodge appointed officer or committee man and you do not have a contribution to this publication, its time to validate that badge and submit an article to the Masonic Tribune. Schedule of the deadlines for submission is available in the masthead located in page 2 of this publication. Guidelines for submission can also be found at the same page.

Ask your co-badge owner the question... **Have you validated your badge**, is your picture in the Masonic Tribune to show you have contributed your efforts to promote communication and the interest of the Fraternity? Let's hear from you and let it be known your badge is worth wearing.

Thank you!

The Editor

Masonic Tribune
Grand Lodge of Washington





Masonic Civility of Leadership

Are you fully satisfied with the growing uncivil culture magnified through movies, TV programs and society in general?

How does it affect your leadership, more specifically your "serving the Masonic needs of the Fraternity" nature, which your behaviors broadcasts to those with whom you interact within the Fraternity and in the Washington Jurisdiction?

For years human nature, and therefore Masonic principles, dictated behavior in treating others with respect, with ethical correctness, and with interactions grounded in the Golden Rule - "Doing unto others as you would like others to do unto you." Our esteemed Brother George Washington, at age sixteen, created 110 Rules of Civility and Decent Behavior in Company and Conversation, which he based on a set of rules composed by French Jesuits in 1595.

The entertainment media seems to be on a quest to erode that standard with publicly abusive foul language, public sexual conduct that belongs in private, and disrespectful behaviors toward others as if nature gave them the right to do so. All purportedly a God-given right under the First Amendment to the Constitution of the United States, as if it is the natural behavior to exhibit.

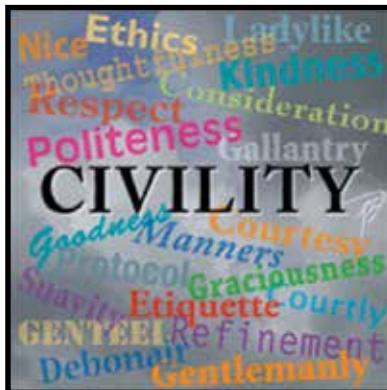
For this reason Civility Projects are springing up nationwide attempting to return civility to society - personally and professionally. Several Grand Lodge's began a Masonic Civility Project at the most recent Grand Masters' Conference. Hence, the very nature of Masonic Servant Leadership is the most logical leadership philosophy to be followed, again personally and professionally.

Speak Your Peace, Rutgers University, Alverno College, and the Oshkosh Civility Project are a few examples of entities who have initiated actions to return civility to society. In addition, P. M. Forni's book "Choosing Civility" expounds on 25 ways to improve civility in human interactions.

Masonic leaders, whose vision is to make Brother Masons better in a wide variety of ways, naturally exhibit many of Forni's ideals in their day-to-day leadership of their people. Below are a few examples for Masonic servant leaders to follow.

1. Pay Attention/Listen. Listen intently when others are speaking. Inhibit the "inner voice" from interrupting with comments such as "The problem is.....", or "We've always done it this way" in an attempt to stop the flow of ideas and suggestions. Listen for the "intent" and "will" of what is being said. Look for non-verbal communications and maintain eye-to-eye contact with the person with whom you are speaking. Lastly, listen to understand.

2. Be Inclusive. Civility knows no ethnicity, no level of leadership, no forum, no religion, no sexual preference, no generation, and no bounds. Being inclusive includes everyone. It is about leading and serving for the betterment of mankind.



3. No Gossiping. Gossiping is one of the most hurtful behaviors and accomplishes nothing. Most times it is negative and idle words, that is divisive and destructive. In some cases, it is also racist. All of which, quite possibly lowers esteem.

4. Be Respectful. First of all, remember, respect has nothing to do with liking or disliking someone. Everyone deserves a certain level of respect; we all expect to be respected for who we are and what we have accomplished. A point I always make with my students is that, contrary to the common comment of "respect is earned," how much more or less respect one garners depends on individual behavior, respect toward others, and the common decency, i.e. civility, extended toward others. Civility is "Respectful Behavior", Respect is "Honorable Behavior."

5. Build Relationships. Servant Leadership is about building relationships. Therefore, being civil is especially helpful in this process. There is no room for boasting and prideful attitudes, humility is the adhesive that solidifies teamwork and seeks to repair damaged relationships. Seek to apologize, forgive and affirm success of others.

6. Use Constructive Language. Be mindful of the words you use, when you use them, and also of the words you speak through your non-verbal communications. Foul language in the middle of the ocean, out of sight and sounds of others, may serve a purpose. However, foul language in a public forum is disrespectful toward others. More specifically, foul language often times indicates an inability to properly use correct language, as well as a limited repository of words and their usage.

7. Take Responsibility. Don't shift responsibility or place blame on other people. Hold yourself accountable, accept your own faults, speak positively, clean up your language and respect everyone. Be The Example!

These are just a few of examples Servant Leaders need to follow in their interactions with others – all the time, in every situation and regardless of the type of organization in which one belongs.

Not only is it time to restore civility in all aspects of our lives, it is essential in your servant leadership principles and practices.

Are you doing your part? Are you always civil in the example you set for others?

Masons must always "Be the Example!" Keep the Quest Alive.

VWB David A. McCuistion, PM
Garfield Lodge No. 41





Publication printing notes:

To print this publication you have to have a printer that allows edge-to-edge printing. Although the printer manufacturer states that printing is edge-to-edge sometimes the edge of the document is cropped to avoid ink overflow that might damage the printing quality.

This document is provided with ample margin to avoid running the print all the way to the edge. The front and back covers are the only pages that bleed to the edge. The bled edges are intended for professional press purposes only.

The Editor

Brethren, How good and How pleasant it is for Brethren to dwell together in unity was truly on display for this years "Jerry's Ride" held on Saturday, August 23rd in Shelton WA.

It was a great day to reflect and celebrate our fallen Brother RWB Jerry Lingle as well as to enjoy how far our craft has grown over the years and how it will continue to grow in the years to come.



This year also marked a first in Washington Masonic History. The Washington Chapters of Widows Sons MRA presented both sitting Grand Masters with Honorary membership and Chapter Vests.

Both MWGL of Washington and Prince Hall MWGL of Washington and Jurisdiction have provided letters of recognition opening the doors to all Master Masons in Washington to be a part of Widows Sons MRA.

This provides a great opportunity for all Master Masons to become a member and "dispense Masonic light from the saddle of a motorcycle"

With Chapters currently in Vancouver, Gig Harbor and Edmonds and more to come in the future now is the time to become a member.

Four Burial Plots in designate Freemason area

The plots are available in beautifully maintained Evergreen-Washelli Cemetery - Seattle

Capt. Lynn Campbell , who was a Freemason for over 60 years, family would like to offer for sale Four burial plots, which are the last remaining available in the designated Freemason area of Evergreen- Washelli Cemetery in Seattle. Grave sites are located in the Evergreen West Side - Section 17. Lot 621, Plots 1-2-3 and 4. They reside under a large conifer tree.

We are offering these at \$1,500 each and would like to sell in at least pairs of two. These are being sold by the family and we are open to reasonable offers.

Link to Cemetery
www.washelli.com

Please Contact Brad Donovan for more information

braddonovan@frontier.com



If you are interested in starting a Chapter closer to where you are you'll need to get four to six Master Masons rounded up and contact one of the existing Chapters to get a starter pack with information you'll need to process the application to WSMRA Grand Chapter for review.

To find out more contact WB Jimmy "Dozer" Norton at presredmonds@gmail.com

Jimmy "Dozer" Norton
President
Edmonds Chapter
Ritual Riders
Widows Sons MRA





DeMolay Article for the Masonic Tribune

INITIATION - CEREMONIES - DINNER - GAMES



CONTACT ANDREW EVERETT AT (253)-720-0791 WITH QUESTIONS

DeMolay has some really good news to share and a few names every Mason should remember. During the first weekend in September, the State Corps travelled to both Yakima and Wenatchee to help support the installations of two relative "new" DeMolay Chapters. Now some of you may be thinking, "Installations? There were lots of installations that weekend; what's the big deal?" Well, because of these, there are about 50 young men in this state who are really excited about DeMolay, and a whole community of adult supporters who are starting to get the same feeling. Let me explain.

The first installation was on Saturday evening, about 6:30. Almost every Elected and Appointed member of the Washington DeMolay Corps had come to Wenatchee to support the initiation and installation of several young men who were "becoming" the leaders of the reborn Chapter in Wenatchee. In addition to the DeMolay, the entire Masonic family in Wenatchee made it their priority to have a presence at this event, and it paid off. Thomas Rasar, our State Master Councilor, estimates that nearly 75 people attended. Thomas was extremely pleased and excited. Why so many? That probably goes back to Conclave last spring. A young fellow by the name of Jaxton Wilson received his DeMolay degrees and was absolutely convince that we needed a Chapter in Wenatchee. When he got home, Jaxton went to work, began the business of convincing many of his friends that DeMolay (and here I quote the SMC!!) was the "best thing since sliced bread!!!!". In a very short time, several young men from Wenatchee were determined to get that Chapter going. With the help of the State Corps, and the other Masonic leaders in Wenatchee things came together, and the Chapter now has five new officers and an Advisory Council set on making DeMolay in Wenatchee everything Jaxton is convinced it can and will be. Two names to remember: Thomas Rasar and Master Councilor Jaxton Wilson.

On Sunday, the State Corps travelled to Yakima for the installation of that Chapter. Yakima DeMolay has been working very hard to get their Chapter up and growing, and on Sunday it really showed. Once again, Thomas Rasar and his officers provided the officers of Yakima an excellent installation program which-here, again- was attended by representatives from virtually every Masonic body in the Valley. A new Master Councilor, Jonathan Lorenzo Coronado,

was installed and joined by his other officers. Pretty straight forward. Yet, this installation was unique. They had arranged for a local TV station, KIMI, to video tape the event. By the next day, a three and a half minute version of the installation and interviews were available on the channel's website available for viewing by the entire community. Pretty exciting, if you ask me. Another name to remember.

There is a lesson to be learned from this weekend, one we all need to remember. First, if you want to start a DeMolay Chapter, you will need young people who are convinced that our Masonic youth organizations are not only worthwhile, but literally "the best thing since sliced bread." These are the young people that came together last weekend, not only from Wenatchee and Yakima, but also from Tacoma, Vancouver, Puyallup, Bellevue, Port Orchard. . . the list goes on. Second, it also takes adults to help build the foundation. Steve Guffy in Wenatchee and Mike Gostovich, Advisory Council Chairmen, are both working hard to give these young people the guidance and

support they need. But more important, this past weekend, DeMolay from all over the state were greeted in both Yakima and Wenatchee by Masons, Eastern Star, Amaranth, York Rite, Scottish Rite, Shriners, even Rainbow and Job's Daughters who were also convinced that DeMolay is the best thing that can happen to and for these young people. In short, you simply have to have both: young men who want DeMolay and will settle for nothing less; and adults who are willing to help make it happen.

Would you like to share in this type of excitement? Great, I thought you would. Here's your next opportunity, and I got this straight from the Deputy State Master Councilor, Andrew Everett. On November 8, at 3:00 pm at the Everett Masonic Center, Washington DeMolay will be receiving and honoring Grand Master Sam Roberts at the 2014 Grand Master's Class. The program will focus on the initiation of new members for DeMolay from all over the state. You can attend, and for five bucks share in dinner and other activities and ceremonies, ceremonies like the Flower Talk, and the Ceremony of Light (I'm hearing about another ceremony the boys are working on. It may be ready. I sure hope so). If you are interested, you can call Andrew at 253-720-0791.

I am also sure you will have a chance to meet the young men who are making a great difference, not only in DeMolay, but in Masonry as well. They will be bringing more candidates from Yakima and Wenatchee, new members who are excited about DeMolay. Come to Everett on November 8th and meet these kids, especially Thomas Rasar, Andrew Everett, Jonathan Coronado, and Jaxton Wilson. These are four names you will want to remember. I guarantee it.

James N. Reid, Jr.
Director of Masonic Relations
Washington DeMolay



Fair Days Parade

On August 23rd, the Brethren of Sultan-Monroe, No. 160 marched in, along with the Rainbow girls from Everett, Monroe's Fair Days Parade led by Worshipful Master Jack Houston. Also, WB Larry D Foley & RWB Don Munks drove



the Jr. Grand Marshal, Ms. Abbey Aney who also received the Lodge's Outstanding Citizenship Award during dinner at the Lodge on Sept. 2nd. WB Andre DeWald & WB Johnathan Brown (Grand Chaplain) drove Mr. & Mrs. Santa Claus & WB Ole Carlson drove Monroe Council member Dave Somers.

Outstanding Citizenship Award

Abbey came to the Brother's attention last December while having a conversation with the director of the Chamber of



Commerce. Intrigued, the brothers researched young Abbey and soon realized this remarkable young lady had been conducting fund-raisers, gathering donations and even giving her own gifts to underprivileged children of Monroe so they can have Christmas gifts delivered through the Sky Valley Food Bank. Abbey has been doing this for six plus years. 12,500 toys later, she is at it again with projections' of reaching 15,000 toys by Christmas. Did I mention that Abbey turns 11 on Sept. 8th? WB Larry D Foley, Chair of Sultan-Monroe's Citizenship Committee, brought forth this info to the Brethren and they voted unanimously

to award Abbey with the Lodge's Outstanding Citizenship Award. But it didn't stop there; inspired by Abbey's achievements, the Brethren went to the Chamber to request if Abbey

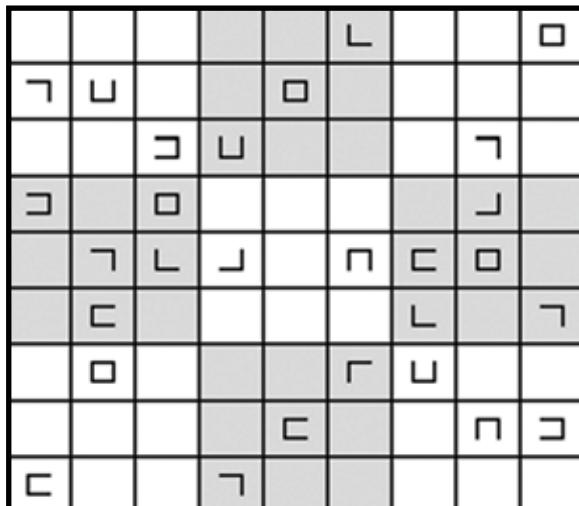
could ride in the parade and possible be the Jr. Grand Marshal which the Chamber's Board of Directors unanimously agreed upon and Abbey had the time of her life. Not being one to seek attention, Abbey is usually just a typical young girl. But during the parade, the ham in her came out as she laughed and waved to all the people cheering for her along the parade route. It was enough to bring tears to my eyes. We are taught in the 1st Degree about three of Masonry's great tenets: Faith, Hope & Charity, more importantly is Charity. Abbey lives her life by these tenants. When asked why she does this for other children, she replies "God told me to do it & I just cannot fathom any kid not having a toy on



Christmas morning." Abbey has done more to help children in her short life than many adults will do in a life time. One last thing that makes Abbey so remarkable, she spends every Tuesday at Children's Hospital fighting illness but still puts others before herself. Faith, Hope & Charity.

Respectfully submitted,
WB Larry D. Foley
Chair – Citizenship Committee
Sultan-Monroe Masonic Lodge No. 160

SUDOKU SYMBOL PUZZLE



Sudoku, but like Masonry symbols are substituted. Complete the grid so that every row, column and 3x3 boxes contains every symbols shown below:



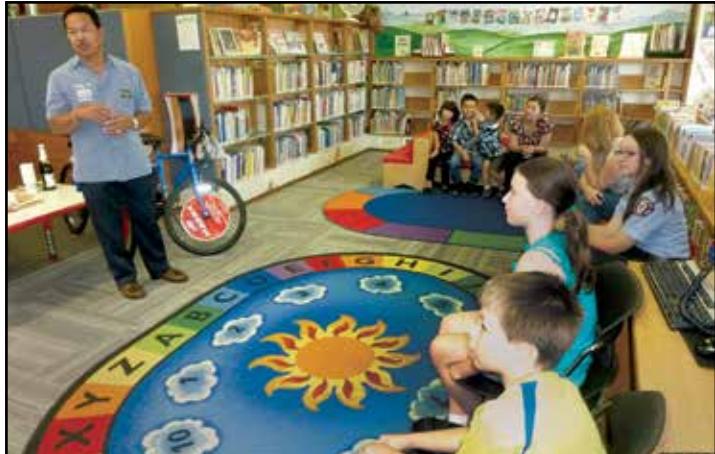
(Solution is provided in page 15)



Bikes-for-Books Program

... still on-going and successful.

Last summer while I was checking my e-mail inbox one day, I came across an e-mail that had me confused a little bit. The librarian of Lake Stevens Sno-Isle Library had sent me an e-mail trying to confirm a convenient time for me to do a "Bikes-for-Books" presentation. I couldn't remember a time when I had volunteered to do the task. Although I was a bit confused, I responded to the e-mail telling the librarian I do not have a clue how I ended up being tasked to perform the presentation, but for the benefit of the project, I will be willing to spend my Friday afternoon to do the presentation. Since I was not very familiar with the location, I had left the house early and arrived at the library a bit early. I was very impressed on how the event was very well organized. There were even prepared refreshments and a cake to celebrate the occasion.



The recipients were a boy and a girl who have brought their families with them at the presentation. The representative from the Fire Department came to present the kids some bike riding helmets. She fitted them carefully with the right size helmets and made them choose their favorite color that they thought would match the bike.

The two kids were very delighted to receive their respective awards and the parents were so proud of their kids reading achievements. It was a very fulfilling moment to be part of



the ceremony and a very humbling experience to have been given a chance to do the presentation. Although it must have come as a surprise to me, but it turned out to be a wonderful experience after all.

MWB G. Santy Lascano, Secretary
Alpha Lodge, No. 212
F&AM - Washington



Bikes for Books presentation at the Sno-isle Mukilteo Library. For the past couple of years WB Jack Houston (Sultan-Monroe) has arranged for each of the Sno-isle Libraries to have two bikes available to enhance their summer reading programs. Everett Lodge, No. 137 has been on hand to present the bikes to those chosen to receive the bikes at the Mukilteo Branch. Only one recipient was able to attend this year's ceremony, she & her family were very pleased to get the bike.

SUDOKU SYMBOL PUZZLE (Solution)

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(Solution of puzzle in page 14)



Washington Masonic Charities –

New Community Outreach Services for Seniors



Washington Masonic Charities (WMC) has recently undergone a transformation to bring Masonic Outreach Services under one roof. I came on board as the executive director in August of 2014. I am excited about this opportunity to serve the Masonic Community as well as the community at large. One of the first steps I've taken is to evaluate the program and how it can adapt and provide the best services possible. We have a long legacy of providing comfort and support for seniors. This year is a major transformation year and requires a new approach.

Beginning November 3rd, our staff will be available to provide information & referral, case management and advocacy for people ages 62 and over. Our goal is that Masons, their wives and widows are able to live with as much comfort and dignity as possible in their later years.

Our staff understand that aging is difficult and comes with loss of independence and often dignity. When coupled with difficult financial circumstances it can lead to depression and a host of other issues. Our plan is to help individuals retain as much independence and dignity as possible and to provide hope, comfort and engagement in the later years.

What Changes are Taking Place?

At WMC we have shifted our approach during this transformation. We recognize that what an aging loved one is going through affects the entire family. Most people hope to and want to be able to live at home or "age in place." Because of this, we are adapting our approach to provide supports that connect individuals with resources available in their community while we help to coordinate and advocate for the individual during that process.

After the first of 2015 WMC will have an active presence in Eastern Washington and be able to provide direct information & referral, case management and advocacy in the eastern part of the State as well. Our commitment is to be a state-wide organization. Part of this is being there when people need it.

What Can You Do Today?

As Americans continue to live longer, becoming a senior at age 65 is no longer considered a major watershed in a person's life. Many people are continuing to work beyond age 65 because they are healthy, productive and do not wish to spend the rest of their lives watching television, playing golf, or traveling. Unfortunately our longevity is outlasting our financial resources and even our plans for aging. We're here to provide some guidance and support for you.

Here are some steps you can take before a crisis hits:

- 1) Work with an attorney to develop a living will, estate plan, and burial plans. This should include an individual to act as your general and durable power of attorney, should you become incapacitated. This is well worth the cost and will help your children or other loved ones avoid being burdened by unnecessary expenses.
- 2) Work with a financial advisor to develop a plan for your finances in your later years. This will help you to understand what you have to work with and what you should plan for to maintain the lifestyle you hope for. It isn't a guarantee, but those who plan are better off.
- 3) Contact our case manager staff to talk through some of the medical and later life issues that you should consider. They may be able to help you understand ways that you might think about modifying your home or the way you do things now to prepare for the future. They can also help you pre-plan for assisted living and other situations. There are many options for independent living that didn't exist 30 and 40 years ago.

What to do When Crisis Hits?

We all hope that it won't happen, but a fact of aging is that most medical interventions and costs occur in the last quarter of a person's life. When crisis hits, that is also a good time to contact our community outreach staff. They will listen and identify what the situation is and provide guidance on possible next steps for you or your loved one to consider. Our staff can assist with Medicaid paper work, Veterans Aid and Assistance forms, perform in home assessments to make recommendations about alterations or considerations for relocating if necessary. They can provide information on a range of resources available to you as well in your community. Our staff will tailor make recommendations to fit your situation.

If you have questions, would like someone to visit your Lodge to speak on the issue, or need more information, please contact us at 1 (844) 288-3531 (toll free) or (253) 442-2505. You can also email our supervising case manager andrea@wa-masoniccharities.org or myself ken@wa-masoniccharities.org. I'm looking forward to the opportunity to work with the Masonic community now and into the future.

Ken Gibson
Executive Director
Washington Masonic Charities.



Apron Talk

When we entered the Lodge, without thinking about it, we grabbed an apron and put it on. When was the last time you asked questions or gave a conscious thought to the apron? It is, after all the badge of a Mason.

We were presented the apron in the EA ritual and told that it is more ancient than the Golden Fleece or Roman Eagle; and, when worthily worn, more honorable than the Star and Garter. Did you ever ask yourself or someone about the Star and Garter? What makes our apron more honorable than the Star and Garter?

To understand the comparison let us look at the "Order of Star and Garter", which is one of the oldest and the most illustrious order of British knighthood. It has a concept of like-minded Brotherhood dedicated to service and chivalry. These core principles having survived intact are as relevant today as at its conception over 650 years ago.

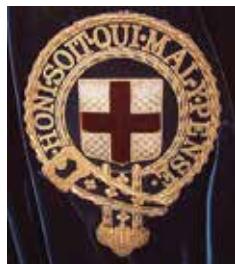
It was instituted by King Edward III in 1348. Membership of the order is limited to the Sovereign, the Prince of Wales, and no more than 24 members, or Companions.

There were several events and circumstances which led to the formation of the Order of Star and Garter.

In that era there were two types of garters. One was a small strap used as a device to attach pieces of armor; it might have been thought appropriate to use the garter as a symbol of binding together in common brotherhood. The other was the wedding garter which has two representations: One of luck and prosperity. The other representation of the wedding garter represented the virginal girdle. When the groom removed the garter from the bride, this represented the bride's relinquishment of her virginity. Both types' garters are representative in the emblem of the Star and Garter.

At the time when the war front was going badly, King Edward III needed a victory. He recalled an event where Richard I, whilst fighting in the Crusades, was inspired by St. George to tie garters around the legs of his knights. King Edward III followed that event, which also led to a victory.

King Edward III had been inspired by the Legion of King Arthur and the Round Table. It was during the 11th and 12th centuries within the warrior-classes that the idea of the medieval notion of chivalry and knighthood first developed. The Crusades in the Middle East had released these men from the previous constraints of feudalism. They could now express their new-found identity by the creation of religious and military orders of chivalry. The earliest orders of knighthood were among groups of like-minded men who being drawn from a particular social class were therefore bound together in a common purpose.



It was the work of Geoffrey of Monmouth, another Welsh cleric, which really set down the foundations of the Arthurian legends. Other subsequent writers have expanded his themes and added new strands to the story. His work, 'Historia Regum Britaniae', was written in the year 1133AD. He claimed to have based the work on an ancient Celtic document in his possession. It became a 'best seller' and still survives in two hundred manuscripts.

Geoffrey's work was intended to be an historical document. Within fifty years of its completion it had fired the imagination of writers of fiction across Europe. Many of these added new strands to the story which subsequently became essential elements: In 1155 the French poet Maistre Wace added The Round Table. Chretien de Troyes, also French, wrote five Arthurian stories between the years 1160 and 1180. He developed the theme of chivalry and dwelt on the subtleties of courtly romance.

There was an event where King Edward III was able to apply the idea of chivalry and nobler deeds. The Countess of Salisbury, while she was dancing with the King at Eltham Palace, her garter is said to have slipped from her leg to the floor (Remember at the time the garter represented the bride's relinquishment of her virginity). When the surrounding courtiers sniggered, the King picked it up and tied it to his own leg, exclaiming "Honi soit qui mal y pense." (The French may be loosely translated as, ("Shame upon him who thinks evil upon it", or "evil to him who evil thinks").

As a result of the Knights Templar ban in England, their property was also transferred to the Knights Hospitallers. But Edward II initially refused to implement the papal order enforced by his father-in-law, Phillip IV of France. For a time, they went unmolested in England, and many fugitive Templars, fled to apparent safety there. Although, after the intercession of Pope Clement V, King Edward II ordered the seizure of members of the order in England on January 8, 1308.

Only handfuls of Templars were arrested, however. Most Templars in England, and elsewhere outside France, altogether escaped arrest, let alone torture and execution. As a result, the traditions of the Templars survived, and took on a new guise, under the Order of the Garter.

The emblem of the Star and Garter is a combination of the Knights Templar, the garters worn into battle, and the event at Eltham Palace with "Countess of Salisbury by the motto "Honi soit qui mal y pense". The Order is dedication to Mary, the Blessed Virgin and to St. George.

So, the idea of higher thoughts and nobler deeds has been around for a while, which relates back to our apron, when worthily worn, more honorable than the Star and Garter.

As a thought, you might feel inspired to wear your white leather apron that you were presented at your next Lodge meeting. Whilst remembering to yourself, your own higher thoughts and nobler deeds that it is indeed an honor to yourself and the Fraternity wear the apron.

Compiled by:
WB Dean Markley, PM
Lakeside Lodge No. 258



Grand Lodge of Washington static display at the George Washington Masonic Memorial, Arlington VA.



Mid-September a contingent of over 30 people from the Grand Lodge of Washington visited for events and tours.

Shown here are MW Sam Roberts, Grand Master; RW Don Munks, Deputy Grand Master; and RW Warren Schoeben, Jr. Grand Warden in front of the Washington Display. Each item in the display was, using QR codes and NFC Tags, tied back to a web page with more information on the Grand Lodge Library and Museum website. For further information go to: <http://www.wamasonicglm.org/masonic-memorial-display.html> Photos from the trip can be seen on the Photo Archive home page,

The George Washington Masonic Memorial in Arlington, VA is one of the premier Masonic locations in the United States. Each Month the Memorial features one American Grand Lodge jurisdiction for the entire month. For the month of September 2014 the Grand Lodge of Washington was recognized. A display case within the memorial featured artifacts and history from Washington State.

Photos by WB Todd Johnstone
Grand Lodge Photographer





Mentoring – A Life Long Process and a Key to Leadership

Most Worshipful Grand Lodge of Free & Accepted Masons of Washington

Taken from the combined information site for the Leadership Training, Membership Cultivation and Retention Committee.

INTRODUCTION

Purpose

Recommendations for Use

What is Mentoring?

Purpose

The purpose of this handbook is to provide a map to guide you on the road to successful mentoring – a road that is becoming far more traveled. Mentoring is not a new concept; in fact, mentoring existed in ancient Greece. It is only that the road has been repaved with new ideas and styles that require a directional tool (i.e., map) for a successful journey.

This handbook will guide you through the mentoring process – what it means to be a mentor, the roles and responsibilities during your tutelage, and the different styles that you can adopt to meet the unique demands of a mentoring relationship. The mentor-mentee relationship is charted from beginning to end by tips on how to identify a mentee, cultivate the relationship, and avoid “obstacles” that can detour a mentor/mentee relationship. Finally, this handbook outlines the positive effects of traveling this road – effects that are shared by the mentor, the mentee, and the Fraternity.

Recommendations for Use

This handbook contains comprehensive information on mentoring, with tips, suggestions, and examples to supplement this information. It is recommended that you read all sections of the handbook at least once. Whether you are a mentor-to-be who stands at the crossroads of mentoring, or an experienced mentor who is miles down the road, there is information to be learned. Once you have read the material, refer to the handbook whenever necessary. You may find that you refer to some sections more than others. Remember, this handbook is the “map” that guides you on the road to successful mentoring. You need to decide how to best use this tool.

What Is Mentoring

“Mentoring is an open vista of new experiences and possibilities.” One usually charts unfamiliar territory when attempting to define ‘mentoring.’ ‘Mentoring’ is not a term that is easy to define because it is an ever-changing process. The mentoring process links an experienced Mason (mentor) with a less experienced Mason (mentee) to help foster Masonic development and growth. The mentoring process requires that the mentor and mentee work together to reach specific goals and to provide each other with sufficient feedback to ensure that the goals are reached. Many define a mentor as

a teacher who assigns tasks and reviews performance, but a mentor is more than a teacher. A mentor facilitates personal and Masonic growth in an individual by sharing the knowledge and insights that have been learned through the years. The desire to want to share these “life experiences” is characteristic of a successful mentor.

A Successful Mentor is Also Characterized As:

1. Supportive

A mentor is one who supports the needs and aspirations of a mentee. This supportive attitude is critical to the successful development of the mentee. A mentor must encourage the mentee to accept challenges and overcome difficulties.

2. Patient

A mentor is patient and willing to spend time performing mentoring responsibilities. A mentor provides adequate time to interact with the mentee. Time requirements are defined by both the mentor and the mentee.

3. Respected

A mentor is someone who has earned the respect of his peers and/or his Fraternity. It is important that this person be someone to whom others can look at as a positive role model.

Just as a mentor is more than a teacher, a mentee is more than a student. A mentee, as a bright and motivated individual, is the future of the fraternity; the insurance that a well-trained, high-quality Mason will exist to meet long-term goals. Mentees represent a wide range of individuals in terms of age and work experience. A mentee is an achiever – groomed for advancement by being provided opportunities to excel beyond the limits of his current position.

A mentee is the man new to Masonry, the junior colleague who needs to be taught everything about our great fraternity in order to make this good man better.

Together, the mentor and mentee share mentoring experiences that, over time, can build a successful and enriching relationship. Of course, the success of this relationship depends on both the mentor and the mentee. Both you and your mentee must want the relationship to work. You must cooperate with each other to make the most of the experience.

TIP: Watch for signs of “lopsided” mentoring. This occurs when one party is devoting more time and energy to the mentoring process than the other. In most cases, efforts should be equal. Make sure you both are committing time and energy to the process.

The success of the mentoring relationship also depends on how well the mentoring relationship is defined. You need to know each other’s expectations. Once you have a clear understanding of these expectations you will be able to ensure that each other’s expectations are being met.

Finally, you must be concerned with the overall development of your mentee. You should be the influencing force behind your mentee’s Masonic growth – providing guidance, promoting participation in Lodge training, and assisting in decisions – to cultivate overall development.



Directory Listing of Services

The listing below is a Directory Service to provide the Brethren with listings of Masons practitioners and service providers for different line of work and disciplines. This is in keeping with the Masonic tradition of promoting each others welfare and together be able to rejoice in each other's prosperity. This publication will continue to build-up this listing until we can establish a better and well organized format to advertise the ad placements. For now the following directory is arranged by order that the placements have been received.

Directory Listing - December 2013

M & M ENGRAVERS

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Badges * Plaques * Signs* Trophies

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5140 Phillips Rd. SE Port Orchard, WA. 98367

E-mail: mandmengravers@wavecable.com

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Liquid Dog Vitamins Formula

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Order Directly Online at:

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frankseldenlaw.com

www.frankseldenlaw.com

Graphics Design and Creations

GSL Graphics, LLC

123 Alder Street, Everett WA 98303

Tel. 425.259.8065 or 425.350.5371

E-mail - g.santy@comcast.net

Internet Access, Domain Hosting, Website hosting

Telebyte NW Internet Services

PO Box 3162, Silverdale WA 98383

Tel. 360-613-5220

E-mail - info@telebyte.com

Adamson and Associates

Planning and Management Solutions

Local Government management studies

Strategic Planning, land use planning

John R. Adamson, President

Phone 253-848-0977

Ashlar Realty

A full service real estate company

1805 Hewitt Ave. Everett, WA 98201

Broker: Boe Lindgren

Tel. 206-391-6224

E-mail: boe@AshlarRealty.com

1805 Limousine

Affordable limousine service for friends

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Tel. 206-391-6224

Facebook: 1805 LIMO

E-mail: boe@1805Hewitt.com

www.BoeDeal.com

Find savings on cell phones (& service)

Television, ADT, Gas, & Electric.

1805 Hewitt Ave, Everett, WA 98201

Tel. 206-391-6224

E-mail: boe@lindgren.com

General Contracting, Renovation and Property Maintenance

PCS Services WA.

LicNo. PCSSES*891QA Licensed, Bonded, and Insured

Tel. 360.867.3830 or 360.329.2555

E-mail - darrell.masterMason@gmail.com

Gentry Custom Remodel Aging in Place Construction

Kevin E. Gent, Sr. Partner

5001 S. I St, Tacoma 98408

253-921-0834

Gentry@nventure.com

www.GentryCustomRemodel.com

Hardwood flooring installation and refinishing Lane Hardwood Floors / Showroom

14700 Aurora Ave. N.

Shoreline, WA 98133

206-622-9669

E-mail: jeff@lanehardwoodfloors.com

Website: www.lanehardwoodfloors.com



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Everett Masonic Center

Space for Rent for Business Office

120 People capacity Party Room w/ Kitchen

234 Olympic Blvd., Everett WA 98201

E-mail - Pat Marlatt - patrickmarlatt@comcast.net