

Part 1

MENTOR PROGRAM

Three reasons for an active mentoring program:

1. The new master masons will have :
 - a. A better understanding of the history, culture, and symbolism of Freemasonry.
 - b. A deeper understanding and appreciation for the ritual and its purposes.
 - c. Greater understanding and engagement in our Masonic culture.
 - d. Greater participation in Lodge events and connection to the brothers.
 - e. Greater capacity to make a contribution to the Lodge and its members.

2. The Lodge will benefit by:
 - a. Brothers who understand Masonry's history, culture and mission.
 - b. Brothers who understand and appreciate the ritual.
 - c. Brothers who are better connected to their brethren.
 - d. Brothers who are more engaged in Lodge events.
 - e. Brothers who are prepared to take leadership roles.
 - f. A higher caliber Lodge that displays a higher level of fellowship, charitable outreach, and community leadership.
 - g. Committed members who therefore retain their membership.

3. Masonry will :
 - a. Attract higher quality candidates.
 - b. Have stronger healthier Lodges
 - c. Be more vital in the community,
 - d. Have a greater charitable impact.
 - e. Present a better image to the community.
 - f. Be better positioned to adapt and thrive in the future.

Part #2

Briefing Guide for Talking with Potential Candidates

1. No two prospective candidates need or want the same information about the Masonic experience to encourage them to join.
2. To be successful, you must tailor your approach and subsequent interaction to the particular personality and desires of each candidate.
3. A good way to start any discussion about Masonry is by asking the prospective candidate open-ended questions to gain a better understanding of him:
 - a. What prompted your interest?
 - b. What do you hope to get from Masonry?
 - c. What can you contribute to Masonry?
 - d. Do you have any family history involving Masonry?
 - e. Have you done any research into Masonry, and if so, what did you learn?
4. The next step, to avoid a lot of wasted effort, is to ask if he has any questions you can answer before starting.
 - a. Thoughtfully answer his questions, if you can.
 - b. Where you do not know the answer, or cannot speak intelligently at the level the prospective candidate needs, admit it, and promise to get back with him, or try to set him up with another Brother, suggest a book, etc., something to move on to the next step.
 - c. You do not have to “Close the deal” or get the petition signed right now. An honest effort to deal with questions/issues will likely bring him back.
 - d. Answer what you know and make clear that many aspects of Masonry are each individual’s perceptions and assessments.
 - e. Remember that most Masonic lessons and processes are not secret, and can be discussed, especially in general terms.
 - f. If he seems to have knowledge of (or wants to discuss) the “Masonic secrets” as defined in the Masonic Manual of Minnesota (page 34), don’t get drawn into a discussion about them, but indicate that there are a few aspects about the fraternity which are best discussed after experiencing the degree(s).
 - g. Be prepared to address, or politely refuse to discuss, anti-Masonic assertions.
5. Be aware that he may have done extensive reading/research about masonry. Address what you can and assist him in furthering his understanding with other resources (learned brothers, books, websites, resources on Grand Lodge website, etc.).
6. Be ready with a petition, have knowledge of the joining process, and a timeline when your Lodge raises new Brothers and/or the timeline for the One Day to Masonry Class.

- a. Petition
 - i. Present him a petition or promise to get him one.
 - ii. Know how much the initiation, the degree fees, and your lodge dues are.
 - iii. Know what the petition asks, and be ready to discuss the “why”.
 - iv. Don’t push it, but let him know that he would be an excellent candidate for Masonry.
 - v. Remember, as the First (or Second) Line Signer, you are telling your Lodge Brother that you feel this candidate is worthy; be selective in putting forth a candidate. Note as the First Line Signer, it would be best if you are supportive of the candidate through the entire degree process.
- b. Let him know there will be a formal investigation and ballot. Explain the timing you would expect for these and explain the reason for each.
- c. Assuming you believe he has been or will be elected, explain the three degrees :
 - i. Entered Apprentice, Fellowcraft, and Master Mason each which has a separate focus.
 - ii. These are often done at two or four week intervals.
 - iii. There will be Masonic education between the degrees. He will be expected to learn certain elements of Masonry. A coach or mentor will help him with this material.
 - iv. This is important. He needs to know; what will be required of him and that the lodge is there to help him and that a solid effort is what is require (not perfect memory). Especially if there is going to be a delay between the petition and the degrees, make sure you stay in touch and try to involve the elected candidate in lodge activities. Your lodge should hold stated meetings at the level of the lowest level brother present.
 - v. Depending on the situation, you may want to discuss the “One Day to Masonry” option with him.

Note: Video – entitled “Sharing the Light” is recommended.

Part #3

Briefing Guide for Investigators

The First and Second Line Signers (at least one of which must be from your lodge) have the initial responsibility to consider the character of the potential candidate. After that step, unless circumstances warrant the Master waiving the investigation (with the consent of the lodge), each potential candidate must be investigated by three Brothers (with a minimum of two reports to allow a ballot).

We have a responsibility to ensure that each candidate is right for Masonry and that Masonry is right for each candidate. The interview process should never be a formality; it is a critical step in assessing the appropriateness of the candidate to our fraternity. It is important that the candidate be a man that is “worthy to be taken by the right hand” as a brother.

The individual’s petition and contact information is normally filled out by the Secretary on the Investigating Committee Report Form (developed by Grand Lodge,) and distributed to the 3 Brothers. This form has been modified by some lodges. There are suggested Interview Forms available on the Grand Lodge website that provides guidance on conducting a successful investigation.

Masonic code is very clear about the Masters responsibilities when it comes to investigating a potential candidate. The purpose of the secrecy of the investigation members is so that they can feel free to give an honest evaluation. Regardless of what “form” is used and how the investigation occurs, each member on the investigating committee has the principle responsibility to gain enough information to recommend the potential candidate for membership or not.

The investigation also offers a strong opportunity to continue the process of making a connection with the prospective candidate.

A thorough and well-conducted investigation is critical to a successful Masonic experience:

1. Masonry seeks men that are “moral and upright before God and of good repute in the world”; the candidate and Masonry must be a good fit.
2. Masonry has expectations regarding a brother’s conduct. It would be better identify problems before a man becomes a mason, then have to conduct a Masonic inquiry and have to suspend or expel him later.

3. Candid and personal questions will be asked and both the investigator and the prospective candidate need to understand why, and that the information is only used to determine if he is “worthy” to be taken by the hand as a “Brother”.
4. Honest answers are important
 - a. No given answer will necessarily preclude a candidate from joining.
 - b. Enough detail of previous problems or concerns is needed to inform the Brothers so that all can properly assess the suitability of the candidate becoming a brother.
5. While you should not ask how the prospective candidate worships God, try to find out if the Holy Bible is an acceptable “Volume of Sacred Law” for him. If not, you should ask if the candidate can provide his “Volume of Sacred Law.” Ensure your lodge is prepared.

Part #4
PROSPECT QUESTIONS BEFORE INTERVIEW

Thank you for taking the first step in your Masonic Journey!

The “Investigation Process” is an opportunity to be better acquainted with each other.

The following questions are serious items for you to consider for the interview process.

Do you understand that you will be committing yourself to participating in the life of the Lodge and all its business aspects as well as its mission of bringing light (knowledge) to its members?

In what ways do you think you will be an asset to the Lodge?

Do you understand that one aspect of Masonry is self-improvement and real inner initiation, coming to grips with the big questions: Where did I come from? What am I? Where am I going?

Do you understand that the practice of charity is a part in this search for self-improvement and that it may ask you to make either financial donations or contributions of your time as a volunteer working within the Lodge and for other charitable causes taken up by the Lodge?

Do you understand that participation in your Masonic Lodge should be a principal duty? Further Degrees in the York Rite, Scottish Rite, or in the Shrine should not detract from your commitment to our Lodge.

Why do you want to join a Lodge of Freemasonry?

Our expectation is that entrance into Freemasonry is a lifetime decision and journey; therefore, not to be taken lightly. Our Lodge dues are currently \$_____ per year. Do you understand both the personal and financial commitments your membership in Masonry entails?

Part #5
INTERVIEWER QUESTIONS
(Open ended Examples)

Tell me about your typical week.

How do you spend your free time?

Tell me about your family and friends.

Why would you like to become a Mason?

Masonry has certain values and beliefs it requires its members to uphold. Give me some examples of your values and how you uphold them in your daily life.

Would you describe your personal financial planning / budgeting philosophy and practices?

Don't hesitate to ask follow-up questions:

You mentioned _____. Tell me more about that.

You mentioned that you valued _____. Tell me more about that.

Part # 6

CANIDATES INVESTIGATION REPORT

Name _____ E-Mail Address _____
Address _____ City, State _____
Phone Number _____ Cell Phone Number _____

1. Have you personally seen and interviewed the petitioner? Yes No
2. Does he have physical or health limitations that would hinder his receiving the degrees? Yes No

CANDIDATE RESPONSES

1. What piqued his interest in Masonry Acceptable Yes No
2. Are his expectations from the Masonry reasonable? Acceptable Yes No
3. Is he willing to work and attend Lodge? Yes No
4. Is gambling a problem? Yes No
5. Is alcohol consumption a problem? Yes No
6. Is employment history satisfactory? Acceptable Yes No
7. What is his attitude and conduct toward fidelity? Acceptable Yes No
8. Married? Yes No
9. Does he support his children, if any? Yes No
10. Are his personal finances and budgeting in order? Yes No
11. Is the use of profane or indecent language a problem? Yes No
12. Are his personal friends and associates acceptable? Yes No
13. Was he ever rejected by a lodge? Yes No

INTERVIEWER NOTES

1. Any other comments?

2. Do you recommend this petition be granted? Yes No

Signed by Interviewer _____ Date _____

Part #7
CANDIDATE FACT SHEET

A. Time / Process

1. Petition was be read in lodge _____
2. Petition will be balloted upon _____
3. You will be notified of result _____
4. The first degree will be on _____ @ _____
5. Proficiency study for the next _____ days
6. The second degree will be on _____ @ _____
7. Proficiency study for the next _____ days
8. The Third degree will be on (Date:) _____
 - a. First section @ _____ (am/pm)
 - b. Second section @ _____ (am/pm)

B. What the candidate can expect

1. Respect! There is no hazing.
2. Support and encouragement! You will be assigned a mentor.
3. Opportunities! Opportunities to participate, serve, and learn.

C. Candidate Preparation – For Symbolic Purpose

1. You are expected to bathe prior to the degree.
2. Divested of your outer apparel and supplied with a garment furnished by the lodge.
3. You will be asked to remove (divested) all metal items (watches, rings, etc.) if practicable.
4. Blindfolded for a portion of the degree —always guided by a brother.

D. What do we expect from the candidate?

1. Suitable attire for the degrees—suit or sport coat and a tie.
2. Perform the proficiency to the best of your ability.
3. Faithfulness! Attend when you can.
4. Involvement! Participate in degree work, Burger Day, Pancake Breakfast, etc.
5. Initiative! Don't always wait for us to ask. Volunteer!

Part #8

Guide for Preparing Candidates

This process should never be a single individual's responsibility. The First Line Signer, the assigned mentor, the proficiency coach, the Master and the Secretary will probably all be involved with ensuring the candidate is properly prepared for degree process.

Ensure that the candidate understands the importance of his pending Masonic experience and that he will be a valuable member of the fraternity. Make clear that Masonry is a family-friendly institution and that any questions or concerns that a family member has should be addressed.

Make clear to the candidate that nothing that occurs in the degree process will be embarrassing or demeaning in any way; there is no hazing in Masonry.

Regardless of how much background or research the candidate has done, an effort should be made to establish a proper level of understanding of what is expected of him and what will happen. In addition, the dates and times for various events should be very clear. This guide is a valuable tool for communicating important information to the candidate.

Inform him that each degree is solemn and meaningful, and they do use older language (degrees have been mostly static since 1860s.) The degrees are symbolic in nature. Most things/lessons taught during the degrees and the lectures have obvious meaning, but also are designed to teach deeper lessons.

Night of Degree:

1. Take the opportunity to ask if he has any questions. Answer them.
2. What he will experience is nearly identical to what Masons have experienced for centuries.
3. The prologue to the degree should be read (available on Grand Lodge website under Lodge Resources, Member Resources).
4. Explain that the degree is always performed in the singular, even if there are multiple candidates.
 - a. The degree is being done for each one of them.
 - b. There will be certain times when each candidate will be involved singularly for a short time (first part of the first degree, second part of the third degree)
 - c. Most of the degree work is done as a group.
5. Discuss the nature of "Questions" posed to the candidate.
 - a. Several times he will have to supply an affirmative answer (interrogatories, own free will and accord) – "I am" or "It is" are preferred, but some response is required.
 - b. His escort will often answer questions which are asked of him.
 - c. On initial entry for the first degree, there will be a question he must answer, unprompted.
 - d. After the obligation, his escort will provide him with answers which he is required to repeat.
6. At the beginning of the degree, he will be dressed in an outfit furnished by the lodge.
 - a. All masons enter the same way; "On the level" regardless of your "worldly wealth and honors."
 - b. Some candidates may have issues about his body. If possible, discuss this ahead of time and make clear that all brothers have been similarly clothed.
7. For part of the degree he will be blindfolded (hoodwinked)
 - a. Masonry is a journey in search of "Light" which is symbolic of the individual's personal search for enlightenment and truth. He starts his Masonic journey in the dark about the lessons of Masonry.

8. There are a few times when he will be required to kneel; confirm this will/will not be a problem.

(Revised 1-28-10)

Part #9

Briefing Guide Between Entered Apprentice and Fellowcraft Degrees

Each lodge handles the time between degrees differently. This time between degrees should provide opportunities to engage the new Brother. If your lodge has a stated meeting between degrees, make special effort to hold it on the Entered Apprentice level, and plan on activity which involves the new Brother(s). This meeting might include holding a Table Lodge (open or tyled) or reviewing the degree and answering any questions the new Brother(s) might have.

If a new Brother is going to attend a tyled lodge, someone should brief him/them on the aspects of opening and closing a lodge which we take for granted, but are mysteries to the new Brother (see Part #11 - Briefing Guide About "Lodge").

If your lodge uses the Quest books and/or tests, group participation of several brothers often end up with interesting conversation and active learning, both for the new Brother and the oldest members.

Regardless of how much interaction there has been up to this point, the ritual coach and the assigned mentor now need to get more directly involved. The time between the first and the second degrees is often very stressful. The EA Degree (including lectures) presents a huge amount of Masonic "light" which the new Brother may not understand or have questions about, all while trying to learn his proficiency.

New Brothers may vary greatly on how accurately they can perform the proficiency work. The Master is the only one who must be satisfied with a Brother's work. While the goal of the lodge should be to have all Brothers prove up in open lodge, situations may warrant using other procedures.

In addition to answering any questions/concerns, several areas may be reviewed:

1. As an Entered Apprentice, you are a Brother, but do not have a card yet.
 - a. If you are going to visit another lodge (meeting on the EA level), you must go with a Brother who was present when you were initiated. It would be a terrific opportunity to go watch an EA Degree at another Lodge.
 - b. If a ballot comes up in your lodge, you are not entitled to vote till you become a Master Mason.
2. Many areas of the Enter Apprentice "Light" are covered in the proficiency, i.e. the Due Guard, Sign, and Token (or grip).
3. What are the secrets again? Masonic Manual of Minnesota (page 34).
 - a. Basically, the ballot, the business of the lodge, signs of recognitions and context about the degree or obligation.
4. The candidate may have questions about the degree, even though they were explained in the degree or lectures. Try to answer these questions or refer him to someone who can.
 - a. Why was I divested of metal?
 - b. Why did I wear that outfit provided by the lodge?
 - c. Why one shoe?
 - d. Why was I blindfolded and the cable toe around my neck?
 - e. What is the significance of the White Lambskin Apron?
 - f. What were the Ashlars described in the third section of the lecture?
5. What does it mean to dispose of the token or grip?
 - a. When the grip is used as a part of ensuring other Brother is really a mason, once you take him by the token or grip of a degree, you should hold the grip until it is "properly disposed of."
 - b. The questions back and forth allow both Brothers to be confident about the other.
6. What are the titles of the officer of the Lodge and what are their stations within the Lodge?

- a. Elected Officers:
 - i. Master (in the East) - President
 - ii. Senior Warden (in the West) – Vice-President
 - iii. Junior Warden (in the South) – Second Vice-President
 - iv. Secretary
 - v. Treasure
- b. Appointed Officers:
 - i. Senior Deacon (to the right and in front of the Master) – Master’s gofer and escorts visitors and candidates.
 - ii. Junior Deacon (to the right of Senior Deacon) – SW’s gofer and works with Tyler to control the door into the Lodge.
 - iii. Senior and Junior Stewards (to the right and left of the Junior Warden) act to provide refreshments for the Lodge and assist with degree work.
 - iv. Tyler (outside the Lodge door) to ensure that only authorized people get in.
 - v. Other appointed officers include: Marshall, Chaplin, and Lodge Education Officer.

7. Don’t be afraid to discuss Masonry with your friends. Encourage membership of good men.

Before Second Degree, someone needs to:

- 8. Assure the new Brother is available for the proficiency and the second degree.
- 9. Answer any questions he or his family may have.
- 10. Review the proper way to wear his apron.
- 11. Review how to step off as an Entered Apprentice.
- 12. Ensure the prologue to the Fellowcraft should be read (available on the Grand Lodge website under Lodge Resources, Member Resource).

Part #10

Briefing Guide Between Fellowcraft and Master Mason Degrees

The time between the Fellowcraft and the Master Mason Degrees tend to be a less hectic time. Once a Brother learns the EA proficiency, he is most the way to being able to do the Fellowcraft proficiency. There are fewer questions and while there are modified sentences in the first paragraph of the obligation, and additional “promises and swears,” most Brothers have less trouble with this one.

Before the Third degree, someone needs to:

1. Assure the new Brother is available for the proficiency and the third degree.
 - a. Often the Master Mason Degree starts earlier than the first two degrees.
2. Answer any questions he or his family may have.
3. Review the proper way he is to wear his apron.
4. Review how to step off as an Entered Apprentice and to step off as a Fellowcraft.
5. Ensure the prologue to the Master Mason Degree should be read (Available on the Grand Lodge website under Lodge Resource, Member Resources).
6. Prior to the Second Section – Remind the Brother that he “should trust his guide.”

Part #11

Briefing Guide About "Lodge"

After being raised to the sublime degree of Master Mason, the new Brother is often left to fend for himself. Why should he have to learn the hard way the common rules about how a lodge works?

The following list might be used after the Entered Apprentice degree (leaving out appropriate parts) or as a general reminder after the third degree. They can be briefed in a lodge, or provide another opportunity for the Mentor to engage the new Brother about what he thinks about the lodge.

13. Two basic types of lodge meetings, stated and special communications.
 - a. Stated Communications are specified in the Lodge's By-Laws and are _____.
 - b. A Special Communication may be called for degree work or practice, installations, funerals, etc.
14. The Master of the Lodge has "near unlimited" authority for his year in the east.
 - a. The Master can rule a Brother or a topic out of order, and can table any subject including motions. This power is seldom used, but is available to ensure that "peace and harmony prevail."
 - i. Two subjects should never be discussed in Lodge: religion and politics.
 - b. He is the only one lodge who has the privilege of being "covered" (wearing a hat).
 - c. The Master is the last to stand up, and the first to sit down.
 - d. Brothers should never break the Master's view of the Three Great Lights.
 - i. Don't walk between the Master and the altar (unless required by degree work).
 - e. The Master uses the gavel as a symbol of authority and to control movement in the lodge.
 - ii. Most Brothers need to know two basic gavel commands; 3 and 1 knocks.
 1. Three knocks command the entire lodge to rise.
 - a. Used for prayers, Pledge of Allegiance, and at appropriate points in the opening, closing, and degree work.
 2. When standing, a single knock seats the lodge.
 - iii. Two knocks of the gavel command all lodge Officers involved in the current activity to stand.
 - iii. A single knock is also to be used as a "command of execution."
 1. The initial knock on opening a lodge commands; the Junior Deacon to close the door, Brethren takes seats, and Officers take their stations and places. Warden display columns, erect in the south, down in the West.
15. A Brother should be prepared for each lodge meeting.
 - a. The dress code for any given lodge may vary greatly, ours is _____.
 - i. Officers may dress more formal than sideliners.
 - ii. Special occasions may call for more formal attire.
 - iii. Brothers always prefer that you show up, dressed however you have to, if the alternate is you don't show up.
 - b. All Brothers need to be properly "clothed" to be in a lodge room.
 - i. The apron must always be tied outside of any jacket or coat worn.

- c. During the opening of a lodge at the FC or MM level, each Brother (except the Master and Wardens) must give the appropriate “Pass” to the Deacon as they purge the lodge.
 - i. Stand as the Deacon approaches you and whisper the pass to him.
 - ii. If you are not sure what the Pass is, ask before the opening ceremony.
- d. Toward the opening and closing of a lodge, all Brothers must give the “Due Guards” and “Signs” of each degree as appropriate.
 - i. When opening at the MM level, start with the due guard and sign of an EA, then the FC, and the MM. To open a lodge at a lower level, only give due guards and signs up to the level which is being opened.
 - ii. On closing from the MM level start with the due guard and sign of an MM, then the FC, and the EA. To close originally opened at a lower level, only give due guards and signs starting at the highest level which was opened.
- e. To speak in open lodge, a brother should rise, salute the Master with the “sign” of the current level (EA, FC, or MM) and wait to be recognized before speaking. Sideline conversations are not appropriate.
- f. You should use proper forms of addressing individuals in the lodge.
 - i. When referring to an Officer of the Lodge, use the proper title; Worshipful Master, Senior Warden, Junior Warden, Senior Deacon, Secretary, etc.
 - ii. When referring to a Brother use “Brother _____” or “Worshipful Brother _____” for a Past Master.
 - iii. “Right Worshipful Brother _____” is reserved for the holders of the 3 officers below the Grand Master in the Progressive Line and the Grand Secretary and Grand Treasurer.
 - iv. “Most Worshipful Brother _____” is reserved for the current and past Grand Masters.
- g. If a Brother gets to lodge after the opening ritual has started :
 - i. You will have to wait till the opening ceremony is complete.
 - ii. The Tyler and the Junior Deacon will inform the Master that you want to enter and pass his permission to you.
 - iii. Approach the west of the alter and salute with the “sign” of the current level and have a seat.
- h. The proper attitude of prayer is to stand with your arms crossed over your chest, with the left arm over right arm.
- i. When the prayer ends with “Amen” the proper response from all of the Brothers is: “So Mote it be,” which translates to; so may it ever be.

16.Lodge processes:

- a. A Lodge is at “Labor” (in session) from the time the Master declares it open during the opening, till he declares it closed during the closing.
 - i. Lesser lights will be on and the Greater Lights displayed as appropriate.
- b. While most lodges use the motions, second the motion, discussion, vote, and amendments to motions to deal with lodge business, Roberts Rules do not apply in a Lodge.
- c. In a Lodge, there are two forms of voting:

- i. For normal motions, Brothers vote by giving the “Usual Sign of a mason” (raising the right hand) when called for by the Master, normally after discussion.
 - ii. When a Secret Ballot is declared, pay close attention to what the Master says.
 - 1. Stand when the Senior Deacon brings the ballot box to you. Remember white balls elect, black balls or cubes reject. Use extreme caution in use of the black ball.
 - 2. Never discuss a secret ballot, how you or anyone else voted.
 - 3. Only Master Masons of that lodge can ballot, and all of them must vote.
 - d. When moving around the lodge, always walk straight lines either north or south or east and west. Use square corners. Again, don’t cross the East in front of the Master.
 - e. A lodge may be called to “Refreshment” as specified in the code book.
 - i. Greater Lights closed and lesser lights are out.
 - ii. Used for longer breaks in lodge activities such as a meal, etc.
 - iii. Also used to change from one level to another (example: MM to EA)
 - f. The Master can declare that; the “Brothers may have Liberty of the Lodge” which relaxes normal behavior rules (open discussion permitted, etc.).
 - i. May be used facilitate position changes for degree work, waiting for candidates to get prepared or to facilitate general discussions (say during a LEO Program).
 - g. Some Lodges are dark during the summer months.
17. Right to Visit – As a Mason you have the right to visit any “Regular Lodge.”
- a. If in doubt, check with your Lodge Secretary, or Grand Secretary to ensure that the lodge you intend to visit is not “clandestine” (defined as the lodge which is under a Grand Jurisdiction which is not recognized by your lodge’s Grand Lodge).
 - b. You should arrive early enough to be examined if necessary.
 - c. Unless there is someone at the visited lodge who has sat in lodge with you (or knows someone who came with you, who has sat in lodge with you), you will be examined.
 - i. Make sure you have your dues card (legal information).
 - ii. They should check that your lodge is “Regular”.
 - iii. Three Brothers of that lodge will join with you as you all give the “Test Oath” from the back of the code book with all of your hands on the Bible.
 - iv. You will all kiss the Bible.
 - v. They will then ask you general questions:
 - 1. They should at least cover the passes, due guards and signs of the degrees (which will be necessary for you to get through the opening ceremony).
 - 2. They may choose to ask you other Masonic questions, answer to the best of your ability.
 - d. Your right to visit can be over ridden by the complaint of any Brother of the visited lodge. Peace and Harmony being one of the primary goals.

Part #12

LEO / Training Briefing Guide

1. While most lodges tend to rely on a few “knowledgeable/talented “ Brothers to interact with prospective candidates, every Brother needs to be prepared to answer three questions: “What is Masonry?”,” “What Do Masons Do?””, and “Why are you a Mason?”
 - a. The best way to answer these three questions is to have thought through them ahead of time, so they need not take you by surprise.
 - b. Chances are very good that even the least outgoing Brother will be asked or have the opportunity to interact with a prospective candidate, often when he least expects it.
 - c. Considering these questions is extremely valuable not only to be able to answer a prospective candidate, but also for the Brothers themselves.
2. A LEO session devoted to a discussion of these questions will help each Brother in formulating their answers.
3. All Brothers should have a basic understanding of Masonry, the Masonic family (appendent bodies) and know appropriate brothers who can answer more detailed questions about Masonic History and the appendent bodies.
4. No two Brothers want/get the same thing out of the fraternity.
 - a. The best answers you can have to these questions come from your heart, as apposed to a memorized answer.
 - b. The prospective candidate will respect you if he feels you believe the answers.
5. No two prospective candidates will approach Masonry in the same way, with the same level of knowledge or for the same reasons.
6. What is Masonry?
 - a. Simple: The Oldest men’s fraternity which spans many of the countries of the world.
 - b. A group of like minded individuals trying to improve themselves.
 - c. A local Fraternity which cares about each other and our community.
 - d. Your answer:
7. What do Masons do?
 - a. A personal journey: subdue my passions and improve myself in Masonry.
 - b. Support local charities, state wide support for University of MN Cancer Center, Children’s ID, scholarships, etc.
 - c. Fellowship
 - d. Your Answer:
8. Why are you a Mason?
 - a. Only you can answer this one!
9. Feel free to focus on the core elements of Masonry:
 - a. Belief in Deity – regardless of individuals religion; Christian, Jewish, Muslim, Buddhist, etc.
 - b. Tenets of Brotherly Love, Relief, and Truth; interpreted today to include the values of Political Freedom, Religious Tolerance, and Personal Integrity.
 - c. Not a secret organization, but an organization which maintains a very few secrets (signs and symbols of recognition and specifics about the degrees being the principals ones).

- d. A fraternal organization dedicated to making good men better.
10. Have a plan once you get the “How do you join?” or “Where do we go from here?” question.

(Revised 1-28-10)

Part 13

NEW BROTHER 3/6/12 MONTH SURVEY

Masonry consists of a course of ancient hieroglyphical and moral instruction, taught according to ancient usage's, by types, emblems and allegorical figures. The lodge which you joined tries very hard to provide each new Brother with a basis on which that Brother can build and improve his life. The fraternity and each lodge has three elements to customize each lodge's and each individual's interests; Brotherly love (fraternal), relief (social responsibility) and truth (improving one's mind). A principal way for a lodge to improve itself is by getting constructive inputs from its newest members. Please take some time to complete this survey providing "**likes**," "**dislikes**," and any "**suggestions for improvement**."

1. I was first interested in Masonry by: _____

2. When I joined the lodge, the process of going through the 3 degrees was: _____

3. My "mentor" experience has been: _____

4. My experiences in the lodge has been: _____

5. I would be more involved in the lodge if: _____

