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DEMOLAY

FLORIDA

**Jurisdictional Management Plan
For Submission to DeMolay International**



**Dad R. J. “Jody” Meguiar
Executive Officer of Florida**

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DeMolay International Mission Statement

DeMolay, the premier international youth leadership organization, striving to shape young men into leaders of character.

By epitomizing timeless values, and accepting the challenge of leadership - both of character and of action - the young men of DeMolay transform themselves into citizens of the highest caliber.

Each young man takes ownership of his DeMolay experience. From generating ideas, planning events, coordinating logistics, and executing their plans, each DeMolay Chapter is responsible for defining their success. All of this is accomplished under the mentorship of trained Advisors, selected from the local community, enabling each Chapter to be uniquely tailored to support the interests of its members.

DeMolay is an inclusive organization that only asks of young men interested to believe in a higher being.

A high level of involvement and enthusiasm is far more important for success in DeMolay than any particular skill or ability.

Florida DeMolay's Jurisdictional Vision Statement

Our vision is to fulfill the mission declared by DeMolay International by providing a safe and rewarding environment, enabling our youth members to succeed.

Our jurisdictional program, its events and structure will emphasize vital leadership development, promoting the opportunity for self-development through activities that are consistent with our Seven Cardinal Virtues.

All this shall be accomplished in the spirit of brotherhood, fun and fraternal relationships.



“The main mission of DeMolay is the building of better citizens and creating leaders through the development of character in young men. The very heart of DeMolay is eliminating any young man’s feeling of nothingness and giving him the feeling of somebody. Meaningful activities give each participating DeMolay a sense of satisfaction and contribution to help mankind and make the world a better place for everyone. “

Frank S. Land, Founder

Jurisdictional Strategic Plan Overview

🏰 This jurisdictional strategic plan shall be implemented through multiple phases over the next several years. These phases will include projects that will incur varying levels of success; the resulting success shall be interpreted, analyzed and considered for future stages of implementation.

🏰 Unique in its geographic and organizational composition, Florida DeMolay has a rich and tumultuous fraternal history. Both the tangible and intangible outcomes from previous generations shall be considered throughout the varying stages of implementation.

🏰 Florida DeMolay acknowledges the unyielding support of the M:W: Grand Lodge of Free & Accepted Masons of Florida, which is essential to our continued success.

Primary Strategic Jurisdictional Goals and Objectives:

1) Enhancing local Chapter operations; building fraternal relationships within the jurisdictional Districts



Current Chapter Development

- Work with Personal Representatives and local advisors to conduct a SWOT analysis for every Chapter, to objectively identify its specific stage of development
 - Focus on each Chapter as an individual fraternal element, each in its own stage of development
 - Develop a customized plan of support with resources geared toward specific needs and/or weaknesses
- Conduct a systematic review of Chapter Bylaws & Standard Operating Procedures
 - May require Chapters to adopt new Bylaws and SOP documents
- Chapters in reorganization to be declared a top priority for the jurisdictional staff
 - Identify standardized regulations for reorganizing Chapters
 - Identify benchmarks/deadlines for progressive success and reinstatement
 - Work with the sponsoring Lodge to formulate a plan for revitalization
 - Recruit new advisors by locating and contacting alumni members in the area
- Develop a current inventory of local Chapter furniture & paraphernalia
 - Assist them in acquiring missing items from previously-closed Chapters or finding a new source as necessary
- Encourage Chapters to create, update and maintain concise Chapter histories
- Encourage Chapters to adopt Sweetheart programs to involve young ladies as a potential for increased outreach and community awareness
 - Partner with local Job's Daughters Bethels and Rainbow Assemblies
 - Develop a uniform coronation ceremony to be used throughout Florida Chapters
- Encourage Chapters to adopt Booster Clubs as a potential for increased support, outreach and community awareness
 - Not limited to parents of members



New Chapter Development

- Identify local Masonic and community organizations which could serve as sponsoring bodies
 - Follow up with Masonic organizations which have already declared their interest
- Review inactive and forfeited Chapter charters throughout the jurisdiction
 - Discuss with current organizational leadership on the possibility of reorganizing
 - Contact sponsoring bodies of forfeited Chapters in an attempt to collect remaining Chapter furniture & paraphernalia
- Review the state geography and District boundaries to determine the most logical/desirable locations for new Chapter development
 - Recruit new advisors by contacting local alumni members
- Be mindful of potential locations for new Chapters and potential impact to current program
 - The impact on existing nearby Chapters
 - Travel accessibility of closest Chapter, as well as Personal Representative & District MC
 - Existing and potential Masonic support and volunteer manpower
 - Proximity to neighborhood schools



At-Large Chapter Development

- Develop a process for engaging members who reside where there is no established Chapter
- Identify and establish communications with active members from inactive or forfeited Chapters

- The State Master Councilor shall take the lead on developing a program to entice these at-large members toward assisting with the establishment of a new Chapter in the surrounding area

Membership Recruitment

- Increased focus on the DeMolay International and Florida DeMolay membership incentives already in place
 - Maintain a running status of top line signers, noting their progress is toward membership awards
- Develop a series of rewards for Chapters achieving positive growth in membership or a “net zero” at the end of the year
 - Also consider certain levels of recruitment
 - Chapter and first-line-signers should be rewarded
- Investigate a partnership and system of education to engage with the Florida Sheriff’s Youth Ranches, Cub/Boy Scouts and other youth groups of similar demographic age ranges
- Establish at least one Squires Manor in each District
- Require all Chapters to hold a prospect party each term
 - Utilize DeMolay International or Florida DeMolay orientation or open-house materials
 - Members should be encouraged to target same-age friends, or younger
 - Set as a goal: Two prospects for each participating (active) Chapter member
 - Set as a goal: One prospect for each participating (active) advisor

District relationships

- Replace the appointed “District Deputy State Master Councilor” with an elected “District Master Councilor” position, elected by the delegates from his District at each annual Mini Conclave
 - Designate the District Master Councilor as an elected jurisdictional officer
 - Cause for successful service as DMC to serve as qualification for state office
- District Master Councilor shall have responsibilities and objectives, modeled after those outlined in the PMC-MSA program for Chapter Master Councilors
 - District-wide Initiation Classes scheduled to benefit the local Chapters
 - Include King Solomon Chapter for increased Masonic relations
 - Implement a District competition program to include athletics and ritual, promoting the champions and higher-level competitors to participate at state competitions
 - This will decrease the amount of time spent in competition, as well as increase the performance level of competitions at state Conclaves
 - Schools of instruction to exemplify proper ritualistic ceremonies
- Increase accountability for Personal Representatives and District Master Councilors
 - Require participation and communication with local Chapter leaders
 - Job descriptions and Evaluation resources
 - Hand’s on approach, causing them to be heavily involved with Chapter operations
 - Sponsor District-level events and competitions
- Post-event reports and photos to be relayed for publication to the Meridian Sun newsletter
- Expand to adopt reward or recognition for inter-District travel
 - Florida DeMolay “Road Rally” concept

Jurisdictional Communication and Activities

- The jurisdictional website shall be structured to drill down
 - State-level to District-level and then Chapter-level
 - Event calendars, maps and resources

- Chapter-level website templates, consistent with the approved brand
- Group and forwarding e-mail addresses
 - Titles may be set up as a group distribution address (i.e. smc@fldemolay.com)
 - Consistent with the Youth Protection policies; we do not post personal e-mail addresses of our youth leaders on the website
 - As appropriate, we allow @fldemolay.com e-mail addresses to leaders
- Every Chapter will be encouraged to submit a term plan with approved activities
 - Approved term plans will be forwarded to Florida DeMolay Administration for inclusion in the website calendar – District and Chapter level calendars
 - The state calendar should be reserved for statewide events and celebrations
 - This will require volunteer hours for proper maintenance at the Chapter and District calendars
 - Invitations and communications will be sent between Chapters, Districts and leadership at all levels, to be read in Chapter/Manor stated meetings and retained for reference
- Set up a Drop Box for all Chapters, Manors and Pories for proprietary document sharing
 - Security measures need to be investigated for proper implementation
 - Password protection?
- At least quarterly, a separate and targeted electronic newsletter will be sent to Alumni members, the Chapter of Research and to King Solomon Chapter
 - This is in addition to the jurisdictional newsletter, which goes to everybody, and the Advisors’ Beacon, which is monthly targeted communication to Florida advisors
- The developmental communications distributed by DeMolay International shall be incorporated into our jurisdictional communications plan
 - Leading from the Sidelines, 1919 Club, Centennial Membership Moments
- An annual yearbook shall be developed, printed and distributed at Summer Conclave
 - Shall be designed to have a page dedicated to each Chapter, Manor and Priory, outlining the officers who served and photographic highlights from each term
 - Encourage a photo competition between Chapters to be used on the cover(s)
 - Proceeds shall supplement the costs associated with our annual Conclave
 - Ad sponsorships can be secured from Florida Masonic organizations
 - Online/digital editions will also be available

2) **Ethical conduct among members and advisors through emphasis on our Seven Cardinal Virtues**

Chapter Operations

- Adopt an educational program, for presentation at each Chapter stated meeting
 - Distributed through Monthly Mailings?
 - JBU classes can also be offered to local Chapter and District gatherings
- All DeMolay Chapters shall plan and promote annual observances of the seven obligatory days and participate in DeMolay Month activities
- Every Chapter should hold one service project or fundraiser each calendar year to benefit the charities supported by Florida DeMolay
- Increase DeMolay attendance and participation at Florida’s Masonic Home
- Increase DeMolay participation at the Tampa Shriners’ Hospital

Jurisdictional Operations

- Establish steps to enhance Squire, DeMolay and Advisor appreciation
 - Develop a new member packet for distribution to all new DeMolays and Squires on behalf of the State Master Councilor
 - Develop a new advisor packet for distribution to all new advisors on behalf of the Executive Officer

- Send birthday cards to every active Squire, DeMolay and registered Advisor
- Send holiday cards to every registered (and renewing) DeMolay advisor
- Establish jurisdictional charities
 - The “flagship” charity of Florida DeMolay shall be the Masonic Home of Florida
 - The State Master Councilor shall be allowed to select his own “personal” charity, and adopt a program of benefit – either through charitable contributions or service – throughout his term
 - Investigate other methods of charitable donations, to include non-monetary collections and opportunities for service, throughout the jurisdiction
 - Already established a trophy to reward the Chapter with the most collected aluminum can tabs (by bulk rate), in memory of Imperial Sir Jack H Jones
- Host targeted JBU courses at Conclave and Mini Conclave
 - Customized for newly elected Councilors, newly appointed Scribes, new Advisory leaders, etc.
- Adopt and promote the “Cut The Bull” anti-bullying campaign sponsored by the Shriners Hospitals for Children
- Sign Letters of Authorization for the Chapter of Research
 - Joint endeavor between active and Senior DeMolays to increase organizational knowledge
 - Sanctioned and in partnership with our JBU educational program

Youth Protection

- Every year, the Youth Protection program shall be presented to all youth at the annual Conclave; additionally, every Chapter shall also review the program once at their own schedule on a regular meeting night
- Suspected evidence of abuse or any incident or suspicion of youth protection issues shall be reported to the proper authorities as appropriate, then to the Personal Representative and/or the Executive Officer as soon as possible

3) Advancing effective leadership through real-world example and peer-to-peer collaboration

DeMolay leadership development

- Declare Chapter officer requirements, to lay a baseline for leadership opportunities
 - May require bylaw additions/enhancements
- Encourage the wearing of all members’ unique awards and recognitions
 - Merit Bars & pins
 - Red ribbon “Member’s Medallion” to depict completed proficiency
 - Perform the Representative DeMolay Ceremony at a jurisdictional or Chapter event
- Adopt a plan of expectations and accountability for those nominated for DeMolay Honors
 - Work with and through the Personal Representatives of each District
- Develop a program within the jurisdiction for DeMolays involved in STEM
- Adopt a systematic recognition for ritual excellence, for varied levels of proficiency
 - Spearheaded by the State Line
- Revitalize jurisdictional leadership training conferences, either statewide or in specific Districts
 - Develop to where we are participating in leadership opportunities outside our jurisdiction
- Enforce and defend that the organization is operated by the youth members, and all actions are ratified by the Advisory Council

Mentorship Programs

- Institute a formalized plan for mentorship of new members across the jurisdiction

- Based on the former DeMolay International “Gold Key” presentation which follows new members through the membership process
- Stress that education/knowledge is power in fraternal organizations
- Identify a Membership Committee Chairman and a Membership Advisor at every local Chapter

Advisor Service

- Limit consecutive terms of Chapter adult leaders in advisory positions to five (5) years
 - May be negotiable, depending on Chapter circumstances
- Recruit new advisors from the community, family units, Masonic organizations, and alumni
- Require a baseline and continued training for new advisors, supplementing that required by DeMolay International
 - Include jurisdictional supplemental training and Leadership Correspondence Course
- Utilize our presence at Grand Masonic conventions throughout the jurisdiction to increase awareness and stress the need for adult volunteers
 - Sponsor a table at the exhibit hall, and offer handouts
- Personal Representatives shall assist Florida DeMolay Administration in making planned presentations to assist with the recruitment of adult volunteers
 - To include Chevalier and Legionnaire observances where appropriate and invited

4) Enhance relations with Masonic leaders and DeMolay Alumni to preserve organizational traditions, while still maintaining an active and relevant experience for today’s youth

Masonic Relations

- Include in local Chapter operations the standard procedure to introduce any members of the sponsoring Lodge in attendance at a stated meeting
- King Solomon Chapter has been approved as a tool to enhance relations between Florida DeMolay and its sponsoring Grand Lodge of Florida
 - Any Florida Mason may join King Solomon Chapter by petitioning, paying the designated fee and witnessing either (or both) of the DeMolay Degrees, consistent with the current and directed regulations of this program
- Including “The Florida Mason” in our jurisdictional communications, so that Chapter, District and Statewide events, successes and benchmarks may be celebrated with and shared to our sponsoring body

Alumni Relations

- Include in local Chapter operations the standard procedure to introduce any Senior members of the Chapter in attendance at a stated meeting
 - (PMCs as well?)
- Chapters shall facilitate alumni recognition, designated by Florida DeMolay Administration
 - Chapters shall organize Majority Services as appropriate
 - May enlist assistance from the surrounding District as appropriate
 - Adopt and distribute a ceremony of recognition for alumni with 10, 25, 50, 60, 65, 70, 75+ years of service to the order
- Each year, Chapters shall be furnished with a list of their members who attain majority that calendar year
- Host an annual “Alumni Weekend” event to reintroduce the organization to alumni
- Develop a targeted series of communications to Masonic organizations within the state of Florida, requesting that they recognize any Senior DeMolays in their membership
 - To include Masonic Lodges, Scottish Rite Valleys, York Rite Bodies, Shrine Temples, Grottoes, High Twelve Clubs, etc.

- Ask that they direct Senior DeMolays to a special alumni page on the Florida DeMolay website, where they may update their contact information and request further contact
- Reorganize Chevalier Courts and Legion of Honor Preceptories
 - Unless otherwise indicated, establish one local Court and Preceptory in each District
- A systemized communications platform shall be developed and maintained to retain alumni members, to the following desired specified ends:
 - For appropriate recognition
 - To increase participation, as appropriate, with local Court and Preceptory observances
 - As a source for new members
 - Adopt and investigate funding to offset initiation fees for legacy DeMolays
 - As a source for new advisors
 - For non-requested financial donations
 - As an indirect source for Masonic recruitment