

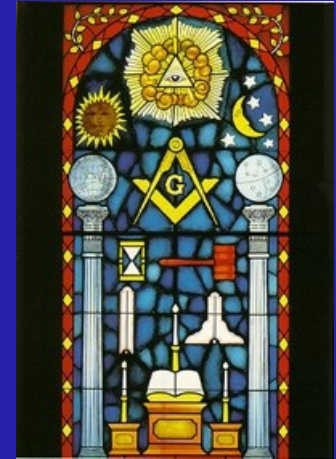
MAY 1, 2019

VOLUME 7, ISSUE 5

# Lubbock's Light

The Newsletter of Lubbock Masonic Lodge #1392

*And God said, "Let there be light"; and there was light — Genesis 1:3*



## Improving Lodge Officer and Member Satisfaction

John Loayza, Assistant Grand Chancellor  
Grand Lodge of Illinois, A.F. & A.M.

Lodges and businesses are more successful when they can improve productivity through teamwork, decrease member/officer losses but increase their overall participation. Therefore, it's important to focus on lodge satisfaction. In various business studies, happiness is a factor that has increased productivity in any organization (fraternal, business, clubs). Furthermore, happiness produces a better organization culture, and it helps a lodge maintain its top talented officers by nurturing them for the long term and keeps membership growing.

What is lodge satisfaction? Satisfaction is a feeling of pleasure and achievement that is experienced when one knows that his lodge officer

work or lodge member attendance is worthwhile. LinkedIn did a global study which found that 75% of employees want a job where they feel that wherever they work, whatever group participation they are in, psychologically it really matters. This is no difference within a lodge situation. There are many factors leading to lodge satisfaction including lodge officer autonomy, flexibility, innovation, recognition, and a sense of belonging to an organization that fulfills a member's wants and desires. Lodge methods/activities that meet both the lodge officer and general member satisfactions are contributing elements of a successful lodge which also reduces challenges of member retention. Let's look at several ways to improve lodge officer and member satisfaction:

*continued on page 2*

## INSIDE THIS ISSUE

- From the East..... 4
- From the West..... 4
- From the South ..... 4
- From the Secretary ..... 5
- From the Sr. Deacon ..... 5
- From the Steward ..... 5
- Our Calendar ..... 6
- Our Lodge in Action..... 7
- The Quarry ..... 8

## PROGRAMS & ANNOUNCEMENTS



MUCH happening this month!

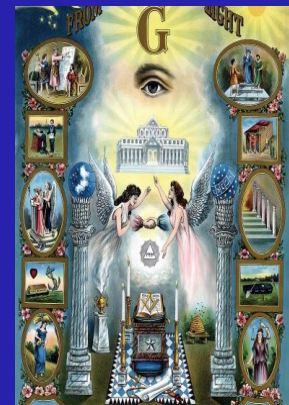
The 53rd Anniversary Hilltop meeting was Saturday, May 4. We will have coverage next month.

At our upcoming Stated Meeting on May 10th we will continue

our discussions for our future move. There may be other surprises too!

Finally, election of officers is just around the corner on June 14th. Please let the current leadership know of your interest in an office and

how you wish to serve your lodge in the upcoming year. We have a wonderful combination of past experience and new blood to draw from to provide our lodge with the best line possible. Please consider serving in the upcoming year.



***“Remember not only to say the right thing in the right place, but far more difficult still, to leave unsaid the wrong thing at the tempting***

*Benj. Franklin*

## Improving Lodge Officer and Member Satisfaction — *con't from page 1*

### 1-GIVE CONSTANT PRAISE AND FOCUS ON IMPACT.

Unfortunately, many lodges don't give enough praise to all their officers, committee members or members in general. However, if we "consistently" tell our lodge officers or members when they have done good work (ritual, floor, educational or social activities, etc.), we will make them feel proud of their work which develops a stronger esprit de corps, and incentives to work harder in the future. Besides, it also develops a more active and successful lodge.

Everyone needs to feel that his work truly matters. We need to go beyond just saying thank you for doing a good job. It's important to explain "how" the work made a difference to the lodge team, and to the lodge in general. This will then contribute to a feeling of being indispensable if we emphasize on how the work related to long term lodge goals which should be part of a 3-5 year lodge business plan developed, worked, and adjusted periodically by mutual agreement between the Worshipful Master, Senior/Junior Wardens and Deacons. Example-Thank you Brother for all the work you put into the last membership project which increased our qualified lodge potential candidate group by 20% for this quarter which was fantastic. The same format can be done for any dinner or other social, community activity or charity project. There is no limit to

what can be done but show the positive impact that the activity accomplished. Also, this is building a lodge brand. By recognizing the accomplishments of either specific lodge officers or committee members, and making it known to the entire lodge, we will have demonstrated that the officer's or member's work really was important and contributed to the success of the team/lodge.

strict business management development or training of current and future lodge officers or committee members. They should be seeking opportunities to help develop a stronger officer corps. By business training of current or future potential officers, the lodge demonstrates that it cares about officer and lodge long term success.

In the 21st Century, it's no longer business as usual, our lodges need to help develop officer/committee member skillsets. Not only will new business type of skillsets make more professional and innovative lodge officers but those same officers can use the skillsets in their everyday lives outside of lodge. This is an opportunity to develop good business type of team leaders, reduce retention challenges, and strengthen our lodges. All of these factors contribute to member satisfaction.



### 2-OFFER LODGE OFFICER DEVELOPMENT & TRAINING.

With the younger generation of lodge members, going through the lodge officer line is more than being appointed or elected to an office. There are more time constraints placed on everyone's life. Lodge members and lodge officers would be more active and attend more activities if proper lodge attention was paid to investing in the membership. Lodges should be doing their own and/or dis-



### 3-FOSTERING ENVIRONMENTS WHERE OFFICERS/ MEMBERS BOND & DEVELOP FRIENDSHIPS.

To Increase lodge satisfac-

***"The grand object of Masonry is to promote the happiness of the human race"***

*Giff Washington*



## Improving Lodge Officer and Member Satisfaction — *con't from page 2*

tion, it's essential to look for methods to help lodge members connect with one another and to form friendships. Although lodge ritual/floor work is very important, lodge officers also need to be more innovative with their lodge activities to make fraternal bonding connections. This is not only true for the members at a lodge meeting but also for their families at other events.

It's important that lodge officers constantly plan and participate in meaningful events for the members and their families. This means more than just once or twice a year. When there is consistency in planning events outside of regular lodge meetings, this is when we see more authentic bonding or friendships develop. Another factor is to recognize important membership events such as major milestones in member's lives. How many lodges even make mention of a member's birthday at a lodge meeting? Unfortunately, not many. We need to make our members feel more appreciated or satisfied.

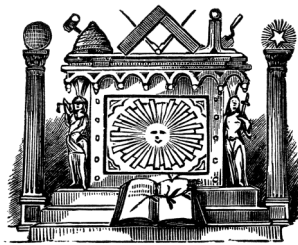


### 4-IMPORTANCE OF SATISFACTION SURVEYS.

No lodge will ever know if its strategies are working if it doesn't conduct "regular sur-

veys" to determine if its members are truly satisfied with whatever the lodge is doing. Satisfaction surveys help a lodge improve on what it might have otherwise missed. Example-meal menus at lodge might have to be changed, lodge visitations as a group within or outside of a specific district or state might be of interest, going to sports activities as a group and then going out for dinner might be of interest, having speakers on different non-Masonic topics could be interesting/helpful, doing a community project. No matter what, "if the lodge doesn't become more pro-active by surveying its members, it dies from within."

Moreover, by periodic surveys of lodge members, the lodge demonstrates that it cares about member opinions. It also proves to the members that the lodge officers consider them important to the lodge, and not just a lodge number. Thus, we need to always remember that a lodge is a team or extended family united by common bonds. Periodic surveys can be anonymous but the lodge has to do something with the surveys, and make the results known.



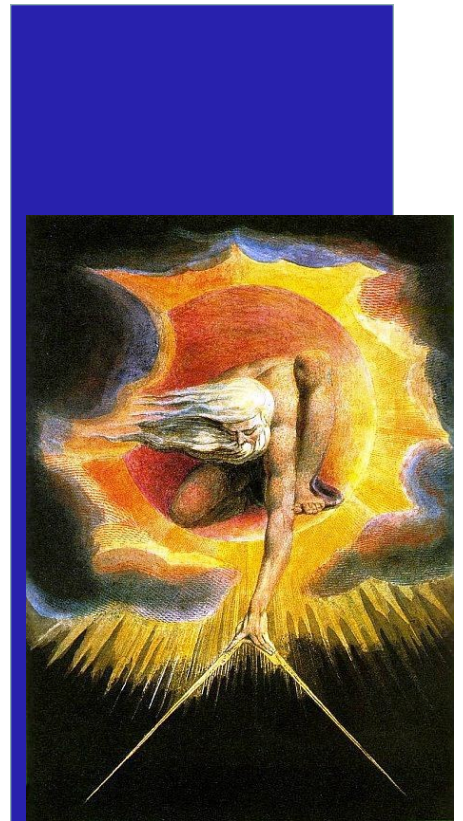
### 5-SATISFACTION BY STATISTICS.

Businesses, lodges or organizations are very similar because it is essential to understand the differences of satisfaction that can produce a successful business, lodge or organization. According to a variety of organizational and community studies, engaged members of any group usually outperform those groups that do not have true and consistent member engagements. A study by ReportLinker found that over 80% of engaged members of any group when offered to take on new challenges are more likely to stay with their group. This is a factor in member retention.

Another study of millennials reported that learning and development are the most important benefits when and where to join any organization or business. As Freemasons, this indicates that esoterica, historic, philosophical teachings, and ritual need to be balanced within administering good lodge business plans and practices. None of them are more important than the others because they are all component parts of a successful lodge, and Freemasonry in general. Therefore, the responsibilities of a successful lodge truly depend on how well lodge officers improve and engage member satisfaction. How well are your local lodges or lodge officers doing?



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***"Take everything you like seriously, except yourselves."***

*Rudyard Kipling*



**WORSHIPFUL MASTER JUSTIN ROBBINS**  
*From the East*

As I sit here and think of a topic for this month's article, the only word that comes to mind is hope. Hope for us as individuals, hope for our lodge, and hope for Freemasonry as a whole. I personally believe that Masonry is based on hope. The fact is that none of us can truly know the future. So, what then keeps us moving forward? What keeps us striving for better? What keeps us going when we feel all is lost? The simple answer is hope.

As individuals, we are constantly facing challenges and hardships, yet we continue on. Hope gives us the strength to press on and face life's many difficulties. Similarly, many lodges are facing difficult times, either financially or with membership. It takes hope to keep these lodges moving forward, even when they

can't find a solution. Finally, as many of you know, Masonry has seen a major decline in membership in the last decade. What keeps Masonry alive as it has for all of these years. Again, the answer is hope. As masons, we believe in the greater good and a higher power that ultimately has a plan for us as individuals, lodges, and masonry as a whole. It is my belief that the Grand Architect of the Universe has a plan for us and that our only duty is to trust in his power and have hope in our future. Great things our happening all around us. We only need hope to face the unknown with courage and confidence.

It is my prayer that each of us, through the strength of our higher power, find the hope to continue on even, in the face of defeat.



**SENIOR WARDEN HEATH MORGAN**  
*From the West*

With Easter past and spring at hand it's the time of new beginnings and life. It's no different for our lodge. The vote to sell the lodge building has passed and we are now preparing to find a new home. Brethren, it is important for the future of our lodge that you come out and let your voices be heard as we go down this road and begin a new chapter in our history. More important than that, we have several new EAs, FCs, and even new petitions coming in the door. It is a time for revitalization for Lubbock Lodge. We all need to be apart of these

new Mason's journeys so that they have a true feel for the Craft and that of Lubbock Lodge. Good things are happening. Better things are in the horizon. Let's come together to dwell in unity, revel in brotherhood, and make our communities better places.



***“Live in such a way that you would not be ashamed to sell your parrot to the town gossip.”***

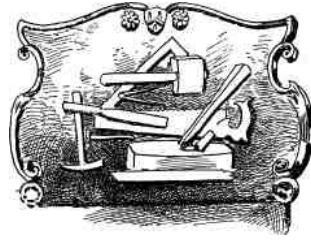
*Will Rogers*





**FROM THE SECRETARY JERRY HENDRICK**  
*Taking Care of Business*

As the masonic year starts to come to a close, its time for the books to get refreshed. For those you who have paid your dues on time I thank you very much. And for those who have NOT please get them to me ASAP. Just a reminder that elections are coming up in June, please keep this in mind. It could be your chance to show off your leadership skills.

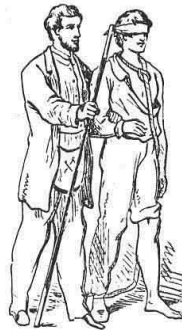


**FROM THE SENIOR DEACON JASON JONES**  
*Visiting Brothers and Prospects*

Last month we officially received R. W. Terry Ewings DDGM Masonic District 93A of the Most Worshipful Grand Lodge of Texas and voted on the resolution to sell our property on Brownfield Dr. We also voted on a petition for a TTU Law Student. We had several visitors from Crosbyton, Yellowhouse, and Wolfforth-frenship lodge. This month we will continue our business in finding Lubbock Lodge a new home. I solicit everyone's attendance as it is important the membership has their voice heard as we move forward in determining the lodge's fu-

ture.

Elsewhere in the district, the annual hilltop meeting will occur this Saturday, and this Sunday at 2pm the Scottish Rite Learning Center of West Texas will holds its annual graduation for over 100 students from Lubbock and the surrounding area.



**FROM THE SENIOR STEWARD LUIS RAMOS**  
*Food, Flowers & Frolic*

Grand Architect of the Universe, show us how to take our lives in their rude and natural state and dress, square, and polish them so that we might become disciplined and educated. Keep us everlastingly at the task of self-mastery. Enable us to uncover the Perfect Ashlar within us by removing the superfluous material which encrusts our lives. Teach us how best to perfect our spiritual edifice. Amen. So Mote it Be.



**Upcoming Menu for April:**

Menu:

- Build your own sandwich
- Assorted chips
- Assorted cookies
- Assorted drinks

**Let us endeavor so to live that when we come to die even the undertaker will be sorry.**

*Mark Twain*

# LUBBOCK LODGE MAY CALENDAR

| Lubbock Masonic Lodge #1392<br>Masonic Calendar |                       | May 2019  |           |                                   |   |  |  |
|---|-----------------------|---|-----------|-----------------------------------|---|--|--|
| Sunday  | Monday                | Tuesday   | Wednesday | Thursday                          | Friday  | Saturday   |  |
|   |                       |   | 1         | 2                                 | 3<br>YELLOWHOUSE MTG  | 4<br>Hilltop Meeting   |  |
| 5   | 6                     | 7<br>WOLFFORTH FRENSHIP<br>FLOOR PRACTICE   | 8         | 9<br>RAINBOW GIRLS                | 10<br>STATED MEETING  | 11   |  |
| 12  | 13<br>EMMA LODGE      | 14<br>LUBBOCK OES<br>FLOOR PRACTICE   | 15        | 16<br>SLATON LODGE<br>FREEDOM OES | 17  | 18<br>Daylight Lodge   |  |
| 19  | 20<br>CROSBYTON LODGE | 21<br>Mackenzie Lodge<br>FLOOR PRACTICE   | 22        | 23<br>CHAPTER<br>RAINBOW GIRLS    | 24  | 25   |  |
| 26  | 27<br>COMMANDERY      | 28<br>FLOOR PRACTICE  | 29        | 30                                | 31  |  |  |
|   |                       | April 2019<br>S M T W T F S<br>1 2 3 4 5 6<br>7 8 9 10 11 12 13<br>14 15 16 17 18 19 20<br>21 22 23 24 25 26 27<br>28 29 30 |           |                                   | June 2019<br>S M T W T F S<br>1<br>2 3 4 5 6 7 8<br>9 10 11 12 13 14 15<br>16 17 18 19 20 21 22<br>23 24 25 26 27 28 29<br>30 | © 2010 Vertex42 LLC<br><a href="http://www.vertex42.com/calendars/">http://www.vertex42.com/calendars/</a> |  |



I heard this the other day: A Candidate for initiation was to be picked up and driven to the Lodge, but before this could happen the car broke down. The Candidate said as no great distance was involved he would go on his bicycle. Just when he reached the top of the hill his chain broke. As the Lodge was at the bottom of the other side and all he needed was a backpedal brake, so he repaired the chain with a cord he had in his pocket and free-wheeled downhill to the Lodge. Later that evening in reply to a toast in his honour, he said how proud he was to be a Freemason but could not understand, as he had told no one, how the WM knew that he had come on his own free wheel and a cord.

*“Freemasonry is an institution calculated to benefit mankind”*

*Andrew Jackson*

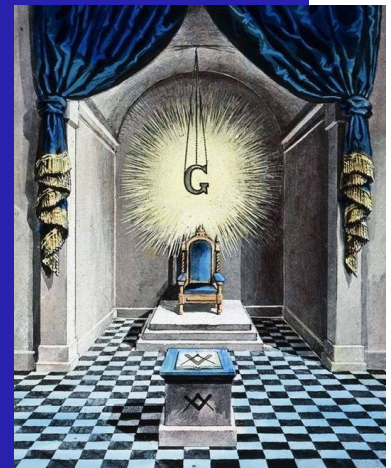
# LUBBOCK LODGE #1392 IN ACTION



May 4, 2019  
Complete Coverage Next Month



Congratulations to our very own Brother Joe Sanders, PM for 50 years of service to Freemasonry in general and our lodge in particular.

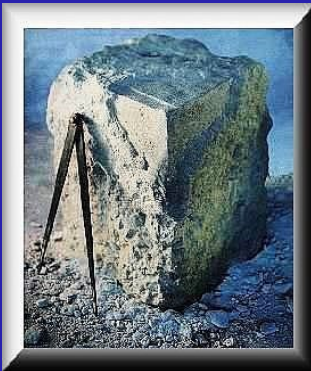


***“To educate a man in mind and not in morals is to educate a menace to society.”***

*Theodore Roosevelt*



LUBBOCK  
MASONIC LODGE  
#1392  
MASONIC DIST 93-A



For more information visit  
[lubbockmasoniclodge.org](http://lubbockmasoniclodge.org)



## SICKNESS AND DISTRESS



Brandon Gould



Please take the time to visit our sick and distressed; send them cards or call them on the phone, and be sure to keep them in your prayers.

If you know of sickness or distress with a brother or his family, please let us know.

*“The things a man has to have are hope and confidence in himself against odds, and sometimes he needs somebody, his pal or his mother or his wife or God, to give him that confidence. He's got to have some inner standards worth fighting for or there won't be any way to bring him into conflict. And he must be ready to choose death before dishonor without making too much song and dance about it. That's all there is to it.”*

*Blair Fable*

## This Month's Brothers' Birthdays

Christopher Lupton 5/1  
Thomas Jackson 5/9  
Leonard Buller 5/23  
Billy Harris 5/25  
Kenneth Olson 5/30

4539 BROWNFIELD DR  
LUBBOCK, TX  
79410-1721

MEETINGS:  
SECOND FRIDAY OF EACH  
MONTH, 7:30 P.M.  
MEAL: 6:30PM  
FLOOR SCHOOL:  
EVERY TUESDAY @ 7P.M.



## The Quarry: Our Esoteric Work By Bro. Coke Etgen, PM

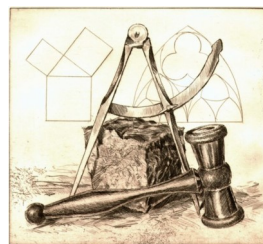
### INTERPRETATION OF THE RITUAL OF THE THIRD DEGREE

#### Part 3 of 4

Another suggestion to you another interpretation, equally lawful, based on the fact that at the center of the Degree is a dying and a raising again. That this is the meaning most generally adopted by the Craft is shown by our habits of language; we say that a man is initiated an Entered Apprentice, passed a Fellowcraft, and raised a Master Mason; by this it appears that it

is the raising that most Masons have found at the center of the Master Mason ceremony.

What does this raising signify? If you have the answer to this question you can afterwards find your own way into all the meanings of the Degree.



E-Mail: [admin@lubbockmasoniclodge.org](mailto:admin@lubbockmasoniclodge.org)