

# Lubbock's Light

The Newsletter of Lubbock Masonic Lodge #1392

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

## Keeping Brethren Interested

By Brother Ken H. Dennis

THIS ARTICLE APPEARED LAST YEAR BUT WITH THE ISSUES FACING OUR LODGE RELATING TO ITS FUTURE, WE FELT IT WARRANTED A REPRINT.

I have noticed that often lodges are able to get quite a few new members initiated, but over the next few months or first year their participation wanes and they end up leaving the craft. I have discussed this topic with quite a few brethren in some detail and I'm going to weigh in on what I believe are some mistakes we might be making and offer my suggestions.

### BROTHERHOOD

As a freemason we afford each other a certain implicit trust and friendship knowing that we are all good men who are striving for the same purpose. Being a brother is more than just

showing up to meetings or shaking a few hands it's about genuinely taking an interest in your brethren and opening up your life experiences and feelings to each other. True friends are always there for each other, they share their passions, desires, aspirations and pain knowing you will always be their to support them. Recite to yourself the 5 PoF and you will understand how important and ingrained this should be.

### PARTICIPATION IN LODGE

One thing that really appealed to me at my mother lodge was how the worshipful master encouraged all brethren to participate in the ritual work. We would break up some of the longer lectures, or feed out some small bits such as the lesser lights to brethren that we not in the chairs. This really helped to encourage me personally to be active in lodge, in practice ses-

## PROGRAMS & ANNOUNCEMENTS



Our second visit is this month from District Deputy Grand Master Terry Ewing.

Don't miss this month's stated meeting as we will be discussing some very important issues dealing

directly with the future of our lodge. These would include moving the charter to a new location after the sale of the building, consolidation with another lodge or surrendering the charter. You do not want to miss this meeting and the opportunity for your voice to be heard on this most important matter.

The Rainbow girls will be hosting Flapjack Fundraiser Breakfast at Applebee's , 4025 South Loop 289 on Saturday, September 21, 2019 from 8am to 10am. Tickets are eight dollars (\$8) each and are available from either Heath Morgan or Kevin Rush.



***“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 moment.”***



## 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



## Keeping Brethren Interested—*con't*



sions and to feel like I have contributed; it became "my" lodge, not just a lodge that I had joined.

### OUTSIDE OF THE LODGE

I have lived in small towns and big cities and one thing which I have noticed is the level of interaction with brethren outside of lodge is drastically different. Small town masonry, like small towns seems to be more of a tight knit group. It wouldn't be uncommon to pop in at a brothers business and chat, to meet for coffee, or share a beer or two (perhaps in a certain brothers' wood working shop). But these niceties are rare indeed for big city masonry. I believe that openness and welcoming nature of small town masonry is a wonderful thing and I hope that we can have more social functions, informal meetings and friendly greetings even in the big city environment.

### EDUCATION AND DEVELOPMENT

We regularly profess to new applicants that we are a society of men who use allegorical and metaphorical stories to pass on great truths, that when studied and put in to action will help us on our eastward journey. But I ask you honestly, do you feel that you have learned our rituals, have you studied our texts; could you do more than merely repeat some ancient scripture verbatim? Many men join for the allure of learning about these lessons and truisms, but how can we teach them if we ourselves are only superficially aware of their meaning? I have heard from numerous brethren and

demitted brethren that they thought and hoped they would learn from freemasonry which they haven't been taught elsewhere, but they were sadly mistaken when time and again their peers did not support, encourage and nurture their interests.

### VISITATION

Perhaps the most amazing aspect of freemasonry is visitation. Being welcomed to a lodge is a wonderful experience, but for the new freemason visiting a strange lodge and not knowing any brethren could be a very daunting idea. Often new brethren will visit lodges that reside in the same building as their mother lodge, but many will not drive to another city or town to visit a totally unfamiliar lodge without support. I suggest that if you are going to visit a lodge that you offer to take the new brother, pick him up from home, or meet him there. This will help to foster that friendship in your own lodge, as well as introduce him to process of visitation and how wonderful an experience it can be.

These are a few topics that I believe could use some improvement in our lodges and I submit them to you for your discussion, consideration and comment.

Reprinted with permission from MyFreemasonry.net

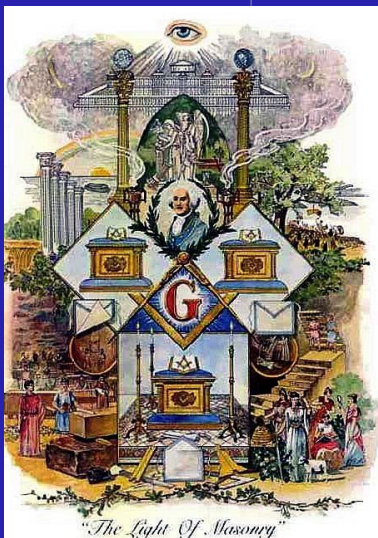
### Improving Lodge Officer and Member Satisfaction

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

February 2019

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



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

*G. Washington*



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

several ways to improve lodge officer and member satisfaction:

### 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, commu-

nity 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.

### 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 district 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.

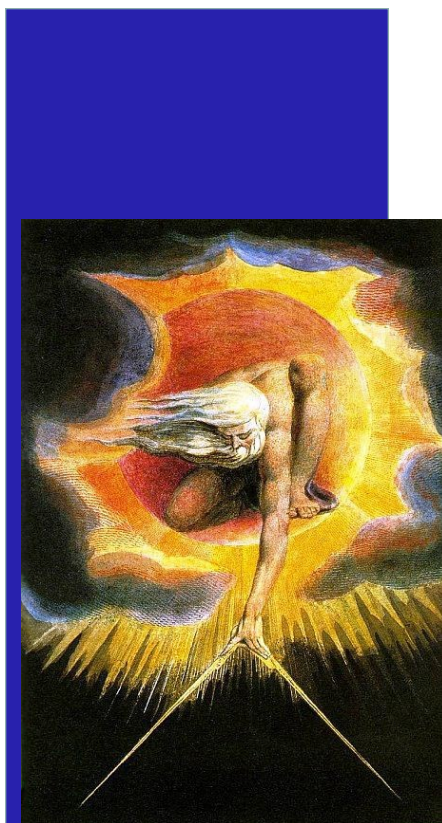
In the 21st Century, it's no longer business as usual, our lodges need to help develop officer/committee member skillsets. Not only will new

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.

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

To Increase lodge satisfaction, 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? Unfortunate



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

*Rudyard Kipling*



**WORSHIPFUL MASTER HEATH MORGAN**  
*From the East*

Brethren,

We are moving along with figuring out the future of our lodge. This upcoming stated meeting we will be hearing propositions for our future. It is my greatest wish and hope, that as many of you that can, come out to listen to what is proposed. This is a great lodge filled with some of the best men I have ever had the pleasure knowing. I am full of hope for the future and hope you come out to have your voice heard. In a world that seems to be going out of control, people shooting and killing one another for no good reason other than they don't care for their life or the lives of others, it is

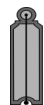
truly special to belong to a group that can come together, debate, discuss, even disagree, and yet part in brotherly love. May god bless you, or lodge, and or fraternity.



**SENIOR WARDEN HENRY HOUSOUR**  
*From the West*

We must try to make real Masons of the men we have taken in, beginning first of all with ourselves, by striving first of all with ourselves, by striving 'not to be better than others', but better than ourselves. That we do our level best to beget a 'Masonic heart' within the men we have taken in, to make of them Masons in spirit and in truth and not in name only.

If our effort is to be successful it will require all the patience, the persistence, the forbearance all the unremitting kindness and courtesy of which we are capable. Above all, it requires that we should consecrate ourselves anew to the cause well worthy to command from strong men' the last full measure of devotion



**JUNIOR WARDEN HARROLD LOVELESS**  
*From the South*

What do the terms "cowans and eavesdroppers" mean? If you are a Master Mason, you are familiar with these terms. But where do they come from and how do they relate to today's lodge?

secrets who listened under the eaves of houses" to hear what was being said, so the droppings from the roof would get all over his clothes. Merriam-Webster (2019) defines eavesdropper as "a person who listens secretly to what is said in private". In modern times, he is the man who forges a dues card or finds one and presents himself as its owner.

Cowan is an old Scottish word meaning "an apprentice who tries to pass as a master". Merriam-Webster (2019) defines Cowan as "one who would pretend to be a Freemason or intrude upon its secrets". In modern times, the Cowan is the MM, FC, or EA who once was a member in good standing but has now dropped for one reason or another and tries to enter the lodge as a member in good standing.

Recently, it has been reported twice on Texas Freemasons someone has tried to enter a lodge under false pretenses. It is important for the good of Freemasonry we be always vigilant and only admit those who are duly qualified.

The Eavesdropper is a "would be thief of

***"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*

Hear Ye! Hear Ye! Hear Ye! To all present greetings!

Your voice needs to be heard. As most of you know, we are in the process for selling our Lodge. There are a few items that have to be completed before this can happen. We have completed the required paperwork for Grand Lodge, and it has been sent for review. Over the course of the next few months we must discuss and purpose resolutions to move the Charter to a new location. This move will

be beneficial in keeping our Lodge going financially. So if you want your voice to be heard, you should attend the next few meetings to get an insight on what the Lodge is doing that way you can have a voice in the affairs of YOUR LODGE.

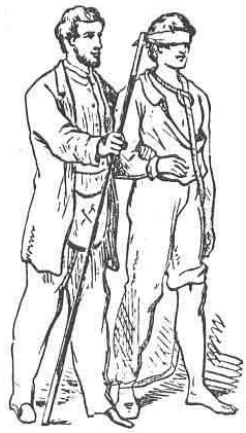


**FROM THE SENIOR DEACON CHAD CONN**  
*Visiting Brothers and Prospects*

We would like to thank all those who attended the August meeting.

Bob Chesser - PM Daylight Lodge #1442,  
John Sallee - Mackenzie Lodge #1327,  
John Davis - PM Forbestown Lodge, CA #50.

We hope to see you at our next state meeting on Friday, September 13th at 7:30 pm (dinner at 6:30 pm) and encourage anyone interested in getting involved with the degree team to attend floor practice on Tuesdays at 7:00 PM.



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

Lord, we thank you for the bounties of harvest and the feast of this day. We thank you for the richness of life and the warmth of family and friends, and we ask that you strengthen us to share our good fortune with all of the family of mankind.

So mote it be.



**Upcoming Menu for September:**

- Menu:
- Meatloaf
- Potatoes
- Veggies
- Cookies
- Asst Drinks

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

*Mark Twain*

# LUBBOCK LODGE SEPTEMBER CALENDAR

 <b>Lubbock Masonic Lodge #1392</b> Masonic Calendar		<h2>September 2019</h2>				
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	 WOFFORTH FRENSHIP FLOOR PRACTICE	4	5	 YELLOWHOUSE LODGE	7
8	 EMMA LODGE	 LUBBOCK OES FLOOR PRACTICE	11	 RAINBOW GIRLS	 STATED MEETING	14
15	 CROSBYTON LODGE	 MACKENZIE LODGE FLOOR PRACTICE	18	  SLATON LODGE FREEDOM OES	20	 DAYLIGHT LODGE
22	 COMMANDERY	 FLOOR PRACTICE	 SCOTTISH RITE	  RAINBOW GIRLS CHAPTER	27	28
29	30	August 2019 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		October 2019 S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31		

© 2010 Vertex42 LLC  
<http://www.vertex42.com/calendars/>

**QUOTE OF THE MONTH FOR SEPTEMBER**

**"Change is not only likely, it's inevitable."  
 -Barbara Sher**

*"Freemasonry is an institution calculated to benefit mankind"*

*Andrew Jackson*

# It's our newsletter's SEVENTH BIRTHDAY!



## Improving Lodge Officer and Member Satisfaction—con't

ly, not many. We need to make our members feel more appreciated or satisfied.

### 4-IMPORTANCE OF SATISFACTION SURVEYS.

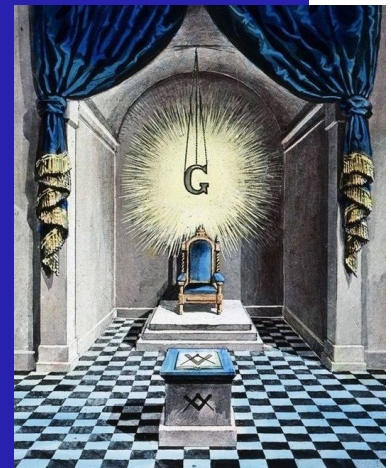
No lodge will ever know if its strategies are working if it doesn't conduct "regular surveys" to determine if its members are truly satisfied with whatever the lodge is doing. Satisfaction surveys help a lodge improve on what it might have otherwise missed. Example-meal menus at lodge might have to be 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?

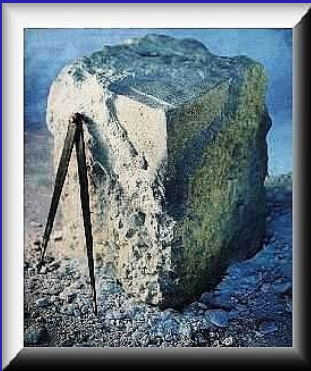


***"To educate a man in mind and not in morals is to educate a menace to society."***

*Theodore Roosevelt*



LUBBOCK  
MASONIC LODGE  
#1392  
MASONIC DIST 93-A



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



## SICKNESS AND DISTRESS



Coke Etgen—knee surgery



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.”*

*Blaine Fable*

## This Month's Brothers' Birthdays

Bobby Day – 9/5  
Elmer “Coke” Etgen – 9/7  
Henry Housour – 9/10  
Bobby Cook – 9/11  
Coy Cooper – 9/17

Joe Sanders – 9/17  
Ata Sagnak – 9/25  
Dewain Collins – 9/30

4539 BROWNFIELD DR  
LUBBOCK, TX  
79410-1721

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



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

RAISING OF A CANDIDATE  
part 2

doctrine, no religion, only, that  
there is immortality.

The degree delves into the deepest recesses of man's nature. While it leads the initiate into the Sanctum Sanctorum of the Temple, it probes into the Holy of Holies in his heart. As a whole, the Degree is symbolic of old age and by the wisdom of which we may enjoy the happy reflections consequent on a well-spent and properly directed life, and die in the sure knowledge of a glorious immortality.



It teaches no creed, no dogma, no



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