

## ENCOURAGING NEW MEMBERS WHILE RETAINING ESTABLISHED MEMBERS

PROBLEM: “BUT WE’VE ALWAYS DONE IT THIS WAY”

CHANGE MAY REPRESENT: FEAR OF LOSING CONTROL;  
BEING LEFT OUT OF THE LOOP

Positive Communication is a must.

Listening is 50% of communication. Ask yourself, are you really “listening” or just waiting for your turn to talk? Interpret what you hear by proving it. How? Repeat – Did I hear you say ... Is this what you meant?

Show respect for the ideas and opinions of others. Every idea deserves consideration.

By saying, “but we’ve always done it this way,” stops the flow of positive energy and enthusiasm. It kills sharing of possible new and fresh ways of accomplishing a common goal.

Change need not be positive or negative, but fear of change may cause defensive reactions, which in turn may cause cooperation to fail.

New members may need to be patient and not rush change, but take baby steps.

Established members must realize that without some changes, DON will cease to exist. The future of our organization is with the Young. If our established members want to be a part of how things will change, then flexibility must prevail, otherwise no one will succeed.

A “YOUNG AT HEART” GROUP might be the answer for retaining new members. Instead of having to mold themselves into the establishment, the newer members might develop a group of their own with goals they could accomplish for the good of the Temple, while finding ways to support the Shriners Hospital for Children.®

The group might have only one function, or it could have many activities that support the diversity of talents and interests within the group. Hold classes on Manners and Etiquette for the young Masonic groups. Give classes on flower arranging, napkin folding, etc., whatever talents of the group may develop.

Become a parade unit. Plan and put on a fundraiser. Ask the established members if they would like to volunteer and ask for their suggestions. Use their experience and develop teamwork not factions. They don't want to feel like they have been put out to pasture.

Kindness will go a lot further than meanness. Remember you can't take back a cruel word. Silence is sometimes the best answer.

**Think before you speak**

**Love Generously**

**Care Deeply**

**Speak Kindly**

Carrol Glimp, P.Q.

Iras Temple No. 40 Boise, Idaho

Supreme Temple Membership and Public Relations Committee Member