



New Chapter Pilot Program

Overview:

DeMolay International, under the direction of then Grand Master Greg Klemm, held a weekend brainstorming weekend in March of 2001 to discuss and design ways of bringing DeMolay forward. A number of Adult and DeMolay leaders converged on the headquarters office to talk about the past, the present and the future.

During the course of that weekend the attendees were divided into four groups. Each of the groups had the same list of goals but were not told how to go about accomplishing those goals or given priority on how they should proceed. At the end of the conference each group made a presentation of ideas, thoughts and concepts that DeMolay should consider in the future.

One of those concepts was to change the chapter format and make it easier and less restrictive to start new chapters in areas where the DeMolay requirements and parameters had not been successful or could not be successful. Three of the four groups discussed this concept in detail and gave it a high priority for continuing development. A number of those attending continued that discussion, have met occasionally and concluded a program needed to be put together.

Grand Master Fred Welch appointed a committee which met prior to the August 2003 Board Meeting and came up with a basic plan and called it the New Chapter Pilot Program. The intent was to take the program to a number of jurisdictions and fine tune it for presentation to the other jurisdictions should they have some interest. The committee presented a request to the Board of Directors in August and it was approved by the Board for implementation. The presentation piece the board approved follows this outline. The initial request was from nine jurisdictions; two more were added after the presentation was made to the Board. The program is based upon a five year waiver.

The Grand Master appointed a committee to look into the program further and to develop presentation pieces for distribution to those jurisdictions approved in the program. The Regional Conferences were held in the fall and the Service & Leadership Staff and the Elected Line Members made a presentation on the program explaining the objectives and goals. At the November Board Meeting requests came in from approximately 25 additional jurisdictions and they were approved for the same waiver.

The concept has been well received out in the field. The input and ideas coming forth from jurisdictions have been tremendous. It becomes important to denote that the feedback lends itself to the committee's original agreement that the program needed to start out in basic form so the jurisdictions could adapt the concept to their advantage and use their strengths to implement it in a positive and effective manner.

The program has not been distributed since the November board meeting because the input from the regional conferences was so vast. The New Chapter concept is being left to the jurisdictions for interpretation and development with the vision that a couple years down the line the concept can be better defined and put in concrete terms for implementation.

Introduction:

The Board of Directors of DeMolay International approved during its August 2003 Board Meeting the following waiver request.

Chapter Structure Test Marketing Program

On behalf of the following jurisdictions, I respectfully request approval for a five year test marketing program utilizing an experimental chapter structure known as the DeMOLAY LEADERS PILOT PROGRAM.

Jurisdictions requesting the approval:

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|------------------------------|---------------|
| District of Columbia | New Hampshire |
| Idaho | Oklahoma |
| Kansas | Washington |
| New Jersey | Vermont |
| Northern California & Hawaii | Wyoming |
| Michigan | |

The following concepts will be considered (but not limited to) for the program:

- Program is for new or restarted chapters
- Lower minimum number of members to start the chapter
- Sponsorship can include civic, social or fraternal groups approved by the Executive officer
- Chapter names to include the words "DeMolay Leaders"
- Reduced language for the induction ceremony and the opening of the business meetings
- Chapter officers to be more representative of corporate/civic organizations
- Chapter committee structure simplified DeMolay Youth Protection and Risk Management policies would remain in effect without change

We request an appointed committee to standardize the parameters for the program and who, if necessary, can report on the national progress of the program.

We feel that these efforts will greatly help increase membership, especially in smaller, more rural areas where the traditional DeMolay organization seems to be at a severe disadvantage.

Program Detail:

Program is for new or restarted chapters

This waiver program is to start new chapters or reinstate old chapters who have been closed to due lack of available advisors and/or members. Existing chapters who are in the process of closing and want to reactivate under these guidelines will need to close the chapter and apply for a reinstatement in order to become eligible for this waiver.

This waiver is not intended or designed to eliminate or change the existing chapter structure. Chapters will not be converting from the traditional structure to a Demo lay Leaders program. ,

Lower minimum number of members to start the chapter

Minimum number of DeMolays needed to start a chapter will be five. Minimum number of Advisors needed to start a chapter will be two.

Sponsorship can include civic, social or fraternal groups approved by the Executive officer

DeMolay Leader chapters can be formed under the usual process or through other organizations. It is strongly recommended and encouraged that if a Masonic sponsoring body is available and wants to assist and develop the chapter they be encouraged to sponsor the chapter. If no Masonic organization has the ability to sponsor the chapter then you are encouraged to find other civic and fraternal organizations that can help grow and sustain a chapter.

Chapter names to include the words "DeMolay Leaders"

We believe that the message we wish to send in this new chapter concept is leadership. Therefore, each chapter is encouraged to name their chapter with the words "DeMolay Leaders" included in the chapter name. Examples would include: DeMolay Leaders of Biloxi sponsored by or DeMolay Youth Leaders of Colorado Springs. There is no requirement to use the word DeMolay Leaders.

Chapter officers to be more representative of corporate/civic organizations

Chapter officers will be the President, Vice President, Secretary and Treasurer. They will be elected and the Secretary and Treasurer can serve as one officer with both titles. Terms will run six months and when the term is completed the outgoing President will be recognized as a Past President of DeMolay. If a jurisdiction wishes to use traditional DeMolay officers names that is at the discretion of the Executive Officer.

Chapter committee structure simplified

There will be no committee structure due to the size of the chapter. If the Chapter President wishes to appoint committees he can do so.

DeMolay Youth Protection and Risk Management policies would remain in effect without change

All adult leaders under this waiver will have all the requirements that adult leaders do under the traditional DeMolay format. They will be required to pass background checks, complete DAD training and be approved by the Executive Officer. The Chapter Chairman and Chapter Dad are not required to be a Master Mason, a Senior DeMolay or a man.

Reduced language for the induction ceremony and the opening of the business meetings

The traditional full form ritual used by DeMolay chapters will not be used. A reduced version of the ritual will be developed. Chapter initiation will be short and limited and may at the discretion of the Executive Officer be reduced including the obligation. A shortened induction ceremony is attached. *The Executive Officer will determine the method of initiation and how this procedure will be implemented in relation to a regular chapter structure in each jurisdiction. .*

The attached induction ceremony has been developed for use in this program. The rules of this program clearly state the Executive Officer of each jurisdiction will use an induction ceremony which he approves. The attached ceremony is an example of what can be done to implement your program. We believe the attached ceremony is well done and will be effective in conveying the message and the obligation of a DeMolay. It is hoped that after a period of time a consistent induction program will be adopted by all jurisdictions.

Chapter Events and Meetings

Each jurisdiction will decide the format under which the chapter will operate and how they will interact with other chapters using the traditional format. In small towns it may be appropriate to hold a meeting after school or at a pizza parlor. Basic protocol should take place and we encourage you to have a bible, school books and a flag present. It would be appropriate for a prayer to be given depending on the privacy of the location. The agenda should be basic. All the same DI rules apply regarding chapter activities.

Summation

The intent of the Pilot Program is to develop a new chapter concept that will allow us to bring DeMolay back into areas where we cannot sustain ourselves under the current chapter format. The message of DeMolay is leadership and value driven. There are many ways to convey the message and even if young men receive it in a limited fashion due to size and location it still provides DeMolay an opportunity to expose them to a wholesome and successful environment for growth and future development.

Input from jurisdictions will be sought as the program is implemented. Communication to other jurisdictions about its success and failures will be part of the strategy.

Good Luck.

Grand Master Fred Welch appointed the following committee to develop and oversee the program:

| | | |
|-----------------|------------------------|------------------------------|
| Greg Kimberling | Grand Senior Councilor | Chairman |
| Curtis Gimlin | Executive Officer | Oklahoma |
| Kurt Hamrock | Executive Officer | Dist of Columbia |
| David Glattly | Executive Officer | New Jersey |
| Dick Sayre | Executive Officer | Washington |
| Derek Sprague | Executive Officer | Idaho |
| Mike Salazar | Executive Officer | Northern California & Hawaii |
| Wendell Haney | Congress Secretary | Illinois |
| Steve Crane | Executive Officer | Kansas |
| Larry Dillon | Executive Officer | Michigan |
| Danny King | Executive Officer | Wyoming |

INDUCTION CEREMONY
For the new chapter concept

I stand before you with the mighty bulwarks of freedom: the Holy Bible and the schoolbooks. Not far away rests the banner of our beloved country. Standing as sentries are these seven burning candles, beacons in the darkness, lights to illuminate our pathway as we journey ever onward down the road of life. They are the symbols of all that is good and right with the world. They are the standards upon which we as DeMolays have pledged to base our lives.

My friends, you will kneel on both knees.

You will place your right hand on the Holy Bible or on the shoulder of the one in front of you...

You will say "I"

Speak your name...

...and repeat after me.

In the presence of God and with my right hand upon His holy word, promise that I will henceforth honestly and earnestly strive to be a better son than I have ever been before. .

I promise that I will live a clean and moral life.

I promise that I will love and serve God.

I promise that I will give to my country an unswerving allegiance; defending her honor with my life if need be; and that I will defend civil, religious, political and intellectual liberty.

I promise that I will revere the memory of Jacques DeMolay who gave up his life rather than betray his brethren and the trust they reposed in him; and never willingly or knowingly will I do anything which would unfit me for the commendation of all good men.

I promise that I will be ever loyal to a Brother DeMolay; that I will never cheat or wrong him; that I will seek to aid him in time of trouble and need; and will always remain silent if I cannot speak a good word for him.

I promise that I will honor womanhood that I will never be guilty of defaming the character of nor permit harm to come to any woman. So help me God!

You will arise.

You will seal your vows by kissing the Holy Bible.

The first candle symbolizes the love between parent and child, that love which existed before we were born, has remained with us all our life through, and will follow us even beyond the grave. The sages named this love "agape", love for no other reason than the sake of being.

The second candle is emblematic of reverence for all that is sacred. A young man crossing the threshold of DeMolay lay for the first time professes a deep and abiding faith in one living and true God. Without this steadfast faith and the grace of our heavenly Father, our toil would be for nothing.

This third candle stands for courtesy, a courtesy that transcends friendships, a courtesy which reaches to the stranger, to the aged, to all men. It is this courtesy that brings a warm feeling and a smile and makes this life more pleasant for others as it lights the pathway before us.

The fourth candle, the candle in the center of our seven, stands symbolically for comradeship. Millions of young men such as ourselves have knelt at this symbolic Altar and dedicated themselves to the same high principles of good son ship and good citizenship. As long as we remain faithful to these pledges, as long as there is an Order of DeMolay - we are one.

The fifth candle stands simply for fidelity. A DeMolay can never justly be false to his vows, his promises, his friends, his God. He is called upon daily to defend the bulwarks and precepts of the Order that he might never fail as a leader or as a man.

The sixth candle is symbolic of cleanness, not only the bodily cleanness which we all practice, but the cleanness of every thought, word and deed. Only in cleanness can a DeMolay rightly be representative of the pureness of our teachings.

The last candle is emblematic of patriotism. Perhaps we shall never be called upon to defend our country on the field of battle, but each day affords new opportunities to stand as good and upright citizens in behalf of that beloved banner and our hallowed land.

Yet we live in troubled times when the bulwarks of the Bible, flag and school books are in danger of sinking into the waste of doubt and uncertainty; when these seven glorious precepts may not be the most coveted standards upon which to base one's life; when trust and justice and brotherhood may not be considered the most virtuous of qualities.

And if we as DeMolays do not stand unswervingly in defense of the teachings of our Order, if we do not seek to perpetuate them in our daily lives, then perhaps these flames will be extinguished, muted in the shadows and darkness shall inherit the land.

Yet each of you, as a DeMolay, holds within your heart a flame, a beacon to guide you through the darkness. If you can make this light shine upon another, if you can reach into the innermost depths of his soul and set his flame afire, then therein lies the purpose of the Order of DeMolay and therein lies your purpose for living.

I now extend to you the right hand of comradeship.

You may be seated.