



EPWORTH FREEMASONS LEADERSHIP JOURNAL
SUMMER 2017

FMV

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**FREEMASONS VICTORIA
FMV QUARTERLY JOURNAL
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On our Cover:

"A successful leader understands
the need to change and adapt, to be
open to different views and to doing
things differently. This means great
leaders are courageous, willing to step
outside what is comfortable, to trial, to
innovate, to do things differently and to
embrace new ideas."

MWBro. Don Reynolds, Grand Master

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FMV Thanks:

Freemasons Epworth for their partnership on our Leadership Summer Journal!

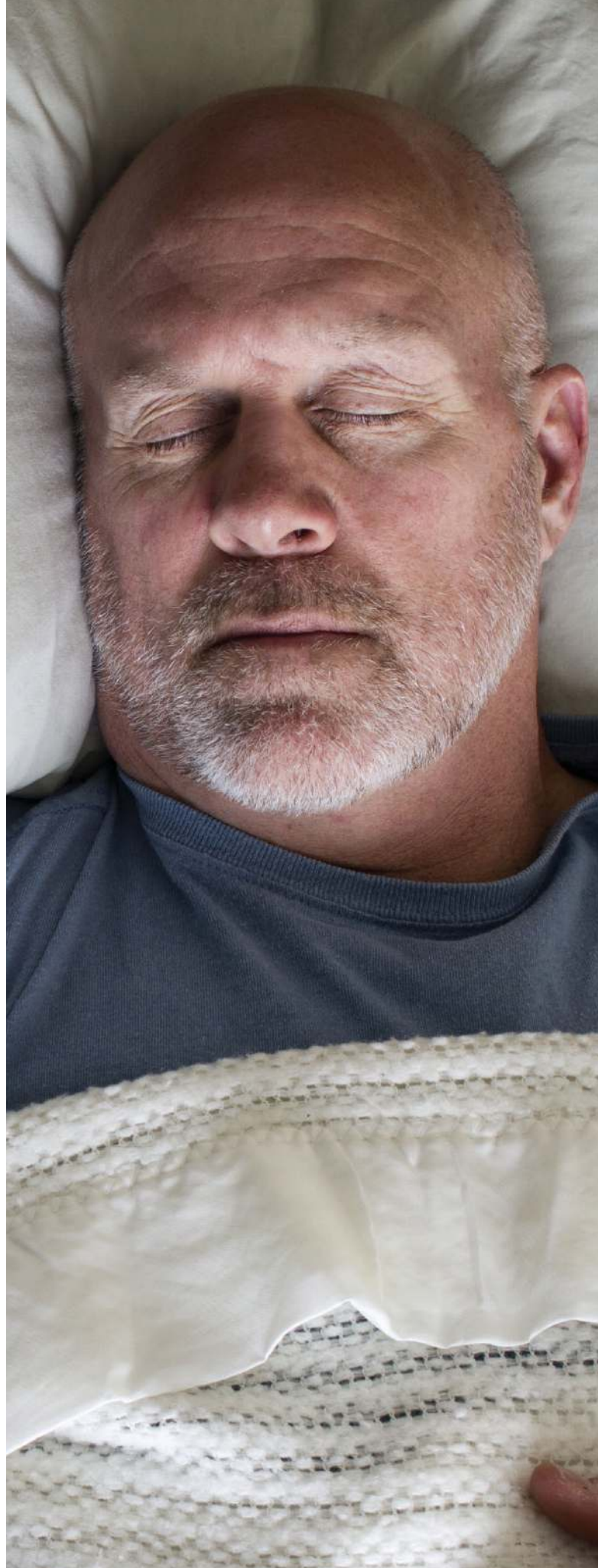
What is your snoring really saying?

Up to 15% of all adults experience sleep disorders, such as sleep apnoea and snoring.

Most of us know someone with a sleep disorder and the effects can be far-reaching. This includes relationship disruption, loss of productivity, mood disorders and increased workplace and vehicle accidents.

Sleep disorders can also impact your long-term health, and have been related to cardiovascular disease, diabetes, hypertension and other potentially life-threatening conditions.

Epworth Freemasons Sleep Clinic provides services to help ease, or cure, signs and symptoms of sleep disorders. Services include sleep studies, continuous positive airway pressure, mouth guards and more.



P11663_1017

To book a consultation, please contact Epworth Freemasons Sleep Clinic on **03 9417 5113**, or visit <https://www.epworthsleepcentre.com.au>

The Currency of Leadership

FROM THE EDITOR

It is trust, and not money, that is the currency of leadership, business and life.¹

American President Abraham Lincoln said "Character is like a tree and reputation like a shadow. The shadow is what we think of it; the tree is the real thing."

The relationship between character and reputation is well documented and widely acknowledged. Character is often deemed to be the authentic, tangible, real expression of who we are – lived out through our behaviour and decisions, reflecting our values and how we live them.

Reputation is a more transient thing, less about who we are than about how others perceive us. Our reputation is a measure of how others have assessed our behaviour in the past. It is the shadow cast by our character.

Trust and reputation are closely linked. Trust is one of the building blocks of relationships. Trust is built on a strong reputation, and it is a predictor of future behaviour. The trusted leader is followed.

Trust is the competitive edge shared by great leaders and great organisations.

In his book "The Trust Edge", David Horsager describes the 8 pillars of trust that are key attributes of successful leaders:-

1. Clarity: People trust the clear and mistrust the ambiguous.
2. Compassion: People put faith in those who care beyond themselves.
3. Character: People notice those who do what is right over what is easy.
4. Competency: People have confidence in those who stay fresh, relevant, and capable.
5. Commitment: People believe in those who stand through adversity.
6. Connection: People want to follow, buy from, and be around friends.
7. Contribution: People immediately respond to results.
8. Consistency: People love to see the little things done consistently.

In The 21 Irrefutable Laws of Leadership, John C. Maxwell notes that:-

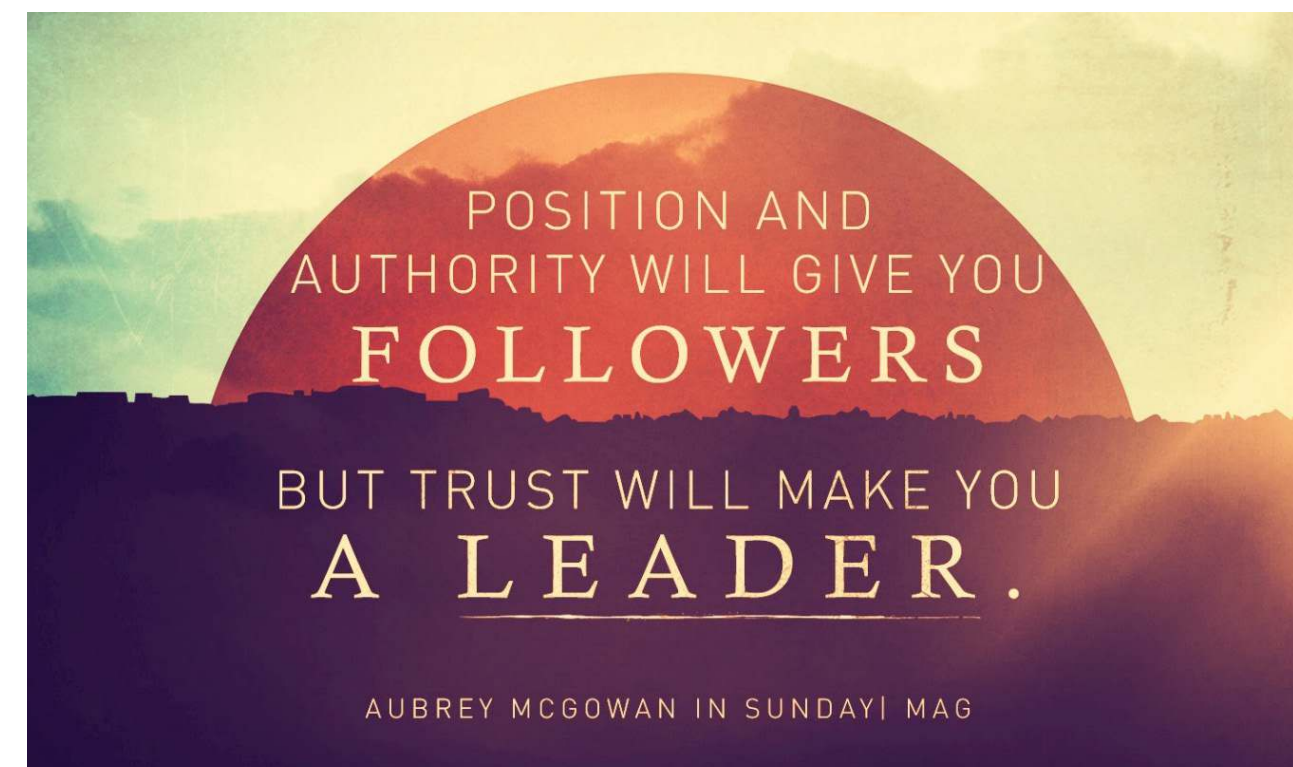
"Character makes trust possible. And trust makes leadership possible."

But why is trust the currency of leadership? Maxwell explains it like this:-

"Trust is like change in a leader's pocket. Each time you make a good leadership decision, you earn more change. Each time you make poor decisions, you pay out some of your change to the people. When you're out of change, you're out as the leader."

Look after your change!

Below: Visualized quote from Aubrey McGowan's article. "Position and authority will give you followers, but trust will make you a leader." Art from GracewayMedia.



Sources:

¹ Rose O. Sherman, Emerging RN Leader, January 2013

² The Trust Edge, David Horsager, 2011

³ The 21 Irrefutable Laws of Leadership, John C. Maxwell, 1998 & 2007

The Board's Role in Leadership

RICHARD ELKINGTON
PRESIDENT
BOARD OF GENERAL PURPOSES

Your Board of General Purposes exists to serve and promote the best interests of Freemasons Victoria. It governs our Craft with an emphasis on:

- Looking outward rather than inward
- Strategic leadership more than administrative detail
- Clear distinction of Board and Chief Executive Officer roles
- Collective rather than individual decisions
- Looking to the future rather than past or present, and
- Being proactive rather than reactive.

The second and third points are perhaps the least understood and really go to the heart of governance.

Essentially, the Board sets the Mission, Vision and the Strategic Plan of the organisation, determines the available financial and policy resources, articulates a corporate culture then hands this all over to the CEO and Management Team for implementation of the Strategic Plan.

The Board then expects the CEO to achieve agreed results based on a set of measures/milestones and targets.

The Board also pledges to uphold the Constitution, Rules and Regulations of Freemasons Victoria and to cultivate a sense of group responsibility by deliberating in many voices, but governing as one.

The President of the Board is appointed to exercise independent judgment, act objectively, and ensure (alongside the Chief Executive Officer) that all relevant matters are included in the agenda

and prioritised properly. He shall also ensure that all the Directors are fully involved and informed of any business issue on which a decision has to be made.

The President is also expected to possess the following:

- Wide experience, preferably at Board level, in successful organisations
- Capacity for strategic thinking and ability to make quick and important decisions
- Working understanding of finance as well as accounts and report systems
- Excellent leadership and communication skills
- Appropriate training in corporate governance and professional directorship, and,
- Limited number of other directorships.

Alongside the President are Directors (8 elected by members, the GM, DGM, Grand Registrar and Grand Treasurer) who must be aware of their Board role and appreciate the crucial differences between the role of the Board and the role of management. They should have an understanding of the legal framework within which the organisation operates. A Director should have a good understanding of the Board's operation and how to ensure its effectiveness.

Effective leadership of Freemasons Victoria relies upon an understanding of boundaries and a generous, respectful and collaborative approach to realising the vision of our strategic plan.

Message from the Chief Executive Officer

JANE SYDENHAM-CLARKE
CHIEF EXECUTIVE OFFICER

Our Grand Master describes this time as one of the most significant change periods in our organisation's history. Times of change require courageous leadership, and I am grateful for the wisdom of our current leaders as they guide us towards a relevant, vibrant and sustainable future.

They recognise that this future will depend upon our capacity to reclaim our position as an organisation of respected community leaders. Recognised widely for our ethics, compassion and influence, Freemasons Victoria should proudly stand, highly recognised as an organisation of good men, supporting each other, their families and the community.

It is therefore with great pride that we welcome our partnership with Leadership Victoria which exists to inspire, develop and connect exceptional leaders who are driven by personal development and professional excellence and who share our passion for creating a better world.

In 1989, the directors of the Hugh Williamson Foundation resolved to invest in the next generation of leaders for Victoria and Australia and established and funded the Williamson Community Leadership Program which has subsequently, as Leadership Victoria, become one of Australia's most sought-after leadership development programs, still with the original goals from 28

years ago in place – to foster and develop a new generation of leaders.

Throughout its history, Leadership Victoria has curated a deep knowledge of the attributes essential to exceptional leadership, and this is used to develop skilled and energised leaders across today's business, government and community landscapes. The four pillars of their work are Leadership Wisdom, Development, Networks, and Impact and these are used to share knowledge and actively contribute to the creation of a better world.

In partnership with Leadership Victoria, the Freemasons Victoria Leadership program will provide a comprehensive approach to leadership development. An online leadership training experience will be enabled for all members and stakeholders, and this will be supplemented with specific leadership forums for particular groups. The centrepiece of the intervention will be a year-long immersive leadership development program, paralleling the highly regarded Leadership Victoria experience, for selected applicants across our organisation.

I look forward to confirming details further and providing you information on how to engage with these valuable resources.

"DO NOT WAIT FOR LEADERS; DO IT ALONE, PERSON TO PERSON. BE FAITHFUL IN SMALL THINGS BECAUSE IT IS IN THEM THAT YOUR STRENGTH LIES."
MOTHER TERESA

Freemasons Victoria Leadership Program in Partnership with Leadership Victoria

LEADERSHIP
VICTORIA

RICHARD DENT OAM
CHIEF EXECUTIVE OFFICER
LEADERSHIP VICTORIA

“Leadership is the process of bringing a new and generally unwelcome reality to an individual, group, organisation or society ... and then helping them to successfully adapt to it.”

Ron Heifetz

The world is changing in disturbingly rapid ways. Iconic industries like taxis, manufacturing and energy distribution are being turned upside down. Some social organisations are in decline while others thrive. Social media means anyone can say anything about someone to almost everybody. Australia’s global competitive edge is being eroded. We risk locking young people out of home ownership forever. We risk creating a new underclass of unemployable disaffected youth. We risk ordinary citizens being disengaged from civic life. We risk undermining family and communities and our country.

And yet there is so much opportunity ahead of us. Young people are increasingly well-educated, smart and almost universally hold good social values. Our increasing multiculturalism brings together the strength of global diversity: almost everyone – no matter their age or background – wants to make the world a better place. And with rising standards of living and global communications, everyone can do more for a better world, more often. We have the opportunity to strengthen individuals, families, communities, our wonderful nation and the world.

This is why leadership is so important.

Leadership can be exercised by anyone, anywhere, any time. Leadership is not about formal

authority. It’s not about being the boss. It’s about mobilising people to achieve important outcomes. It’s about making progress on complex issues. And we face plenty of complex issues.

Freemasonry has a long and proud history of leadership and of helping make the world a better place. But how does this play out in a globalised, digitised, twenty-first century world? How should leaders within Freemasonry be encouraged and nurtured so that the good works of past generations can continue to be built upon, and so that future generations can know and benefit from continued good works? How do Freemasons encourage leadership in the community, and in turn strengthen Freemasonry itself? And how do Freemasons work together: respecting authority when needed, but also exercising leadership and innovation and courage when collective and new wisdom is needed.

These are complex questions. Leadership rarely means easy answers: the simple questions have already been answered. Leadership is risky. Leadership is contested. Leadership can be dark and lonely. But leadership is essential if progress is to be made and if the values we hold dear are to be upheld and propagated.

Leadership is essential if we are going to build great communities and maximise the wellbeing of our people, of our economy, and of the environment we live in. In fact, leadership is essential for the future of humanity. We need more people to exercise leadership more often, and to exercise leadership more effectively.

Leadership Victoria has been developing leaders for almost 30 years: not just in programs, but through our extensive network. Our alumni are in some of the most

senior positions in Victoria, in Cabinet, in Parliament, in business, in public service, and in civic organisations.

We are proud to now be working with Freemasons Victoria on a shared project to foster leadership to support Freemasonry and the broader community. The Freemasons Victoria Leadership project will be accessible to all Freemasons. The project includes three levels of possible engagement: an online introductory leadership experience; an annual leadership program for selected emerging leaders including eight intensive contact days across a year-long experience; and a series of leadership forums for particular groupings.

The project marks Freemasons Victoria’s commitment to investing in building our leadership capacity. This is not a training course which just ends: this is a lifelong, life-changing commitment to personal leadership and to effecting change and holding fast to good values where necessary. It’s also an introduction to a lifelong network of Leadership Victoria leaders who can work together with Freemasons to help create a world where our fondest aspirations are realised and our gravest concerns averted. This is a program of activities that aims for lasting impact.

Throughout Victoria, Freemasons of all levels want to do their best for a better world: FMV’s partnership with LV is an excellent step in helping all Freemasons realise that outcome, and LV looks forward to a long-lasting relationship to create value for common purpose.

For information about Freemasons Victoria’s Leadership Program visit gofmv.com/leadership.



Top Left: Lodge Engagement Officers Conference

Middle Left: District Coordinators meeting at Box Hill **Middle Right:** Don Reynolds and Bruce Bartrop speaking at the Ballarat Library

Bottom Left: Hillel Benedykt and Don Reynolds accepting The Frank Green Memorial Award from Victoria Police Blue Ribbon Foundation

Bottom Right: Members of the Victorian Men’s Shed Association in the frame along with Richard Elkington, Irene Hendel OAM, Bruce Cowie and David Hendel, Director of The Think Pink Foundation Living Centre



Epworth Freemasons – Leaders in Community Health

Excellence lies in succeeding in an area of great passion. Our passion lies in providing the very best care to our patients. It drives everything that we do.

Epworth HealthCare is Victoria's largest not-for-profit private health care group and a leader in Australia's health system. With a single-minded focus on improving patients' lives, Epworth aims to be

- the pre-eminent provider of quality healthcare through the integration of clinical practice, education and research.
- Epworth leads the way in:
- Delivering outstanding patient care and clinical services
 - Enabling staff and doctors to be their best and give their best
 - Driving innovation through

- education and research
- Pursuing growth through reach and services
- As a teaching provider, Epworth is educating the next generation of health professionals, partnering with key universities and technical and further institutions (TAFEs) across Victoria.

Epworth in 2015 / 2016



148,170
Patient Admissions



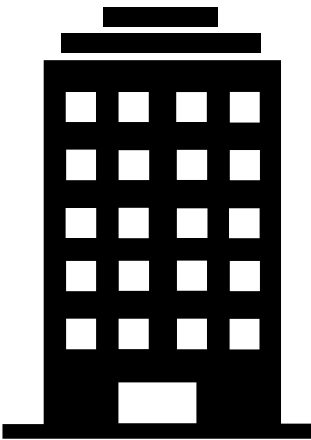
96,553
Operations



25,759
Emergency Department Attendances



3,187
Births



Dr Darren Mansfield
Director Epworth Freemasons Sleep Clinic

Sleep – An Essential Ingredient

DR DARREN MANSFIELD
DIRECTOR
EPWORTH FREEMASONS SLEEP CLINIC

One of Epworth's outstanding services is the Epworth Sleep Centre, which specialises in the diagnosis and treatment of sleep disorders.

"The nature of sleep and the disorders that affect it are not well understood by our community. A large part of our lives is spent asleep. Until recent years, the importance of good sleep to our health and well-being has been underestimated. Problems with sleep are very common. They may occur because of poor sleep habits and insufficient time in bed, or as the result of a specific sleep disorder such as snoring, obstructive sleep apnoea or insomnia. Addressing all of these issues is the key to improving the health, safety, productivity and quality of life of affected people."

- The Sleep Health Foundation (sleephealthfoundation.org.au)

Impact on the Individual

Dr Darren Mansfield is a Sleep Physician and Director of the Epworth Freemasons Sleep Clinic. Dr Mansfield knows better than most the impact that poor quality or inadequate sleep can have on health and productivity, which include:-

- Daytime fatigue and drowsiness
- Loss of productivity
- Accidents
- Mood disorders
- Cardiovascular disease
- Diabetes
- Hypertension

Snoring and sleep apnoea affect twice as many men as women, but Dr Mansfield likes to dispel the stereotype that it is a purely male issue. The evidence suggests these conditions are prolific in the community - up to 15 % of adults will have a problem with either snoring or sleep apnoea.

Dr Mansfield's approach to tackling sleep disorders is to first try to evaluate whether the problem is disruptive. Is it producing symptoms or is it severe enough to have long term consequences? What is it we are trying to treat? This first critical stage of clinical assessment ensures that a decision to treat is appropriate and consistent with the nature, extent and consequences of the problem.

The most well-known treatment is the CPAP device (Continuous Positive Airway Pressure) or the mask and pump treatment, which is best suited to the more moderate to severe end of sleep apnoea. Other responses include the mouth splint or mandibular advancement splints, which are particularly effective for snorers or the mild to moderate sleep apnoea sufferers.

Impact on the Community

An advocate for sleep health, Dr Mansfield sees significant impact on the community, particularly in the symptomatic group (about half of all snoring and sleep apnoea cases). "It's not just that people wake unrefreshed, and have daytime fatigue and drowsiness, but we see this connected with their quality of life, mood and anxiety,

and it also affects productivity and workplace safety. People have more accidents, they have more car crashes, and these can be very significant."

Dr Mansfield observes that if you are very busy and stimulated, you may still feel as though you can function at a satisfactory level. But when you relax, suddenly there is exhaustion. Watch TV, fall asleep; go out to the movies, fall asleep. There is impact on the family and social life as well.

"People don't always seek help because they feel if they stay busy they can get by. But in actual fact if you were to test their performance even in stimulating environments you would see that they are not doing things as well as they might be."

The recent launch of the "Sleep on the Job" National campaign highlights the cost to the public health system of sleep disorders, which it has assessed in the order of \$60 billion. *"We have proposed a parliamentary enquiry into sleep health, to which the politicians are very receptive. In the past, we have struggled to get sleep into the public health policy space, as it's never been taken quite seriously enough. We are now emphasising that sleep health has to be considered alongside obesity, diabetes, exercise and smoking, as the big areas of public health."*

Do you think you have a sleep disorder?

Contact:
The Epworth Freemasons Sleep Disorders Unit, Phone: 03 9417 5113

Women and the Lodge

12



SARAH PARR

There are so many wonderful women involved in the Lodge who make monumental impacts for Freemasonry. One of these women is Sarah Parr.

Sarah's husband Chris is the immediate Past Master of Baden Powell Lodge No. 488 and during his time in leadership as Worshipful Master, Sarah was right beside him the entire way, giving him any support he needed.

"My role of being his wife is to always support him. I said to him when he wanted to become Master that if this is something he wanted to do that I would support him the whole way, whatever he needed me to do I would happily do for him."

Sarah views a leader as someone to look up to and who leads by example. She demonstrates this by supporting her partner and being there for him. Chris and Sarah went through the year with the mindset it was 'their year' and

they did it together as a team. Without the support of Sarah, her advice and guidance throughout the year, it would not have been as enjoyable as it was for Chris. Along with the joy of being part of Chris' Lodge and helping with the charity initiatives, Sarah was also able to experience international travel to New Zealand, which was the highlight of her year.

With a busy lifestyle of family and work, Sarah views Freemasonry as a great Third Place for Chris. "Men need an outlet to be with other like-minded people where they feel safe and can talk to other people."

"My role of being his wife is to always support him. I said to him when he wanted to become Master that if this is something he wanted to do that I would support him the whole way, whatever he needed me to do I would happily do for him."

DO YOU KNOW
A WOMAN THAT
LEADS IN OUR
COMMUNITY?

Share with us here
gofmv.com/women

MAKING GOOD MEN BETTER



FMV

FREEMASONS VICTORIA

INNER SANCTUM



Good men, supporting each other,
their families and the community.

FREEMASONS VICTORIA

Impact, Influence, Inspiration

The Qualities of Leadership

MWBRO. DON REYNOLDS
GRAND MASTER

A Canadian writer and leadership speaker, Robin Sharma, notes that Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates and customers.

Great leaders are not born; like great wine or fine cheese, they evolve through what they learn, refine, hone and improve over many years. There is not one single attribute that makes a leader, but rather a collection of developed qualities that aggregate together to manifest in great leadership.

In reflecting on this for our Summer Journal, I have been inspired by John Brandon's Five Secrets of Great Leadership.

Firstly, great leaders have a sophisticated capacity to mentor or coach. To set the strategy and the game plan to win, to engage and enable the right talent, to set goals and to measure progress, and to then articulate and represent how this all comes together in a successful formula. Great leaders represent and inspire!

Secondly great leaders demonstrate their passion which comes from an authentic place. The community can quickly tell if there is any doubt to a leader's authenticity. Great leaders care deeply about the people they lead and about the purpose of the journey they are on together.

Great leaders listen, they listen carefully to their community. They understand what is going on in their organisation and what is important

to the people therein. They consider matters deeply and do not react emotively, but rather analyse, balance and find the wisdom and consideration in the way forward.

Great leaders accept the blame and don't need to take the credit. They don't need the spotlight, they tend to save that for the stars in their team. They seem to know how to avoid getting the most credit and prefer their team receive this instead. Great leaders have a deep appreciation for the people around them and are willing to accept blame and recognise others for successes.

Finally, great leaders are open. A closed mind leads to dysfunction and disunity. A successful leader understands the need to change and adapt, to be open to different views and to doing things differently. This means great leaders are courageous, willing to step outside what is comfortable, to trial, to innovate, to do things differently and to embrace new ideas.

Freemasons Victoria has been blessed to have great leaders in our organisation. I ask that you come with us on the journey to further our capacity here in our Lodges, our Districts, our Centres, our Grand Officers and Ceremonial Teams, our Board of General Purposes, our Committees, our VATs, our management and across all our efforts. It is through great leadership that we will truly build our relevant and vibrant future.

Sharma, has further enlightened me that Leadership is not a popularity contest; it's about leaving your ego at the door. The name of the game is to lead without a title.



Top Left: MWBro. Don Reynolds talking with WBro. Edmond Mansour **Top Right:** Stonemason James McAuley, MWBro. Don Reynolds, Grand Master of Freemasons Victoria, Sir Rupert Clarke and RWBro. Frank Fordyce PJGW at the grave site restoration. **Bottom:** MWBro. Don at the 2017 Grand Installation

"OUR CHIEF
WANT IS SOMEONE
WHO WILL INSPIRE
US TO BE WHAT WE
KNOW WE COULD BE."
BRO. RALPH WALDO
EMERSON

Sources:

<https://www.robinsharma.com/>
<https://www.inc.com/john-brandon/5-secrets-of-great-leadership.html>

Highlights from the Grand Master Elect's Address at September Quarterly



Above
Bro. Keith Murray giving his Grand Master Elect's Address during September Quarterly

**BRO. KEITH MURRAY
GRAND MASTER ELECT**

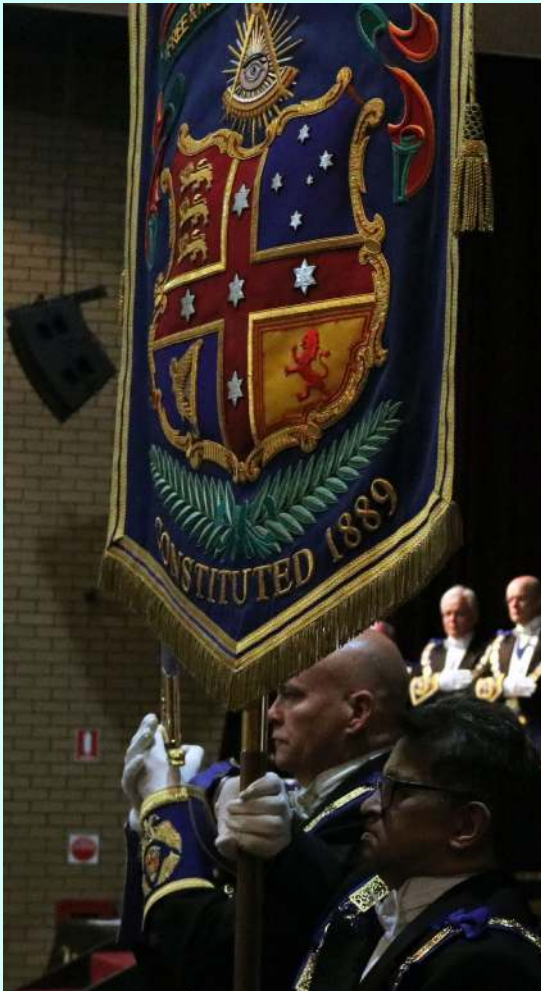
Next month marks 22 years since Fiona and I arrived in Australia, having left family, friends and a promising career behind in Scotland to come to Melbourne. I, like many migrants before me, suffered from homesickness and had fears that I had made a terrible mistake. Not knowing anyone, and unsure of who to trust or where to turn to for advice, it would have been so easy to have used the return air ticket to go back. Fortunately, one thing I brought with me was my membership certificate from my mother lodge. This was my passport to attend lodges here and immediately I was made to feel not only welcome but like a long-lost family member. The bond of brotherly love that unites us all is what grounded me and gave me faith that I could make a good life for my family here.

So my brothers, I owe you a huge debt of gratitude, and my aim during my term as Grand Master is to repay the faith you have placed in me. I will serve you to the best of my ability. It seems to me that in today's society, the virtues of honour, loyalty, integrity, and acts of kindness without reward are a rare commodity, but in Freemasonry these attributes are in our DNA. Yet the outside world's impression of Freemasonry is often at variance with these attributes. If they don't know what we stand for and we do little more than pay lip service to the aims of Freemasonry, how can we possibly deliver on the promise we have to make good men better when society as a whole is crying out for exactly that. Perhaps I can put some reasons forward to you. We no longer need to be concerned about our survival. The FMV team, including the

Board, management team, District Coordinators and the various committees are working together to ensure a strong and secure future. So Brethren, let's get real. Let's be bold about our future. We all need to work on our plans for what we want our lodges to be like in the years ahead and work together to make it happen. Our future is bright, if only we chose to put the proper emphasis on not just asking good men to join Freemasonry, but also encouraging and guiding them. It is not sufficient to say you do Freemasonry once a month. In my opinion, we have nearly lost sight of the real importance of ritual and ceremonial by creating many more rules and choreography than could ever have been imagined. What in truth we need to do is adequately explain the important life lessons contained in ritual, and encourage and support our newer brethren to enable them to become



Top Left & Right: Pictures taken during September Quarterly in Morwell, Victoria
Bottom Left: RWBro. Richard Elkington speaking at the Compassion Forum held at September Quarterly



good at ceremonial as a valuable life skill. I believe Freemasonry is a way of life. It is about enjoying life! The real secret to Freemasonry is not a grip or word. It is the fellowship in a fraternity that stretches far across the globe. It gives support to our members and their families, regardless of race, creed or colour. Victoria is home to more than 180 different nationalities and by 2025 will be home to more than 8 million people. Our clear message to every man should be one of developing true mateship, embracing diversity, and promoting unity. No other organisation in the world comes anywhere close to us on that. I may be an idealist, but I believe the solid friendships we make, built on the shared values and principles of Freemasonry, are what makes our members want to retain their membership for life. These are the very same values that helped me as a brother, in my time of need, as a

new migrant 22 years ago. Now is the time to be a proud Freemason and to share that pride with others. United, we can achieve great things for the Craft and our fellow men. I am optimistic and excited about the future of the Craft in Victoria. Our operations are already in good hands. We now need to turn our attention to the needs of our members. Grand Lodge, for want of a better description, wants to know how we can help. I, as your incoming Grand Master, want to know how I can help. Let me finish by saying, my hope is that every one of us looks to the future with renewed confidence. In doing so, remember that the aims of Freemasonry are very simple. However, the way we approach these in our daily lives determines how we are thought of by each other, and demonstrates to society what the symbol of Freemasonry truly stands for.

"PEOPLE
ASK THE
DIFFERENCE
BETWEEN A LEADER
AND A BOSS. THE
LEADER LEADS, AND
THE BOSS DRIVES."
BRO. THEODORE
ROOSEVELT

2018 New Year Resolutions

FMV invited Brethren to share their thoughts on New Year's Resolutions that would make a difference in their Lodge and their community; here are some of their responses.

"In 2018 I will role model Masonic behaviour etiquette."

"I will contribute to having more fun in the south."

"I plan to be a leader for change, and to contribute to solutions."

"I intend to make sure that compassion is at the heart of all we do in my Lodge."

"I will proudly talk about being a Freemason and encourage others to participate."

"In the summer break I'm going to help my Lodge write the Lodge plan."

"I commit to bring brotherly love to life in 2018."

"I commit to looking out for Brethren who need our support."

"I will proudly wear my square and compasses lapel pin in public."

"I will work hard to send our members home happy."

Seasons Greetings
from FMV

WHAT CAN
YOU DO IN
YOUR LODGE TO
MAKE POSITIVE
CHANGES IN
2018?



Portland Lodge Community Leadership

Portland Masonic Lodge of Victoria No. 6 believes in the value and importance of educating the younger generations in the community, seeing it as an investment in the future.

In a fine example of leadership and dedication to the community, Portland Lodge has a well-established and productive program of fundraising and distribution that is reaping great rewards. The Lodge distributed a remarkable \$20,000 of community funds last financial year, raised through two bingo programs, firewood raffles, barbeques and donations organised by the local groups, as well as generous donations from the Freemasons Foundation which often matches or exceeds the donations made by the Portland Lodge.

The bingo program, which was taken over from the RSL, is expected to bring in \$8000 profit this year - up to \$12,000 next year- to distribute directly into the community. This has allowed the Lodge to donate a freezer and \$1000 to the 'Food 4 Thought' program which provides breakfast to children at eight schools, five days a week.

In addition, the Lodge has donated money to Heywood and District Secondary College, including \$600 to ensure all

students can attend school camps and excursions, and \$7500 to their "Standing Tall" project, a mentoring system for at-risk children to help them reach their potential.

Other donations include

- \$5780 for Portland District Heath equipment,
- \$1400 for Portland's Girl Guides,
- \$1800 for Portland Secondary College and
- \$1000 to Bayview College Schoolies to help towards the costs of students travelling to Vietnam to teach life skills, goal setting, swimming and farming practices, and
- Supplying a mobility scooter to a student with cerebral palsy.

Portland Masonic Lodge has expressed the value and importance of education for the younger generations in the community. With programs such as "Standing Tall", it aims to not only keep students engaged at school, but also to build strong and healthy relationships with family, peers and the wider community.

Above

Bingo fundraiser that Portland Lodge hosted

Below

Portland Lodge Brethren getting ready for a Barbeque



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Member Benefits Program You Deserve To Be Rewarded

xii

What is this Program?

At Freemasons Victoria, we decided it was about time that we rewarded our members for their dedication to our organisation and for the huge contribution that each and every member makes to the future of Freemasons Victoria.

The Member Benefits Program offers you easy access to special rewards and discounts across a wide range of products and services.

How do I access the benefits?

Member benefits can be accessed online at www.fmv.mbabenefits.com.au. Here, you can view all offers by category and order/redeem your offer online in a matter of clicks! You can access the site on your computer or tablet and even if you are on the road on your mobile device.

Does it Cost?

The Member Benefits Program is a free and exclusive program available to all members of Freemasons Victoria.

Who is entitled to this?

The benefits are available to all members of Freemasons Victoria and not available to the general public.

Deals and discounts

Benefits cover a wide range of products and services including automotive, retail, health, travel and entertainment. Some of the great offers, special prices and discounts on offer are:

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- Car insurance
- Discount pricing across The Good Guys products
- Movie tickets
- Pharmaceuticals such as Amcal
- Magazine subscriptions
- Bupa health insurance
- Food and restaurants
- Specsavers eye care
- Theme park and attractions
- JB HI FI products
- Travel and events

**Go to www.fmv.mbabenefits.com.au
to access your exclusive member benefits.**

Macedon Ranges Community Leadership



Above & Left

Macedon Ranges Brethren hosting a Sausage Sizzle at Bendigo Bank to raise money for "Breakfast for the Kids"

xiii

In a wonderful example of community involvement, Macedon Ranges Lodge No. 97 created its "Breakfast for the Kids" program, in an effort to improve the lives of many local primary school children.

Working with the Principal of their local Lancefield Primary School, the Brethren discovered that a distressing 40% of the 156 children attending the school came each morning without consuming breakfast; a further 10% did not have a packed lunch to eat during the school day.

Eager to find a practical way to help, the Lodge established "Breakfast for the Kids", where once a month they provide a hearty breakfast to the whole school community. This usually consists of freshly cooked bacon and egg sandwiches, juice and an abundance of fruit for the kids to choose from.

The Brethren also have a close relationship with Bendigo Bank

where they hold Sausage Sizzles to help raise money for the "Breakfast for the Kids" initiative and also money to donate to five other schools in the area. The Sausage Sizzles are more than just fundraisers; they are a way of building relationships within the community, and of lifting the level of understanding that Freemasons are so much more than our perceived "secrets".

Since starting "Breakfast for the Kids", there has been a dramatic drop in children showing up to school without breakfast; currently, there are 8% of children (down from the original 40%) in that unfortunate position. This is a very positive change which has massive implications for the lives of these primary school students.

The Macedon Ranges Lodge has shown great leadership and initiative in contributing to their community and improving the lives of the future generations.

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Trafalgar Leadership Training

Above

Participants of the Trafalgar Leadership Training with their certificates

In February the Trafalgar Masonic Lodge facilitated Federation Training to conduct a leadership training program. It provided future leaders with the opportunity to develop their leadership skills and knowledge. The course was jointly developed by Federation Training and the Trafalgar Masonic Lodge to empower students to make a difference in the community.

Eleven students participated in the workshops held over three consecutive weeks. They discussed a range of topics including effective communication, managing successful meetings and developing sustainable relationships. The students were all keen to share their knowledge and experiences with the group and reflected on their own personal leadership journey.

A graduation ceremony was hosted by the Trafalgar Masonic Lodge to recognise the achievements of these inspiring leaders. The evening was a wonderful opportunity to celebrate the group's diverse background and discuss future endeavours.

Certificates were presented

to participants by Bro. Keith Murray, Deputy Grand Master of Freemasons Victoria.

The Trafalgar Masonic Lodge would like to express its thanks to Freemasons Victoria for providing funding and support to the program, the 1st Trafalgar Scout Group for its support of the program and its continued commitment to the youth and citizens of Trafalgar, Bendigo Bank Trafalgar branch for in kind support to the participants, and to the numerous individuals and businesses in Trafalgar who supported the program by posting flyers or assisting in engaging participants.

We also acknowledge the valuable contribution of Fiona Bristo from Federation Training for her enthusiasm and ability to bring out the best in her students. Mervyn Moon Master of the Trafalgar Lodge also thanked Keith Murray for his unwavering support and Greg Turner for his great ideas and hard work in making this happen.

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MAKING GOOD MEN BETTER

Celebrating RWBro. Leonard Jinnette – 75 Year Jewel

MAX BROAD
FMV MEMBERSHIP COORDINATOR

"The Father of Freemasonry in the Northern District" - no truer words were ever said by RWBro. Barry Reaper, PDGM.

It was a night of huge celebration at Lord Northcote Lodge's October meeting. RWBro. Leonard Jinnette, PSGW, known to all as Len, was presented with his 75 year jewel, along with VWBro. David Heazlewood, PGIWkgs receiving his 40 year pin.

Len has had the honour of sitting in the chair of King Solomon an astonishing ten times, being Worshipful Master at Darebin-Rotherwood Lodge, Dromana Lodge and most recently finishing his last time in the chair with Samaritan Lodge this year. Len also ran the Ivalda Lodge of Instruction for many years, with numerous Freemasons having had the pleasure of being mentored by him personally.

Known for his wry sense of humour, when asked his opinion of the night's festivities, he mused

"If they hang around for five years, they'll see me at my 80th!"

Len's night was celebrated with family including his children, grandchildren and great grandchildren, as well with over 110 Freemasons in attendance from across Victoria.

As well as being dedicated to Freemasonry, Len has been active in raising funds for Cottage by the Sea, as President of the Heidelberg Golf Club and club champion for four years, and President of the Heidelberg Town Hall Debutant Association. Len still maintains a strong association with Scouting after having run the Ivanhoe Scout Troop, with all of his children achieving Queen Scout or Queen Guide.

One of the Northern District's most prolific visitors, still driving at night and happy to fill in a position when required, Len noted to those around him at the end of a pleasurable evening: "I won't be going out again until tomorrow night!"



Above

RWBro. Leonard Jinnette with his 75 years certificate

Below

RWBro. Leonard Jinnette with his family members on night he received his Jewel



Awards for Service: May - October 2017

Name				Lodge			
				No			
50	May						
	WBro..	SJ	Briggs	Powlett Lodge			
	Bro.	IR	Gillespie	Talbot Lodge			
	RWBro..	DR	Hand	Berwick Balcara Lodge			
	WBro.	DJ	Humphrey, OAM	Cosmopolitan Lodge			
	WBro.	BL	Johnson	Talbot Lodge			
	RWBro.	RC	Jones	Lodge of Welcome			
	Bro.	IT	McIlroy	Myrtleford Lodge			
	WBro.	IL	McLeod	The Lodge of Amity			
	WBro.	IC	Nicolson	Gippsland Lodge			
xvi	VWBro.	H	Quick	Marnoo Lodge			
	Bro.	H	Vaughan	Essendon Daylight Lodge			
	VWBro.	DN	Watkins	Lodge of Australia Felix			
	June						
	WBro.	JE	Brown	Chirnside Daylight Lodge			
	WBro.	JW	McConville	Duke of Abercorn Lodge			
	WBro.	AN	Monks	Brunswick United Lodge			
	Bro.	WR	Monroe	Cranbourne Lodge			
	Bro.	KR	Moore	Eshcol Lodge			
	WBro.	JHD	Pallant	Lodge Liberation			
	WBro.	KHW	Polchow	Brae Dale Lodge			
	Bro.	BL	Pollard	Werribee Enterprise Lodge			
	WBro.	GC	Sawyer	Point Nepean Lodge			
	Bro.	R	Stirling	Cranbourne Lodge			
	July						
	WBro.	EL	Chapman	Mornington Lodge			
	WBro.	RG	Evans	Malvern Lodge			
	WBro.	GR	Faulkner	Lodge of Transition			
	WBro.	JH	Hartley	Healesville Lodge			
	WBro.	AT	Herd	Fairfield Lodge			
	WBro.	WL	Jackson	Powlett Lodge			
	VWBro.	WP	Keem	Sandringham District Lodge			
	WBro.	AP	Lund	Caulfield Grammarians' Lodge			
	WBro.	RA	Noy	Rupertswood-Numurkah Lodge			
	WBro.	WW	Sanderson	Williamstown Lodge St.Andrews Lodge			
	WBro.	CM	Walker	Lodge of Transition			
	WBro.	HNJ	Why	Woodend Daylight Lodge			
	August						
	VWBro.	L	Aisen	The King David Lodge			
	Bro.	EG	Booth	Cranbourne Lodge			
	Bro.	WE	Cole	Rupertswood-Numurkah Lodge			
	WBro.	RAW	Eaton	Tresco Lodge			
	RWBro.	WW	Ellis	Seaford Lodge			
	VWBro.	DJ	Hinds	Williamstown Lodge			
	VWBro.	RK	Horsburgh, AM	Yarraville Lodge			
	WBro.	ID	Kaye	Footscray St.Johns Lodge			
	WBro.	N	LeRay-Meyer, AM	Vietnam Veterans Memorial Lodge			
	WBro.	KH	McMeekin	Guiding Star Lodge			
	WBro.	DP	Roth	Mornington Lodge			
	RWBro.	SW	Scott	Powlett Lodge			
	WBro.	JE	Sibly	Sandringham District Lodge			
	VWBro.	JF	Wilson	Powlett Lodge			
	September						
	VWBro.	P	Coburn	Altona Lodge			
	VWBro.	KA	Eaglesome	Malvern Lodge			
	WBro.	LJ	Eggington, AM	Maroondah Daylight Lodge			
	WBro.	GR	Faulkner	Lodge of Transition			
	WBro.	DW	Harrison	Seymour Lodge			
	Bro.	FW	Pedler	Seymour Lodge			
	Bro.	JN	Smith, PSM	Lowan Lodge			
	WBro.	HO	Stephens	Sir John Quick Lodge			
	WBro.	T	Stevenson	Eshcol Lodge			

Name				Lodge			
				No			
60	October						
	WBro.	RA	Beeson	Elrona Lodge			
	RWBro.	PG	Brown	Lodge of Transition			
	WBro.	R	Kirby	Whittlesea Lodge			
	RWBro.	BL	Klemm	Dimboola Lodge			
	WBro.	JT	Linton	The Sunshine Wisdom Lodge			
	WBro.	TB	Nash	Brighton District Lodge			
	WBro.	RA	Peter	Balnarring Lodge			
	WBro.	D	Pollock	Doutta Galla Lodge			
	WBro.	DA	Roberts	Gardenvale Lodge			
	WBro.	CF	Smith	Warrnambool Lodge			
	RWBro.	LJ	Tranter	Golden & Corinthian Lodge			
	WBro.	CM	Walker	Lodge of Transition			
	WBro.	BF	Wastell	Marangan Lodge			
	VWBro.	JC	Williams	Allara Lodge			
	May						
	RWBro.	MM	Crawford	Duke of Connaught Lodge			
	WBro.	MA	Wahner	Lodge of Rapport			
	WBro.	EJ	Waring	Blue Dandenongs Lodge			
	June						
	WBro.	JW	Allen	Phillip Island Lodge			
	VWBro.	RW	Bragge	Brae Dale Lodge			
	WBro.	KT	Cummins	Geelong Lodge of Unity and Prudence			
	Bro.	AJ	Davis	Lodge Liberation			
	RWBro.	JA	Lewis	Brunswick United Lodge			
	WBro.	RE	McConchie	Outtrim Lodge			
	WBro.	WGE	Straffon	Warragul Lodge			
	WBro.	NJ	Swan	Blue Dandenongs Lodge			
	July						
	Bro.	AA	Bantick	Albert Edward Lodge			
	WBro.	J	Buncle	Hand of Friendship Fellowship Lodge			
	VWBro.	KG	Burrows	Belvoir Lodge			
	Bro.	IN	Chisholm	Golden & Corinthian Lodge			
	Bro.	EO	Davies	Weston Street United Lodge			
	WBro.	JHM	Dawson	Baden Powell Lodge			
	WBro.	HD	Dobell	Weston Street United Lodge			
	Bro.	W	Hamilton	Cranbourne Lodge			
	Bro.	WF	Holmes	Point Nepean Lodge			
	WBro.	AR	McKenzie	Whittlesea Lodge			
	RWBro.	LDB	Patullo	Killara Lodge			
	RWBro.	RK	Roy	Healesville Lodge			
	WBro.	HJ	Stuart	Antient York Lodge			
	WBro.	GR	Williams	Cosmopolitan Lodge			
	August						
	VWBro.	WW	Clark	The Mordialloc Lodge of Charity			
	VWBro.	GE	Legg	Wodonga Lodge			
	RWBro.	DA	Mill	Footscray St.Johns Lodge			
	RWBro.	WC	Morecroft	Sandringham District Lodge			
	VWBro.	JM	Myors	Outtrim Lodge			
	WBro..	HR	Sandles	Rupertswood-Numurkah Lodge			
	RWBro.	GL	Tempany	Monash Lodge			
	WBro.	PC	Trist	Kyabram Lodge			
	September						
	Bro.	DC	Denyer	The Mordialloc Lodge of Charity			
	Bro.	GW	Hacon	Kyabram Lodge			
	VWBro.	RA	Kinsey	Leawarra Lodge			
	RWBro.	JI	Lillie	Old Gippstown Lodge			
	RWBro.	JA	Mitchell	Seavic Lodge			
	VWBro.	WAJ	Reid	Glenroy Lodge			
	RWBro.	SF	Smith	Keysborough St.Andrews Daylight Lodge			

65

70

75

Name			Lodge	No
October				
WBro.	VC	Asbury	Pascoe Vale Daylight Lodge	483
Bro.	JF	Adams	Rupertswood-Numurkah Lodge	104
RWBro.	JR	Brittain	Warrnambool Lodge	34
Bro.	RJ	Brittle	Essendon Daylight Lodge	861
WBro.	J	Edwards	Seaford Lodge	720
Bro.	J	Frazer	Samaritan Lodge	380
WBro.	DAO	Hulland	Albert Edward Lodge	59
RWBro.	JI	Lillie	Old Gippsland Lodge	930
WBro.	JB	Newton	Moyhu Valley Lodge	749
WBro.	SE	Sheppard	Seaford Lodge	720
May				
RWBro.	RG	Caird	Lodge of Welcome	510
WBro.	P	Stacey	Sturt-Buninyong Lodge United Lodge	23
WBro.	CH	Smith	Bendigo & District Daylight Lodge	876
VWBro.	ID	Ward, OAM	Lodge of Australia Felix	1
June				
WBro.	TA	Douglas	Footscray St.Johns Lodge	71
Bro.	KR	Holburt	Pascoe Vale Daylight Lodge	483
VWBro.	BC	Pennicott	Richmond Lodge	89
RWBro.	AE	Young	Cohuna Lodge	227
July				
RWBro.	WN	Wilkinson	Brunswick United Lodge	924
August				
RWBro.	WG	Cavanagh	Sandringham District Lodge	220
September				
VWBro.	NG	Affleck	Maroondah Daylight Lodge	607
VWBro.	AA	Berkefeld	Maroondah Daylight Lodge	607
RWBro.	WC	Poynton	Malvern Lodge	121
WBro.	MR	Wildie	Maroondah Daylight Lodge	607
October				
WBro.	RR	Appleton	Brighton District Lodge	37
VWBro.	CJ	Hoffmann	Sturt-Buninyong Lodge	23
RWBro.	BM	Jobling	Altona Lodge	572
WBro.	JM	Tingate	Moorpanyal Lodge	467
WBro.	PA	Yeomans	Caulfield Grammarians' Lodge	364
May				
RWBro.	HM	Ford	Lodge of Transition	0
Bro.	KR	Johnston	Lodge Liberation	674
WBro.	MH	Stewart	Commonwealth Lodge	186
June				
Bro.	EA	Ditchfield	Rutherglen Lodge	188
WBro.	WL	French	Brighton District Lodge	37
July				
RWBro.	GAC	Larsen	Leura Lodge	50
August				
RWBro.	GT	Davey	Ivanhoe Grammarians' Lodge	584
September				
RWBro.	JA	Dingey	Robbie Burns Phoenix Lodge	88
RWBro.	AJ	Heuston	Lodge of Australia Felix	1
October				
RWBro.	RP	Knight, OAM	Mt.Shadwell Lodge	178
WBro.	J	Millar	Sir John Quick Lodge	933
WBro.	SW	Noble	Mt.Franklin St. George Lodge	12
Bro.	KG	Robinson	Essendon Daylight Lodge	861
Bro.	IBN	Roscrow	Sandringham District Lodge	220
May				
VWBro.	CT	Schafer	Lodge of Transition	0
RWBro.	M	Smith	Old Scotch Collegians' Lodge	396
June				
VWBro.	RJ	Keech	Watsonia Daylight Lodge	870
July				
RWBro.	CH	Newall	Marnoo Lodge	360
October				
WBro.	AE	Hansford	Brunswick United Lodge	924
RWBro.	LJ	Jinnette	Dromana Lodge	511

Welcome our New Members

Masonic Prefix	First Name	Last Name	Lodge	No
Bro.	Albert	Aiello	Garibaldi Lodge	890
Bro.	Rohan	Ajzensztat	Lodge Fraternal	603
Bro.	David	Amos	Footscray St. John's Lodge	71
Bro.	Roger	Astell	Sunbury Lodge	854
Bro.	Grant	Baars	Victorian Naval and Military Lodge	49
Bro.	Graig	Ball	The Army Lodge	478
Bro.	Luke	Bigolin	Williamstown St. Andrew Lodge	470
Bro.	Denis	Botvenev	The Lodge of Evolution	931
Bro.	Keeh	Bradfield	The Army Lodge	478
Bro.	James	Bradshaw	Lodge of Honour	799
Bro.	Wade	Brown	The Mordialloc Lodge of Charity	258
Bro.	Michael	Chereshsky	Mount Scopus and Collegians'	689
Bro.	Hiram	Clarke	Rosebank Lodge	348
Bro.	Adam	Coffey	The Diamond Valley Lodge	252
Bro.	Nicholas	Crick	Peace and Loyalty Lodge	261
Bro.	Carl	Cukurs	Lodge Devotion	723
Bro.	Shannon	Curtis	Weston Street United Lodge	94
Bro.	Timothy	Dainty	Sandringham District Lodge	220
Bro.	Graham	Dawes	Sturt-Buninyong United Lodge	23
Bro.	Shane	Dobney	Lodge Amicus	928
Bro.	Jayden	Dunn	Pakenham Lodge	496
Bro.	Ivor	Dyall	Werribee Enterprise Lodge	187
Bro.	Alin	Ferichel	Williamstown Lodge	16
Bro.	Aaron	Foster	Yarrawille Lodge	164
Bro.	David	Gale	Richmond Lodge	89
Bro.	George	Georgiou	Admiral Collingwood Lodge	13
Bro.	Travis	Gould	Dandenong Lodge	635
Bro.	Lloyd	Gragasin	Portland Lodge of Victoria	6
Bro.	Gregory	Grandrabur	Lodge of Good Companions	647
Bro.	Eric	Greenwood	Learmonth Lodge	177
Bro.	Clint	Groenmeyer	Lodge Observance	654
Bro.	James	Hair	Keysborough Lodge	912
Bro.	Amin	Halabi	The Doutta Galla Lodge	902
Bro.	Stephen	Hall	Lodge Fraternal	603
Bro.	Fiaz	Hameed	The Clifton Hill Lodge	90
Bro.	Faizal	Hameed	The Clifton Hill Lodge	90
Bro.	Adam	Harvey	Brunswick United Lodge	924
Bro.	Geoffrey	Hercules	Commonwealth Lodge	186
Bro.	Robert	Hetherington	Kensington Lodge	77
Bro.	Simon	Hiscock	The Brighton District Lodge	37
Bro.	Paul	Hodgson	The Old Melburnians' Lodge	317
Bro.	Alexander	Holden	Keysborough Lodge	912
Bro.	Elliott	Holden	Keysborough Lodge	912
Bro.	Michael	Hopkins	Lodge of Honour	799
Bro.	Raharuhi	Jackson	Footscray St. John's Lodge	71
Bro.	Fortis	Josephides	Brunswick United Lodge	924
Bro.	Erkin	Kalayci	Robbie Burns Phoenix Lodge	88
Bro.	Dominic	Kaukas	United Service Lodge	330
Bro.	Matthew	Keating	Ballarat-Yarrowee Lodge	10
Bro.	Wesley	Keegan	The Lodge of the Golden Fleece	300
Bro.	Bradley	Klein	Lodge Fraternal	603
Bro.	Eric	Koelmeyer	Fairfield Lodge	254
Bro.	Mitko	Kostoski	Lodge Killara	259
Bro.	Thomas	Lipscombe	Goulburn Valley St. George Lodge	73
Bro.	Mathew	Little	Lodge of Honour	799
Bro.	Rui	Lopes	Williamstown Lodge	16
Bro.	Jorge	Lumain	Lodge Killara	259
Bro.	Brett	MacLeod	Whittlesea Lodge	256
Bro.	Paris	Magdalinos	Duke of Sussex Lodge	48
Bro.	Jackson	McKenzie	Meredith Lodge	163
Bro.	Cory	Mickan	Lodge of Unity	54
Bro.	Dimitrios	Milioulis	The Mordialloc Lodge of Charity	258
Bro.	James	Miller	The Clifton Hill Lodge	90
Bro.	Dean	Minahan	The Brighton District Lodge	37
Bro.	Sanjay	Mistry	Monash Lodge	938
Bro.	Constantine	Mitris	Canterbury Lodge	312
Bro.	Shane	Moran	Duke of Sussex Lodge	48
Bro.	Frederick	Morgan	Old Scotch Collegians' Lodge	396

Welcome our New Members

Masonic Prefix	First Name	Last Name	Lodge	No
Bro.	Tshiswaka-Kayembe	Mwamba	Footscray St. John's Lodge	71
Bro.	Jesus	Narte	Robbie Burns Phoenix Lodge	88
Bro.	Rodney	Newbegin	Glenelg Lodge	154
Bro.	Gideon	Niyoyitungira	City of Footscray-Wyndham	239
Bro.	Christopher	Ohanian	The Brighton District Lodge	37
Bro.	Steven	Owen	Footscray St. John's Lodge	71
Bro.	Janben	Palingayan	The Sunshine Wisdom Lodge	226
Bro.	Jack	Parker	Elrona Lodge	384
Bro.	Sercan	Pasa	North Melbourne Lodge	41
Bro.	Michael	Pavlidis	Wesley Collegians Lodge	358
Bro.	Marcus	Pola	Apollo Bay Lodge	744
Bro.	Jeuss	Polandaya	Altona Lodge	572
Bro.	Luan	Potter Salles	Weston Street United Lodge	94
Bro.	Zhenzi	Qi	Canterbury Lodge	312
Bro.	David	Rankin	St. Andrews in the South Lodge	149
Bro.	Joshua	Reynolds	Lodge Cornucopia	927
Bro.	David	Reynolds	Lodge Cornucopia	927
Bro.	Christopher	Richards	Star of the East Lodge	116
Bro.	Mark	Riley	Lodge Fraternal	603
Bro.	Angelito	Robles	Berwick Balcara Lodge	359
Bro.	Rafael	Rocha	Footscray St. John's Lodge	71
Bro.	John	Rodriguez	Dandenong Lodge	635
Bro.	Howard	Rollins	The King David Lodge	460
Bro.	Erick	Rollon	Robbie Burns Phoenix Lodge	88
Bro.	Ralph	Roseus	Altona Lodge	572
Bro.	Benjamin	Rotin	Footscray St. John's Lodge	71
Bro.	Yaser	Salehdoust	Robbie Burns Phoenix Lodge	88
Bro.	James	Saunders	Kensington Lodge	77
Bro.	Vincenzo	Scamporlino	Lodge Epicurean	906
Bro.	Earle	Scharenguivel	Lodge of Rapport	920
Bro.	Lachlan	Scott	Hearts of Oak Lodge	681
Bro.	Ullyses	Sestoso	Altona Lodge	572
Bro.	Wayne	Sherwood	Lodge Eos	880
Bro.	Daniel	Smith	Golden and Corinthian Lodge	7
Bro.	David	Smithwick	Whittlesea Lodge	256
Bro.	Christopher	Spiteri	Werribee Enterprise Lodge	187
Bro.	Danilo	Stamaria	Werribee Enterprise Lodge	187
Bro.	Michael	Stambos	The Brighton District Lodge	37
Bro.	Robert	Stevens	Healesville Lodge	247
Bro.	Bryan	Strangman	Elrona Lodge	384
Bro.	Christopher	Sullivan	The Army Lodge	478
Bro.	Ratmir	Sutanov	Admiral Collingwood Lodge	13
Bro.	Mitchell	Talbot	Henty Lodge	279
Bro.	Martin	Tanzer	Gippsland Lodge	51
Bro.	Mason	Tavita	The Spring Vale Lodge	389
Bro.	Jacob	Thomas	The Sunshine Wisdom Lodge	226
Bro.	Christopher	Thorburn	Guiding Star Lodge	922
Bro.	Paul	Tidyman	Carisbrook Lodge	405
Bro.	Jean	Tolbize	Antient York Lodge	80
Bro.	George	Toth	Victoria Lodge	82
Bro.	Walter	Turnewitsch	Lodge of Australia Felix	1
Bro.	Christopher	Tyzzar	Gippsland Lakes Lodge	715
Bro.	Simon	Ussher	St. Johns Lodge	36
Bro.	Christopher	Venning	Wodonga Lodge	156
Bro.	Mark	Vidal	Werribee Enterprise Lodge	187
Bro.	Nikola	Vujadinovic	Canterbury Lodge	312
Bro.	Jake	Walker	Peace and Loyalty Lodge	261
Bro.	Marshall	Webster	The Brighton District Lodge	37
Bro.	Gordon	Williams	Pakenham Lodge	496
Bro.	Jeremy	Willis	The Melton Lodge	367
Bro.	Tomasz	Wojaichowski	Lodge Amicus	928
Bro.	Wladyslaw	Wojcicki	Melbourne St. Clair Reunion Lodge	17
Bro.	Milad	Zakharia	Weston Street United Lodge	94
Bro.	Milad	Zohrevandi	Lodge of Quest	587
Bro.	Igor	Zvezdakoski	Fairfield Lodge	254

Representation on the World Stage

Our Grand Master, Don Reynolds and Grand Master Elect, Keith Murray represented FMV at the United Grand Lodge of England's tercentenary celebration in London, England.



The honour of representing Freemasons Victoria on the world stage is not lost on me. These images are a snapshot of some of the wonderful experiences shared in England during the tercentenary celebrations.

Message from MWBro. Don Reynolds, Grand Master

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ABOUT THE UGLE
CELEBRATION AND
THE GM'S TRIP

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Self Awareness and the Effective Leader

14



RICHARD ELKINGTON
PRESIDENT
BOARD OF GENERAL PURPOSES

“I think of Freemasonry as a teaching and learning institution. We don’t deliver ritual and ceremony for the sake of marching around a Lodge room, we do it to learn about ourselves and to teach others about themselves.”

To be self-aware is to understand that what you say and do affects people — and to have that fact matter to you.¹

Lodges benefit more from leaders who take responsibility for what they don’t know than from leaders who pretend to know it all.

Self-awareness is possibly one of the least discussed but most valuable leadership competencies. Being conscious of what you’re good at while acknowledging what you still have to learn includes admitting when you don’t have the answer and owning up to mistakes.

When you take responsibility for what you don’t know, you benefit both yourself and your Lodge.

On an interpersonal level, self-awareness of your strengths and weaknesses can earn the trust of others and increase your credibility - both of which will increase your leadership effectiveness.

At a Lodge level, the benefits are even greater. When you acknowledge what you have yet to learn, you’re modelling that in your Lodge it’s okay to admit you don’t have all the answers, to make mistakes and most importantly, to ask for help. These are characteristics of constant learning, innovation and agility - hallmarks of high-performing groups.

Make time to reflect on the day’s events, how people reacted to you, how easily you were able to work with or manage others.

Ask questions about your own performance. It can be hard to receive negative feedback, but when you show that you are equally open to all types of feedback, you demonstrate self-awareness and the willingness to learn. Listen and accept feedback without defending yourself, hear what you need to hear and create that atmosphere of trust that enables useful feedback in the future.

By modelling habits of good self-awareness, you will help to create a more self-aware Lodge. A Lodge that is self-aware is open to learning and better equipped to adjust quickly to changes as the community dictates.

To begin to increase your self-awareness, seek feedback on your performance from others by asking good questions and listening without justifying or defending your actions. Remember, groups benefit far more from leaders who take responsibility for what they don’t know than from leaders who pretend to know it all.

Effective Communications and Crucial Conversations

15

Being able to communicate well is at the heart of effective leadership and in their book, “Crucial Conversations” Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler tackle this issue head-on.

A crucial conversation is a discussion between two or more people where the stakes are high, opinions vary, and emotions run strong. The effects of conversations gone wrong can be both devastating and far-reaching. Research has shown that strong relationships and communities draw from the same source of power — the ability to talk openly about high-stakes, emotional, controversial topics.

Those who can get things done and at the same time build on relationships are those who master their crucial conversations. People who routinely hold crucial conversations and hold them well can express controversial and even risky opinions in a way that gets heard. Their bosses, peers and subordinates listen without becoming defensive or angry, and they are able to effect change.

The art of a crucial conversation rests in techniques like:

- building common ground and shared meaning
- making better choices in conversations
- staying focused
- working on one’s style under stress
- making it safe
- contrasting to fix misunderstandings
- moving to action

When about to enter a crucial conversation, pause and ask some questions. What do I really want for myself? What do I really want for others? What do I really want for this relationship? How would I behave if I really wanted these results?

In the best organisations, everyone holds everyone else accountable — regardless of level or position. The path to high productivity passes not through a static system but through face-to-face conversations at all levels.

There is mounting evidence that the ability to hold crucial conversations has an impact on our health. The negative feelings we hold in, the emotional pain we suffer and the constant battering we endure as we stumble our way through unhealthy conversations slowly eats away at our health and well-being.

There is a strong case for us to work on developing skills in effective communication and crucial conversations. Mastering these attributes is good for us individually and collectively, helping to make us happier, healthier and more successful in realising our goals.



CRAIG HEAD
VICE PRESIDENT
BOARD OF GENERAL PURPOSES

“Those who can get things done and at the same time build on relationships are those who master their crucial conversations.”

The 7 Crucial Conversation Principles

Start with Heart
Get the Right Focus

Learn to Look
Know when it's Unsafe

Make it Safe
Facilitate an Open Dialogue

Master your Stories
Stay in dialogue despite negative feelings

State your Path
Share your views persuasively

Explore Others' Path
Be a Good Listener

Move to Action
Convert dialogue to results

Sources:
<https://readinggraphics.com/book-summary-crucial-conversations/>

WANT TO
DEVELOP YOUR
LEADERSHIP SKILLS?

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gofmv.com/leadership

Sources:
¹The Good Men Project - <https://goodmenproject.com/>
Chris Musselwhite 2017 <https://www.inc.com/resources/leadership/articles/20071001/musselwhite.html>

Emotional Intelligence



ANDREW POWER
HEAD OF MEMBERSHIP AND MARKETING

Emotional intelligence is about self-awareness - first, manage thyself! The best functioning groups have members who act from a 'grown-up' place and take personal responsibility for their behaviour.

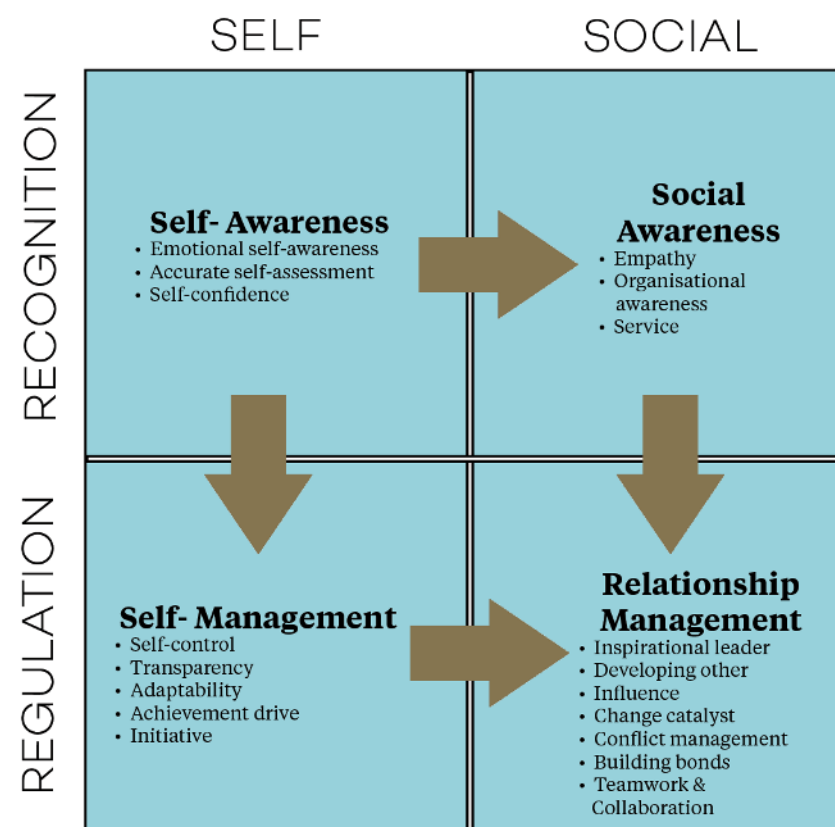
Emotional intelligence allows us to be 'bold' and speak up about our ideas, take risks and use our full potential. It strengthens us to withstand and appropriately respond to group pressures and challenges and helps build robust collaborative relationships.

So why is emotional intelligence necessary? When we work in groups, so much of what trips us up and creates conflict and problematic behaviour is

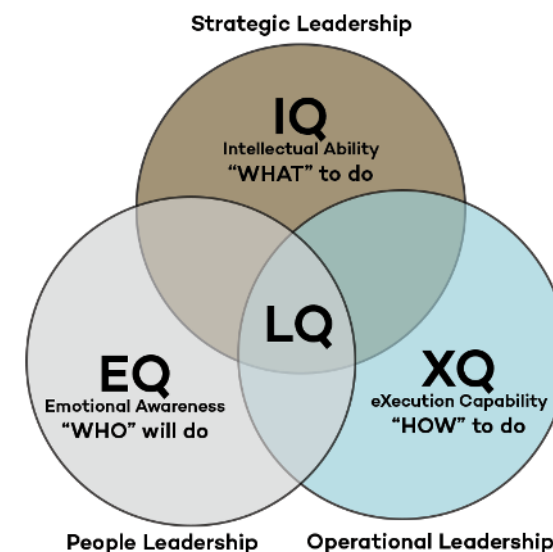
caused by the emotional 'stuff', like looking for the fault in others rather than reflecting on our own contribution. Working in groups can easily 'press our buttons' and because of this, many groups underachieve, have high attrition, or fail altogether.

If we can better understand our own reactions, then we can better manage our responses. The success, longevity and well being of a Lodge will be significantly enhanced if we foster our emotional intelligence.

According to experts at the Groupwork Institute, emotional resilience includes:



"THE TASK OF THE LEADER IS TO GET HIS PEOPLE FROM WHERE THEY ARE TO WHERE THEY HAVE NOT BEEN."
HENRY KISSINGER



In order to become a more well-rounded Leader, it requires you to consider three critical factors:

IQ – Intellectual Quotient – How bright are you? Your ability to learn and understand.

EQ – Emotional/People Quotient – How well do you handle yourself and work with others?

XQ – Experience/Execution Quotient – How many kinds of experience have you had?

These come together to form the foundation of your **LQ – Leadership Quotient** – How deftly you adopt new skills, behaviours, beliefs and respond appropriately.

Self-awareness

1. The capacity to know yourself, your strengths and areas of emotional vulnerability
2. The awareness of your emotional trigger points, where these come from, what is likely to activate them and how to manage them
3. Awareness 'in the moment' of what's going on for you, and why and how you are reacting

Awareness of others

1. Ability to understand the unconscious dynamics played out between people
2. Capacity to remain centred and respond wisely in the face of conflictual encounters
3. Capacity to see and act wisely, without judgement, in the face of other people's lack of 'centredness'

Generosity of spirit

1. Avoidance of an 'assumption of malicious intent' when interactions go poorly
2. Willingness to 'think well' of people and to inquire directly of them about their story
3. Insight to recognise your mistakes and the generosity to apologise fully
4. Listening to understand
5. Capacity to practice deep listening until you understand the other's point of view even in the face of strongly held differences
6. Listening to understand requires the ability to put aside your own points of view and feelings temporarily

Communicating across our differences

1. When in conflict or disagreement with another, to fully hear their views and feelings without denying your own
2. The capacity to stand by your own points of view
3. To express your points of view honestly and in hearable ways without putting the other person down
4. Willingness to refrain from harmful gossip and to speak up against it when others are doing so
5. Capacity to speak first, and directly, to another with whom you are having difficulties

Understanding power, rank and diversity

1. Understanding the structure of power and rank, and how it is played out in organisations
2. Capacity to maintain this understanding in the midst of complex or challenging encounters
3. Awareness of your own rank in any situation, and how it may affect the interaction
4. Ability to encourage, welcome and work with differences and firmly held opinions

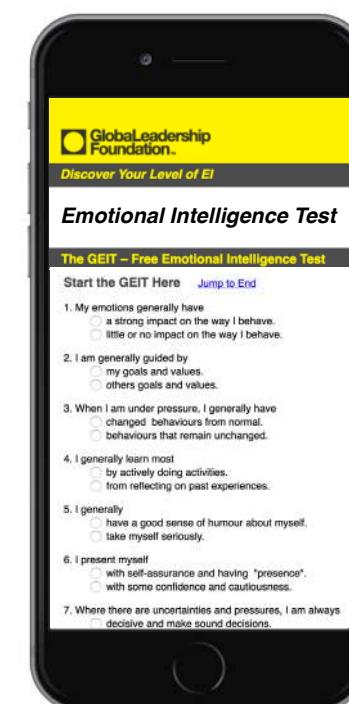
Holding the big-picture

1. Ability to see and maintain an awareness of the larger organisational and societal context in which we are operating
2. Wisdom to see the effect of such big-picture issues in ourselves and others, and the capacity to take this into consideration

Self-care

1. To remain emotionally resilient, we must address our own needs:
 - Personal space and reflection time
 - Timeout, rest, relaxation and fun
 - Physical health care
 - Time and support to address unresolved emotional issues

Take the Global Emotional Intelligence Test
<http://globalleadershipfoundation.com/geit/eitest.html>



Sources:

Goleman's Emotional Intelligence Model (2002)
<http://www.maetrix.com.au/emotional-intelligence/>
Leadership Quotient – Dr. Michael Edwards (2005)
Emotional Intelligence/Emotional Resilience

Influencing and Driving Change

18



IAN BUCKINGHAM
LEADER MASONIC KNOWLEDGE VAT

“In every initiative you begin as a leader, every new step you take, every change in process you implement, every speech you deliver, and every difficult conversation, courage is an indispensable conversation.”



MAKING GOOD MEN BETTER

Leaders in any organisation often need to influence others to move in the direction the organisation wants to go. Research has found that some behaviours are less helpful than others in driving change. Being nice is a sure ticket to failure; nagging is the same.

In contrast, in their Harvard Business Review report, Jack Zenger and Joseph Foreman identify seven ways to succeed:

1. Inspiring others. We can push people to change or we can pull; it's the old carrot and stick, repackaged. No surprise that “pull” is more effective. Typically it involves setting an aspirational goal, exploring different ways to reach it, and seeking ideas for the best methods to use going forward. It is better to provoke a sense of desire than fear.
2. Noticing problems. It's important to become better problem solvers, but before that, we need the ability to recognise problems (to see situations where change is necessary and to anticipate potential challenges in advance).
3. Providing a clear goal. Change initiatives work best when everyone's sight is fixed on the same goal.

4. Challenging standard approaches. Successful change often requires leaders to challenge standard approaches, and find better ways to achieve outcomes. Leaders who excel at driving change will challenge even the most sacred of cows.
5. Building trust in your judgment and that of other people. Good leaders make decisions based on data from multiple sources and opinions from those with differing views. If others trust your judgment it will be easier for them to make the changes you want them to make.
6. Having courage. Aristotle said, “You will never do anything in this world without courage.” In every initiative you begin as a leader, every new step you take, every change in process you implement, every speech you deliver, and every difficult conversation, courage is an indispensable conversation.
7. Making change a top priority. One of Newton's Laws of Thermodynamics was that a body at rest tends to stay at rest. Slowing down, stopping, and staying at rest does not require effort. Many change efforts fail because they are one of a hundred priorities. To lead successful change you need to clear away the competing priorities and shine a light on this one change effort.

Sources:
Jack Zenger and Joseph Folkman, Harvard Business Review <https://hbr.org/2015/07/7-things-leaders-do-to-help-people-change>

Ethical Decision Making

19

Good leaders make good decisions. Ethical decisions are underpinned by the Six Pillars of Character: trustworthiness, respect, responsibility, fairness, caring and citizenship. Making ethical decisions requires the ability to make distinctions between competing options.

The Josephson Institute of Ethics lists seven steps to help you make better decisions:

1. Stop and think: It's the oldest advice in the world, but it works and provides several benefits. It prevents rash decisions, prepares us for more thoughtful discernment, and can allow us to exercise our discipline.
2. Clarify goals: Before you choose, clarify your short-term and long-term aims. Determine which of your many wants and “don't wants” affected by the decision are the most important. Fulfilling immediate wants and needs can prevent the achievement of our more important goals.
3. Determine facts: Gather adequate information to support an intelligent choice. Resolve what you know and what you need to know. Be prepared to get additional information, and to verify assumptions and other uncertain information. Consider the reliability and credibility of the people providing the facts; and consider the basis of the supposed facts.

4. Develop options: Once the desired outcome is clear, make a list of actions to accomplish the goals. If it's a particularly important decision, talk to someone trusted to broaden perspective and consider new choices.
5. Consider consequences: Filter your choices through the Six Pillars of Character. Will the action violate any core ethical values? Eliminate any unethical options. Identify who will be affected by the decision and how the decision is likely to affect them.
6. Choose: Make a decision. If the choice is not immediately clear, try:
 - Talking to people whose judgment you respect
 - Think of a person of strong character that you know or know of, and consider what they would do in this situation
 - If everyone found out about the decision, would you be proud and comfortable?
 - Treat others how you want to be treated, and keep your promises
7. Monitor and modify: Ethical decision-makers monitor the effects of their choices. If they are not producing the intended results, or are causing additional unintended and undesirable results, they re-assess the situation and make new decisions.



ROBERT FAULKNER
MEMBER

“I wish for others to get to know the Craft the way I did, particularly the way in which the organisation encourages one to reflect upon their values on a regular basis, and to consider the importance of living an ethical life. I look to others as examples of the principles I have learned to apply in my day to day life, and view many of my fellow Freemasons as mentors as well as friends.”

Sources:
Josephson Institute of Ethics
<https://blink.ucsd.edu/finance/accountability/ethics/>

Stress Management



FELIX PINTADO
LEADER MEMBERSHIP VAT

Leadership can be stressful. Research shows that effective leaders tend to be skilled at managing themselves, including their stress levels. Some stress can help us maintain an optimal level of energy. When stress becomes unmanageable, it can have a detrimental effect on our health. Learning to handle stress in healthy ways is a very important lifelong endeavour for everyone. Simple techniques include recognising and changing the behaviours that contribute to stress, as well as developing skills to reduce stress once it has occurred. The following self-help tips from the Australian Psychological Society may help look after your mind and body and reduce stress and its impact on your health.

Identify warning signs

These vary from person to person but might include things like tensing your jaw, grinding your teeth, getting headaches, or feeling irritable and short tempered.

Identify triggers

There are often known triggers which may raise stress levels, making them more difficult for us to manage. If you know what the likely triggers are, you can aim to anticipate them and practise calming down beforehand, or even finding ways of removing the trigger. Triggers might include late nights, unreasonable deadlines, interacting with particular people, hunger or thirst, or dealing with over-tired children.

Establish routines

Having predictable rhythms and routines in your day, or over a week, such as regular times for exercise and

relaxation, meal times, waking and bedtimes, can be very calming and reassuring, and can help you to manage stress.

Look after your health

Make sure you are eating healthy food and getting regular exercise. Take time to do activities you find calming or uplifting, such as listening to music, walking or dancing. Avoid using alcohol, tobacco or other drugs to cope.

Notice your ‘self-talk’

When we are stressed we sometimes say things in our head, over and over, that just adds to stress. Unhelpful self-talk might include things like: ‘I can’t cope’, or ‘I’m too busy’, or ‘I’m so tired’, or ‘It’s not fair’. Try more helpful self-talk like ‘I’m coping well given what’s on my plate’, or ‘Calm down’, or ‘Breathe easy.’

Spend time with people who care

Spending time with people you care about, and who care about you, is an important part of managing ongoing stress in your life. Share your thoughts and feelings with others when opportunities arise. Don’t ‘bottle up’ your feelings.

Practise relaxation

Make time to practise relaxation. This will help your body and nervous system to settle and readjust. Consider learning a formal relaxation technique such as progressive muscle relaxation, meditation or yoga; or make time to absorb yourself in a relaxing activity such as gardening or listening to music.

START YOUR LEADERSHIP TRAINING TODAY!
Visit
gofmv.com/leadership

Sources:
Australian Psychological Society <https://www.psychology.org.au/public/topics/stress-and-wellbeing/>

Team Development

In 1965, a psychologist named Bruce Tuckman said that teams go through 5 stages of development: forming, storming, norming, performing and transforming. The stages start from the time that a group first meets until the project ends.

Each stage of team development presents its own challenges to a group of people striving to work together successfully by forming a cohesive team.

At each stage, the behaviour of the leader must adapt to the changing and developing needs of the group. An effective leader who other members of the team want to follow is indispensable when the group is trying to progress through the stages that are common to most teams.

The following are the five stages of team development with suggested actions to best support the team.

- **Forming:** a group of people comes together to accomplish a shared purpose. Their initial success will depend on their familiarity with each other’s work style, their experience on prior teams, and the clarity of their assigned mission.
- **Storming:** Disagreement about mission, vision, and ways to approach the problem or assignment are constant at this stage of development. This struggle is combined with the fact that team members are

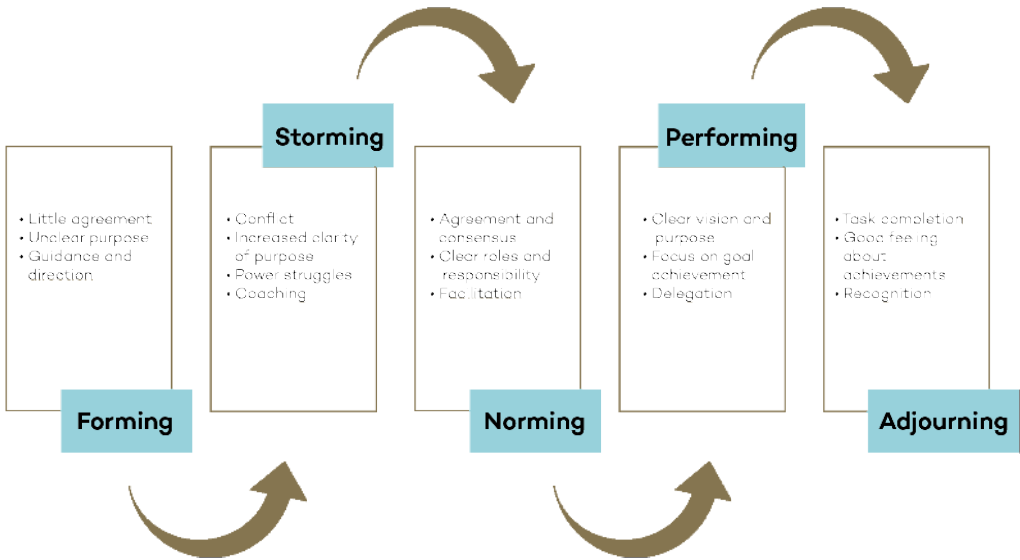
still getting to know each other, learning to work with each other, and growing familiar with the interaction and communication of the group members.

- **Norming:** The team has consciously or unconsciously formed working relationships that are enabling progress on the team’s objectives. The members have consciously or unconsciously agreed to abide by certain group norms, and they are becoming functional at working together.
- **Performing:** Relationships, team processes, and the team’s effectiveness in working on its objectives are synching to bring about a successfully functioning team. This is the stage at which the real work of the team is progressing.
- **Transforming:** The team is performing so well that members believe it is the most successful team they have ever experienced; OR Adjourning: The team has completed its mission or purpose, and it is time for team members to pursue other goals or projects.

The leader’s role is in facilitating and guiding this journey and inspiring the team to realise its goals.



PETER SHELLIE
GRAND SUPERINTENDENT OF WORKS



Sources:
Susan M. Heathfield <https://www.thebalance.com/what-are-the-stages-of-team-development-1919224>
Fig 2: Source: Okpalad, based on Tuckman and Jensen (1977)

Conflict Management



BRUCE COWIE
GRAND SECRETARY

“Conflict management is an unfortunate challenge that many leaders will face. But with the right strategy, problem-solving skills and direction, most conflicts can be resolved and soon forgotten.”

While conflict in groups such as Lodges is unavoidable, it can be minimised. In any group made of individuals with different needs and goals there will be disputes, and this is particularly true when people have differing levels of power and privilege. No matter how small or large the group, their ideas can clash. When they do, the only guaranteed losers are Lodge’s spirit and group morale.

Conflict management is an unfortunate challenge that many leaders will face. But with the right strategy, problem-solving skills and direction, most conflicts can be resolved and soon forgotten.

If you’re in a leadership position, consider these conflict management strategies from Robert Half before the fireworks start:

1. Keep things cool with private meeting

When it’s time to intervene in a conflict, a private meeting may be the way to go. By acting as a calm mediator, you’ll give the embattled parties a chance to share their perspectives in private instead of making a public scene. This change alone may lead to a quick resolution because the members can communicate in a more candid way.

2. Put things into perspective

Disagreements are often over small details, but it can be hard to see that in the heat of the moment. A mistake can seem like the end of the world when, in reality, the issue didn’t really affect the main outcomes. Help to remind the team of the big picture to avoid a conflict arising.

3. Remind members that working together is part of the deal

Without being threatening or presenting ultimatums, make it known to members that working individually isn’t enough. There are few jobs, if any, that don’t rely on the help from other team members. Soft skills like teamwork and relationship building are just as important to their success.

4. Remain objective and document everything

No matter what conflict arises, leaders have to take the high road — which means never taking sides or showing favouritism. If the outcome can be perceived as one person winning and the other losing, you’ve kicked the root of the problem down the road. Whenever a conflict is serious, document all the details, including the stories of both sides, so you have a record to rely on later, if necessary.

5. Know when to stay out of it

Before you dive in to save the day, choose your battles. Small conflicts often resolve themselves without any collateral damage. If you jump into every situation, people will turn to you whenever a problem arises and won’t learn how to deal with issues themselves.

Although conflict management is part of the leader’s job, it shouldn’t take over.



Above
Brethren socialising at the Lodge Engagement Officers Conference

6. Prevention is better than cure

Most conflicts start because groups haven’t created the necessary safeguards, culture and processes to ensure that all members are being treated fairly and respectfully.

Training office bearers in effective communication and behaviour, and training all members in how to communicate constructively about their issues will prevent most conflict from occurring.

Conflict rarely arises suddenly. It emerges over time and can be discovered by watching for absenteeism, disengagement, low morale and poor retention. These are clear indicators that there is a need to improve ‘bottom-up’ feedback processes and pay attention to the culture of the Lodge.

7. Depersonalise

Once conflict has become ‘personal’, with one or both parties attacking the other’s character, motivations or values, it is a tough situation to recover from. We do not easily forget or forgive personal attacks.

It is essential that disputes be framed in non-personal terms if at all possible. At the very least it needs to be about an individual’s behaviours and not about their character if there is to be any hope of a successful outcome.

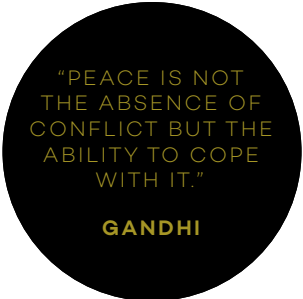
8. Independent conflict resolution

In almost every conflict, there will be errors on both sides. Sometimes it will be necessary to call in assistance through the Grand Secretary who can enable mediation to help the parties discharge the emotional energy, listen to the other party’s point of view, and to facilitate a mutually desired outcome. Empathy and perspective are far better tools for conflict management than power can ever be.

9. Adjudication

If mediation has failed, then there is no choice but to seek adjudication through formal processes as defined within the Book of Constitutions.

Conflict management is inevitable, but it is mostly avoidable. If you take the time to set up the correct processes and culture then chances are you can nip it in the bud.










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Good men, supporting each other,
their families and the community.