

Operational Review

Survey results and pre word from the Grand Master.

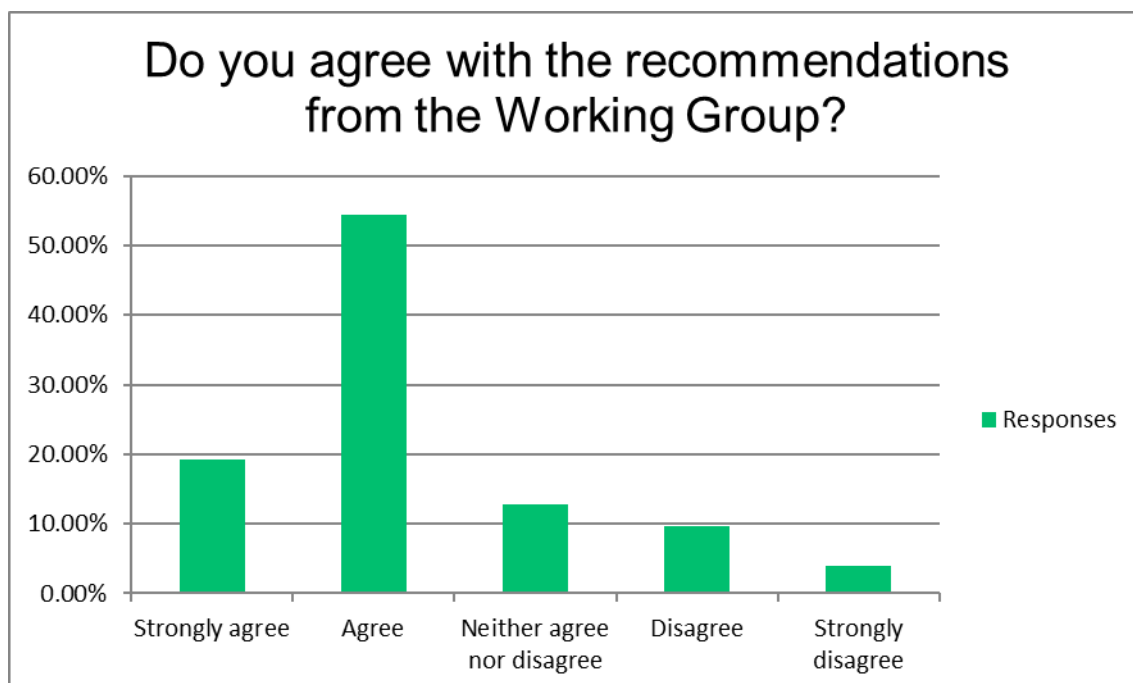
The Grand Master has published this video for you about the Operational Review. Please click the YouTube link below.

https://youtu.be/EFXA_qjCd8c

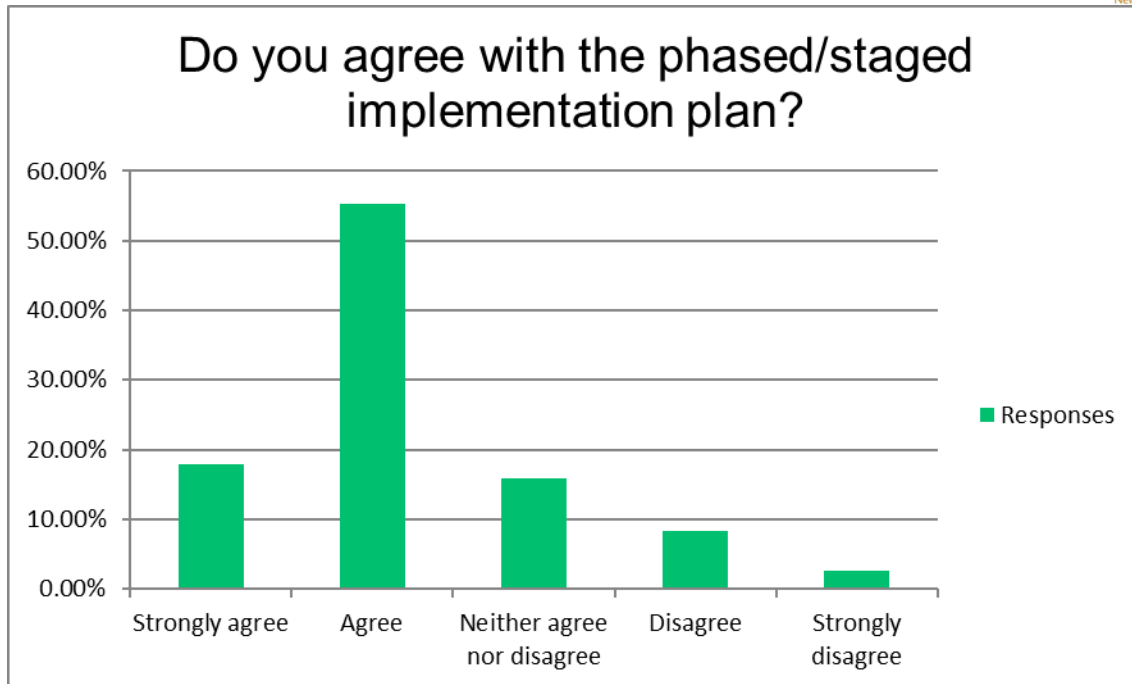
Survey Results

The Working Group are greatly appreciative of the responses and comments in feedback to the Recommendations for the Terms of Reference for the Masonic Structure and Operational Review. Formed in June 2023, the Working Group have explored all options, trajectories, and alternatives. The group consulted widely, robustly challenged assumptions and opinions, created multiple iterations of structure and solutions to the Terms of Reference. Some elements will be for those appointed to roles to address and expand, while others found consensus and broad support.

The Working Group were careful to protect our traditions and customs, the sanctity and distinctive nature of our Installation and Ceremonial. A key consideration was the experience of being a Freemason would be impacted by changes to our Grand Lodge leadership structure and the geography of our Lodges. Balancing our membership trajectory, our community presence, and the requirements of leadership, the Working Group crafted a structure which is fit for our future, with the potential to check and adjust as required.



- 74% of respondents Agree or Strongly agree with the recommendations.
- 13% of respondents Disagree or Strongly disagree with the recommendations.
- 13% of respondents were minded neither way.



- 73% of respondents Agree or Strongly agree with the implementation plan.
- 11% of respondents Disagree or Strongly with the implementation plan.
- 16% of respondents were minded neither way.

To provide a quick to digestible graphic of the common points in the comments, these word clouds give you a sense of the issues Brethren wrote about

Q2 Optional: Please specify any suggested amendments to the recommendations.

Grand rank District Grand Masters Lodges Grand Superintendent new District level
 Officer suggestions will sure roles Nil District use
 Installations left members Charity Officer work
 Past District Grand need Grand Lodge members ceremonial Grand Lodge

Q4 Optional: Please provide detailed feedback on the phased/staged implementation plan.

going give make phased implementation needs District will
 implemented plan long changes Staged time well
 lodges see best implement plan people phased

Themed Comments

The Working Group has reviewed and assessed the feedback and have collated the following key themes responses and comments via the survey and email.

‘There are too many Lodges in a region, or the geography is too large for the Grand Superintendent to cover’

- The Working Group acknowledges the scale of the geography and assesses that this is balanced by the general acceptance of our reducing membership resulting in a reduced pool of potential leaders in the Craft.

‘There are not enough Past GLOs to support the active team’

- The Working Group are conscious that some brethren commented that there were not enough Past GLOs to support the active team, while paradoxically commenting that there were too many Past GLOs involved at Lodge level, and participation by Grand Lodge was too high in Installation ceremonies.

‘Concerns that Lodges would be losing their unique District Installation customs’

- The Working Group have recommended the inclusion of Installation customs, and were careful to protect local traditions and practices, highlighting the responsibility to document these unique elements to ensure their ongoing inclusion in Installation ceremonies.

‘Proceed with the plan with pace, everything takes too long in Freemasonry, balanced by feedback that change is happening too fast, not enough time to talk to Lodges, without enough consultation’

- The Working Group observed that Brethren had evenly commented on the proposed implementation plan timing, though overwhelmingly supported the phased approach, determining that the three-year time frame was reasonable.

‘A phased approach – evolution and adjustments, allowing brethren time to adjust, well timed and planned, well thought out and achievable’

- The Working Group agreed that communication is critical for success, as highlighted as a key requirement, which is included in the implementation plan.
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From District Grand Master to Grand Superintendent

Critical factors compelling change

Reducing Membership

Lodges Closing

Fewer Brethren nominating for District GM roles

Focus on leadership over focus on ceremonial

Limited pool of candidates for leadership

Change from District Grand Master to Grand Superintendent of <Region>

Elevating the current Dist GM role

Reporting to a Grand Warden
(equivalent to Div GM)

Enabling Operational Efficiency

Conducting Installation Ceremonies

Focus on Leadership and Pastoral care

Promoting ceremonial excellence

Supported by GDCs organizing Installations

Focus on Lodge health and wellbeing

Guiding Lodge development

Developing new GL Officers

Leveraging qualified Officers for Installations

Engage and involve Past Masters

Supporting Lodge strategies, actions, future

Enabling membership growth



Masonic Structure and Operational Review

From now...

Membership
from 15,015 to
~4,700

Structure
designed for
much larger
membership

1 Active GL
Officer for every
47 Members

Limited pool of
candidates for
leadership

Delayed
generational
change

To

Future of Freemasonry...

Revise our
'Districts' and
leadership

Focus on
Leadership and
Pastoral care

Appointing non-GL
Officers to support
our Lodges

Leaner and fit for
size and purpose
structure

Maintaining
Lodge Installation
customs

Leveraging
qualified Officers
for Installations

1 Active GL
Officer for every
95 Members

Guiding Lodge
development

Developing new
GL Officers

Grand Wardens
taking more
responsibility

Creating a role to
focus on Education

Enabling
Membership
retention and growth

Increase our
recognition of
Charity

Active Grand
Wardens
retaining Chains

