Brother Thomas W. Jackson, R. W. Grand Secretary of the Grand Lodge of Pennsylvania (since 1979) and the Philip C. Tucker Memorial Scholarship Fund Committee, given to "...distinguished service to society, to his community, and to Freemasonry.

The Medal, named for an illustrious Vermont Mason, is usually presented at the Grand Communication of the Grand Lodge of Vermont, but Brother Jackson was in London for the 275th Anniversary of the Grand Lodge of England, so he received it at "home," the Grand Lodge of Pennsylvania. Brother Jackson is eminently qualified to receive such an honor: his Masonic curriculum vitae reads a little like the one for the man for whom the Medal is named: Raised a Master Mason in Cumberland Valley Lodge No. 315 (W.M. 1809), Brother Jackson is a Member of Chapter; Council and Commandery in the York Rite; Scottish Rite; was Advisor in DeMoy; and in Scottish Rite was Coroneted an Honorary Member of the Supreme Council 33rd Degree in 1980. It would be easier to name the Masonic service and Allied Groups with which he has not been involved! Among other non-Masonic civic activities, Brother Jack- son is an Eagle Scout, and has served as scoutmaster; was a member of Shippensburg Area Jaycees and State Director; and was on the Board of Directors of the National Collegiate Weightlifting Association (having been a champion weightlifter).

Brother Philip C. Tucker (1800-1861), born in Boston, left school at age eleven to help support his family. Apprenticed to a Mr. Benjamin Welles, Tucker learned the iron working business. As soon as he passed his twenty-first birthday, he joined the Craft, and was Raised a Master Mason on November 9, 1821, in Dorchester Lodge No. 3. The same year, he was elected Junior Warden. At twenty-four, Tucker was admitted to the Vermont Bar. In that year (1824), he became Worshipful Master, holding the Office for twenty-five years, and was elected Grand Junior Deacon of the Grand Lodge of Vermont. 1836 saw him become Grand Senior Deacon and 1827 Grand Junior Warden. In 1829 Tucker was elected Deputy Grand Master, in which office he remained until 1847, when he was elected Grand Master. Tucker was still Grand Master when he died on April 10, 1861.

THE GRAND LODGE F.A.M. OF PENNSYLVANIA
Masonic Homes
Development & Public Relations
One Masonic Drive
Elizabethtown, PA 17022-2199

THE PENNSYLVANIA FREEMASON
AN OFFICIAL PUBLICATION OF THE RIGHT WORSHIPFUL GRAND LODGE OF FREE AND ACCEPTED MASON'S OF PENNSYLVANIA
VOLUME XL FEBRUARY 1993 NUMBER 1

Prominent Display of Square and Compasses Is Standard For Grand Lodge of Pennsylvania

The Square and compasses with the Letter "G" is to have its deserved position of prominence in graphic reproductions throughout the Fraternity in Pennsylvania. Freemasonry is known by the Square and Compasses with the letter "G." It tells the world, our communities and our neighbors, who Freemasons are; what Freemasons stand for and what Freemasons do. It symbolizes Freemasonry and is emblematic of the values, principles and tenets of the Fraternity and those associated with it.

There is no doubt when one sees the Square and Compasses with the Letter "G" that it means Freemasonry. It is an emblem that is always displayed with dignity and pride.

The Grand Lodge of Pennsylvania has formally adopted standards to ensure the positive and consistent use of the Square and Compasses with the Letter "G" as a prominent identification of Freemasonry on the printed materials and graphic reproductions. The emblem is to be displayed prominently on graphic materials of the Grand Lodge of Pennsylvania, its entities and Subordinate Bodies. The same prominent use will be encouraged throughout the Family of Freemasonry.

R.W. Grand Master Edward H. Fowler, Jr., said: "As the only officially recognized emblem of the Brotherhood of Freemasonry and its values, the Square and Compasses with the Letter "G" deserves prominence in all graphic uses throughout the Fraternity.

The standards, published in a loose-leaf binder, instruct that on Grand Lodge graphic reproductions, the Square and Compasses with the Letter "G" should be reproduced in a prominent position, preferably the upper left corner of a letterhead, single page, first page or cover of a reproduction or publication; to the left of the return address on an envelope, and with the closing signature of a publication. There are specifications for various graphic uses, such as name cards, badges, brochures, signs and monuments.

For instance, Grand Lodge stationery will incorporate the Square and Compasses with the Letter "G" in blue at the upper left, the gold seal of the Grand Lodge to the right, and the "Right Worshipful Grand Lodge of the Most Ancient and Honorable Fraternity of Free and Accepted Masons of Pennsylvania" at the center in purple. The Grand Lodge address is centered at the bottom in purple.
To the Pennsylvania Freemasonry we are Tomorrow People.

State Of The Craft

Bro. Edward H. Fowler, Jr.
R.W. Grand Master

Brother:

A report that showed a couple telling the story at the door of the service.

"Building the future we want to be. We are committed to a comprehensive plan of bold steps for renewal - to we are "Tomorrow People ."

The goals of the comprehensive planning at Grand Lodge were challenging and clearly defined, aimed at restructuring, at merging duplicative departments, and fostering the professional public relations counseling and services, to name just a few.

First, Restructuring. It was approached as a long-range effort.

In Grand Lodge, the operating structure has been realized systemwide to maximize efficiency and economy. Now, Directors head the Executive Director and Finance and Administration Services.

In "Building for the Future," the Fraternity's Blueprint Structure of the Volunteer Network has been expanded and strengthened. This major thrust of the Fraternity is aimed at bringing about the most efficient and cost-effective operations through inspired leadership at the grass-roots level and extending these ideas both vertically and horizontally.

In our Long-Range Planning, we are studying the needs of our Brothers and whether our own facilities can meet them and maintain our high level of concern and support. Our strategy is for one Coal Lodge to the youth and those in need of our support.

"I strongly encourage more outreach - more community involvement."

"The message that followed was labeled, "Yesterday, Today and Tomorrow People. "Yesterday people" believe that there will never again be times as good as the future.

In Pennsylvania Freemasonry we are Tomorrow People.

We have taken on the most critical challenges to modern Freemasonry. We are committed to change and to leading the way in making our Fraternity relevant, effective and relevant. A year ago, at our Annual Communications, we committed to a comprehensive plan of bold steps for renewal - "Building for the Future ."

"Like the thinking of hockey great Wayne Gretzky, he says, "It's not so much where the puck is; but where you want it to be that counts."

We have the vision and we know what counts. We know where we want to be. We are the "moving puck" in Freemasonry in Pennsylvania.
will be among invited partic- 

pants for two days of com- 

mentation, unveiling and dedica-

tion of the statue, August 15th.

Also, I look forward to cero-

monies next weekend that will 

bring additional awareness to the 

Fraternity. At a Special Communi-

cation of the Grand Lodge De-

Ferber, a very well-known person 

will be made a Mason at Sight.

Another major thrust this year 

is Masonic Lodges to develop a 

report with other community orga-

nizations and support the 

community group in worthwhile 

projects.

The Fraternity has made — 

and needs to make — some hard 
decisions about countering 
spurious Masonic negativity and 

skeptics. We have heard enough 

effectiveness of the Masonic 

Grand Lodge and to 

through our Appendant Bodies and 

we will continue to 

mason the Fraternity as a 

organization with a 

futuristic vision for the 

future.

The Pennsylvania Masonic 

Foundation for Leadership and 

Management, Inc. is a 

organization with a 

philosophy of Freemasonry and 

who practice making 

good men better, he has the 

opportunity to support to 

special to someone by letting a 

halo or friend of a 

good character read the 

Handbook.

Lodges are being equipped to 

be effective in Membership Devel-

opment. Three Training Sessions 

using the excellent Membership 

Development, dataset produced by the 

National Masonic Renewal Commit-

tee have been conducted so far, one in 

each of the six Pennsylvania 

regions. Each of the Lodges 

whose Officers have attended 

the training will receive the 

Membership Development Kits 

along with a program showing how 

to use Masonic Leadership 

Together we can help others 

be a longer-term commit-

ment to the Fraternity and 

LODGE CHARTERS

from each Lodge 

will be invited to 

attend the training 

in Centra l 

The Pennsylvania Masonic 

Foundation for Leadership and 

Management, Inc. support 

its initial operations.

The key stone in Building for 

the Future is Membership.

The Fraternity and telling him that 

the Brethren of his Lodge look forward 

to receiving him and 

calling other 

Brothers.

Now that he is 

among Brethren who 

are Masonic Leaders with pro-

essional materials 

and the best 

literature available in the 

business and education 

fields.

The keystone in Building for 

the Future is Membership.

Fraternity and 

tell him that the 

Fraternity and 

making new 

members for a long time 

forward and 

inviting the Brethren and making 

the Fraternity relevant. It is 

my contention that, by demonstrating 

Financial commitment in 

communicating with the 

Members, Lodges will find little 

reason for suspending 

their membership.
Prominent Display, continued from page 1

Personalized stationery for Officers, District Deputy Grand Masters, Foundations, Departments, Committees, etc, will have the respective name and location in purple to the left under the Square and Compasses.

Binders detailing the graphic standards are being distributed to all Grand Lodge entities and Subordinate Lodges and will be available to any organization affiliated in the Family of Freemasonry.

The statement of purpose in the binder emphasizes: "The Grand Lodge of Pennsylvania endeavors to maintain clearly and distinctively the relationship among Freemasonry, the Grand Lodge and Pennsylvania Masonic Entities. It (the Square and Compasses) is to be a partnership, to demonstrate the Fraternity of Freemasonry." The Square and Compasses with the Letter "G" has been registered in Pennsylvania by the Grand Lodge of Pennsylvania as an identification of Free and Accepted Masons in Pennsylvania and when reproduced, it is used by permission of The Grand Lodge of Pennsylvania. There is to be a "G" in the lower right corner of the emblem, between the leg of the Compasses and the extension of the Square, to indicate that the Square and Compasses with the Letter "G" is a registered mark for Freemasonry in Pennsylvania.

There are two versions of the Square and Compasses with the Letter "G" adopted for grand lodge use. One is an unadorned Square and Compasses with the Letter "G" and the other is adorned with scroll work. The standards define which may be used, depending upon the printed size and method of reproduction.

Permission for reproduction is the identification of entities of the Grand Lodge, Warranted Pennsylvania Lodges, Appendant Bodies and recognized Masonically-affiliated organizations inherent in their respective bona fide affiliations with Freemasonry in Pennsylvania.

Standards adopted by The Grand Lodge do not negate the use of identifications (or logos, seals, etc) by the many Grand Lodge organizations or Masonically-related organizations. For instance, on the stationery, emblem or product of the respective organizations can replace the Grand Lodge Seal.

Grand Master's Itinerary

February 1993
6 Lodge No. 156, 175th Anniversary, Quarryville
7 Lodge No. 399, 125th Anniversary, Easton
17 Lodge No. 406, 125th Anniversary, Harrisburg
18 73rd Annual Grand Council Session, Pittsburgh
22 Lodge No. 52, Alexandria Washington Lodge, Virginia
23 Line Officers' Staff Meeting, Elizabethtown
24 Committee on Masonic Homes, Elizabethtown
24 Library and Museum Board Meeting, Patton Campus
24 Pennsylvania Youth Foundation Advisory Board Meeting, Patton Campus
24 Drug and Alcohol Foundation Board Meeting, Patton Campus
27 Grand Council Meeting

March 1993
3 March Quarterly Communication, Philadelphia
6 York Rite Festival, Pittsburgh
13 Lodge No. 806, 20th Anniversary, Harrow
16 Lodge No. 588, Centennial Celebration, Shinglehouse
20 Lodge No. 405, 125th Anniversary, New Brock
21 Line Officers' Staff Meeting, Elizabethtown
21 Committee on Masonic Homes, Elizabethtown
22 Children's Day, Masonic Homes, Elizabethtown
27 Valley of Stranton Reunion
29 Special Communication of Grand Lodge for the purpose of dedicating Lodge Room and Cornerstone Laying, Charles M. Howell Lodge No. 496, Millersville

April 1993
3 Rainbow Honor Day, Bellevue
6 Lodge No. 415, 125th Anniversary, Canton
7 Lodge No. 399, 125th Anniversary, North East
17 Lodge No. 406, 125th Anniversary, Harrisburg
18 73rd Annual Grand Council Session, Pittsburgh
22 Lodge No. 52, Alexandria Washington Lodge, Virginia
23 Line Officers' Staff Meeting, Elizabethtown
24 Committee on Masonic Homes, Elizabethtown
24 Library and Museum Board Meeting, Patton Campus
24 Pennsylvania Youth Foundation Advisory Board Meeting, Patton Campus
24 Drug and Alcohol Foundation Board Meeting, Patton Campus
27 Grand Council Meeting

Nine Created Past District Deputy Grand Masters

The following were created Past District Deputy Grand Masters after serving five or more years:

• Bro. Spencer W. Hauensstein, 20th Masonic District Lodge No. 490
• Bro. Anthony R. Azzato, 33rd Masonic District Lodge No. 572
• Bro. F. Rick Knepper, 34th Masonic District Lodge No. 572
• Bro. Terry D. Bentzel, 42nd Masonic District Lodge No. 206

Grand Master Appointments

• Bro. William D. Hartman, Lodge No. 9, as Grand Chaplain
• Bro. Eugene L. Ballinger, Lodge No. 653, as the Junior Grand Deacon
• Bro. Roy M. Emery, Boyertown Lodge No. 741, as District Deputy Grand Master

Newly Elected to Committee on Masonic Homes

• Bro. Dean E. Vaughn, Cumberland Star
• Bro. Leonidas Galanos, Hiram Gothic Lodge No. 81 to the Committee on Finance
• Bro. Terry D. Bentzel, Alexandria Washington Lodge, as Grand Master's Executive Staff

Masonic District "B" Rededicates Vietnam Memorial in Philadelphia

On October 23, 1992, the Officers and Members of Masonic District "B" participated in a reedication program at the Vietnam Memorial in Philadelphia. Brother G. Kent Hackney, District Deputy Grand Master of Masonic District "B", coordinated the District's involvement. Also participating in the program were Members of District Deputy Grand Master No. 47, Rainbow Girls.

The names of the 142 men and women who gave their lives in the Vietnam War were read by volunteers. As each name was read, a white rose was placed at the base of the plate upon which the same appeared, by one of the Rainbow Girls.

The program was developed and planned by the members of the Vietnam Veterans Association of Philadelphia. Bro. William Gingrich, Past Master of Melita Lodge No. 295, coordinated the efforts between the Memorial Association and Masonic District B for the program.

More members of the Armed Services from the Philadelphia area lost their lives in this war than any other metropolitan area of the United States. The District presented a check to Mrs. Mary C. Backley, Director of Operations, National League of Families of American Prisoners and Missing in Southeast Asia.

This organization spearheads the efforts of families of Prisoners of War and Missing in Action in Southeast Asia. General William Westmoreland, Commander-in-Chief of the Armed Forces in Vietnam, was one of the speakers in addition to Bro. Thomas W. Jackson, R.W. Grand Secretary.
angle, so called because the ninety-degree angle is the only correct angle for atoms which are to build a perpendicular and stable wall.

When Brethren “part upon the square,” they leave each other in different directions, but in directions of which, if their destinies had been known, their rightness is unknown, their rightness is presented: 1

For Lodges Nos. 238, 242, 327, 543, 712 and 732

For Lodges Nos. 3, 59, 72, 186, 295, 543, 712 and 732

Presented: 2

24TH MASONIC DISTRICT

William M. Kratzenberg
Kielman Lodge No. 653
6244 Sacramento Avenue
Pittsburgh, PA 15204

For Lodges Nos. 912, 944, 600, 603, 657, 687, and 747

Presented: 2/11/93

MASONIC DISTRICT "B"

To be presented: 2

For Lodges Nos. 3, 59, 72, 186, 295, 543, 712 and 732

Presented: 2/11/93

33RD MASONIC DISTRICT

Ralph H. Besecker
Rane Lodge No. 566
R.D. 1, Box 92
Kane, PA 16735

For Lodges Nos. 3, 59, 72, 186, 295, 543, 712 and 732

Presented: 1/13/93

Universal Symbol, continued from page 1

The objectives of the Hiram I program are to prepare Lodge leaders for the Twenty-First Century and to do so without changes to the Ritual, traditions or the other fundamental precepts of Freemasonry.

In this program, up to four men from a Lodge participate in the seminars which are being offered in each of the six Areas in our Jurisdiction. During the sixteen hours, participants learn to develop a vision for their Lodge. They learn the importance of planning and goal-setting, how to build consensus and how to establish a participative team environment in the Lodge. They study the importance of time and how time affects the satisfaction of members. Most importantly, these men learn that leaders do things. They see what is going right and make sure the right things keep going. They see what is wrong and take corrective action.

But as much as anything, they share with no one another their successes and their failures, their frustrations and their dreams, always with an eye to the future.

This newsletter is the first in a series that will be published to keep you interested and informed about this exciting program which you will soon find available to your Lodge.

Sincerely and Fraternally,
Edward H. Fowler, Jr.
R.W. Grand Master

\[\text{In the report of the Washington-at-Prayer rededication, in the last issue of The Pennsylvania Freemason we neglected to note that the massed flags were borne by twenty-four Sir Knights from Commanderies in Pennsylvania.} \]

\[\text{An Apology} \]

Edwin H. Fendrick Jr.
Putting the Program Together

The consultant who was working with the National Masonic Renewal Committee was commissioned to write a program for Pennsylvania. His objectives were to:

- Make the program the best of its kind anywhere.
- Make the program relevant in Pennsylvania.
- Teach Lodge leadership the skills they need in Lodge.
- Help build a leadership team in the Lodge.
- Build a solid base of leadership in participating Lodges.

Throughout the year that it took to develop the HIRAM I program, hundreds of books, articles, videotapes, leadership assessments and other materials were considered for the program. By late Fall of 1991, a core set of modules had been developed. These modules—indeed and distinct lessons on leadership—were refined and eleven were selected to be part of the final program. These modules include:

- Assessment—a look at current attitudes on leadership.
- Comparison—a discussion of the differences between leadership and management.
- Paradigms—why change is difficult for many people.
- Vision—why a powerful vision of the future is an important leadership tool.
- Goal Setting—from a vision for the future, goals for the Lodge are developed.
- Planning—the importance of annual and strategic planning for the Lodge.
- Consensus—the important skill of a leader to build agreement in the Lodge.
- Team Building—the use of participative styles in building an effective Lodge.
- Motivation—a discussion on why men will work to make the Lodge better.
- Change—why change is important but difficult in Freemasonry.
- Time Management—a discussion on the importance of time and how the Lodge can make better use of time.

How the HIRAM I Program Originated

The concept for the HIRAM I program first originated when Grand Master Fowler attended a Strategic Planning Conference as part of the Masonic Renewal Committee of North America.

At this conference, various strategies for the renewal of Freemasonry were discussed. Among the most important were those which promoted the development of Lodge leadership and Lodge Membership.

To Grand Master Fowler, managing Membership was the important responsibility of leadership. Therefore, his decision was to develop a distinctive Lodge Leadership and Management program for Pennsylvania.

Determining Who Would Attend

One of the most important and most difficult tasks was identifying which Lodges would be included in the initial program. If the program is that important, why shouldn’t all Lodges participate right away? Indeed, that was the question asked by those reviewing the program. The answer was more practical than simple. If four men were asked to attend from each Lodge, and if the seminar was to be kept to about thirty participants—small enough to allow for individual attention—then more than 2,000 men would be eligible for the program and nearly seventy different seminars would have to be scheduled. It was quickly evident that was neither possible nor practical. In addition, a far more workable plan had already been developed in a similar effort in Oklahoma, and Pennsylvania determined it should give that plan a try.

Facilitators Selected

Even while the program was having this success, it was clear that Grand Lodge would need help in presenting the program to all of the HIRAM I Lodges first and then, thereafter, to the remaining Lodges in Pennsylvania. To do so, Facilitators—men who would be willing to learn the contents of the program and be able to teach it—would have to be found.

Again, the District Deputies were asked for their recommendations. Following another set of selection criteria, each was asked to provide the names of individuals who they knew or could be recommended to them to serve as the future teachers of this leadership program.

The first group of Facilitators was identified and trained at Elizabethtown. From the group of twenty-four recommended, seven were judged to be well-suited to participate in the program. These seven included:


Since that first session, several of these Facilitators have attended all subsequent leadership seminars and all have taken part in implementing the program.

A second Facilitators' class was held in Elizabethtown. Again, recommendations by the District Deputies proved on target and an additional nine participants will be notified of our interest in their participation. Grand Lodge is grateful to all of those who participated in the program. If you were not selected as a Facilitator, it is still hoped that you will be instrumental in acquainting your Lodge with the content of the HIRAM I program and that you will be an active leader in bringing better quality leadership to your Lodge.

To fulfill the promise of offering training to all HIRAM I Lodges, more Facilitators will need to be identified. Anyone interested in learning more about the program or who has experience in facilitating a meeting or in training and development should contact Bro. G. Kent Hackney, Administrator, HIRAM I Leadership and Management Program, in the Grand Master’s Office, One North Broad Street, Philadelphia, PA 19107-2598. Call (215) 988-1969 or Fax: (215) 988-1953 for additional information.
In January 1999, the Hiram I program was launched at all of the Grand Lodge Elected Officers, six District Deputy Grand Masters and six Lodges completed the first seminar. That seminar was held at The Masonic Temple in Philadelphia and was facilitated by Bro. Dudley Davis who had developed the program. Feedback from this seminar and subsequent sessions helped provide the information that shaped future seminars into their current form. Changes included decreasing the total time from two to a half days to two full days, changing the number of modules from sixteen to eleven and repackaging the material into the current more usable form.

Comments from participants gathered on evaluation forms completed after the training was finished indicated that the seminar had more than met its goals.
Administrator Appointed
At the December Quarterly Communication, Bro. Edward H. Fowler, Jr., R.W. Grand Master, announced that Bro. and District Deputy Grand Master G. Kent Hackney would become Administrator of the Pennsylvania Masonic Foundation for Leadership and Management.

Building for the Future...Today
We are often asked, “What’s it take to be a leader? Are leaders born or made? Can anyone become a leader? Are there bad leaders? Why is leadership important?”

From what we read and hear, leadership is one of the hot topics in organizations everywhere. The Girl Scouts turned their declining organization into one of the fastest growing by deciding to become an organization for girls committed to meeting the expressed needs of young women who had only limited interest in traditional scouting programs developed several generations earlier.

Sounds simple, doesn’t it? Actually it was a decades-long process that began with the fundamental understanding that girls would join an organization that would help them reach their true potential.

In the process, many changes had to be made. But every change had to be judged on whether or not it would help a girl reach her potential.

Helping achieve one’s potential is a compelling reason to belong. It’s a member-centered goal. It’s leader-initiated and it’s inspiring.

That’s what leadership is all about. Defining where the organization needs to be and how it should get there. If you’re spending some of your time in Freemasonry helping define where the organization is going and where it needs to go, you’re a leader. In the process, you are also building for the Future...Today!

Foundation Established
Even though the HIRAM I program will help Lodge Officers understand the fundamentals of leadership and management, a twenty-hour program cannot hope to be extensive enough to result in long-term solutions.

To that end, the Grand Master has created The Pennsylvania Masonic Foundation for Leadership and Management, Inc. This foundation will offer comprehensive programs in many aspects of leadership and management.

Look for additional information in the next issue of The Hiram I Leadership Update.

VCRs, Projectors to be Placed in 6 Areas
In an effort to ensure that Lodges participating in the HIRAM I program have everything they need, the Grand Lodge will be placing the following equipment and materials in each of the six Areas of Pennsylvania:

- Video Projector
- VCR
- Carrying Case
- Overhead Projector
- Joel Barker’s film, Paradigms
- Joel Barker’s film, The Power of Vision
- Max DePree’s book, Leadership is an Art
- Warren Bennis’ book, On Becoming a Leader

Lodges may also purchase this equipment at a significant discount. There is also a portable nine-inch color TV with a built-in video cassette player available. Lodges that want additional information on any of these audiovisual materials should contact Bro. G. Kent Hackney in the Grand Master’s office.

Membership Kit and Membership Trainer Kits Purchased
As part of the program to provide materials which Lodges can use in developing effective leaders, the Grand Lodge of Pennsylvania also purchased one hundred fifty sets of the Masonic Renewal Committee of North America’s Membership Development and Management Kit and one hundred fifty sets of the Trainer Kits (see photo below).

These two kits were developed for Lodges in North America who want to initiate a membership development program. The Membership Kit is a comprehensive kit which includes two videotapes, one hundred copies of each of three printed brochures and a two hundred fifty-page Membership management Guide written expressly for the Lodge.

Already, more than 1,200 have been sold to Lodges in North America but Pennsylvania is by far the largest subscriber.

The Trainer Kit was developed to help Lodges learn how to use the Membership Kit. It contains a Handbook, videotape, twenty full-color slides, transparencies, and printed originals.

The Membership Kits and Trainer Kits were purchased for the HIRAM I Lodges. However, any Lodge in Pennsylvania that wants the kits can purchase them. For the two kits, send a check for one hundred eighty-six dollars payable to Thomas W. Jackson R. W. G. S. Mail the order and check to G. Kent Hackney Administrator, HIRAM I Leadership and Management Program, One North Broad Street, Philadelphia, PA, 19107-2598.
Progress to Date

Through the first year of HIRAM I, a number of accomplishments can be reported.

- More than thirty Lodges have sent Masons to the HIRAM I program in Pennsylvania.
- More than one hundred fifty participants have been through the seminar.
- Lodges in Philadelphia, Allentown, Elizabethtown and Pittsburgh areas have been included in the first year's program.
- All Grand Lodge Elected Officers have completed the full seminar.
- All 1992 District Deputy Grand Masters have completed the program.

1993 HIRAM I Schedule Announced

Plans for offering the HIRAM I program in Pennsylvania through 1993 are not yet complete. However, several dates can be announced:

On January 15-16, HIRAM I at the Adams Mark Hotel in Philadelphia.
On February 12-13, HIRAM I at the Allentown Masonic Center.
On February 26-27, Facilitator training at the Allentown Masonic Center.
On March 12-13, HIRAM I in the Harrisburg area.
On April 2-3, HIRAM I in the Altoona area.
On April 23-24, HIRAM I in the Scranton area.
On May 7-8, HIRAM I in the Wilkes-Barre area.
On June 4-5, HIRAM I in the Ridgeway/Dubois area.
On June 25-26, HIRAM I in the Erie area.
On September 10-11, HIRAM I at the Harrisburg area.
On October 8-9, HIRAM I in the Pittsburgh area.

A full schedule of 1993 HIRAM I Seminars and the remaining Membership Seminars will be announced.
Freemasonry has frequently been described as an organization whose purpose it is to take good men and make them better. This definition, out of necessity, therefore, implies selectivity — selectivity to the extent that we begin with good men.

Practically, however, we must realize that, human judgement being what it is, we will not always succeed in getting the best. The accepted part of the definition, therefore, comes into play more importantly in making those new Men be the best they can be. I have been impressed many times in my Masonic journey by the improvement I have observed in men who have chosen to advance through the Chairs of various Masonic Bodies. It is doubtful whether an exception could be made of any man being a better man when he completed the Chair than when he began. No man receiving the Influence of Freemasonry can fail to be a better man.

It is a natural instinctive desire of most forms of life to associate with those of similar kind. This is why we find in nature flocks, herds, schools, etc., of animals. This is no less true of "man." However, in man we show a greater diversity of types and break into smaller groups based upon other variables. This most important variable in the case of Freemasonry is the quality of the man. We should expect, therefore, that there would be a tendency of good men wishing to associate with good men. Freemasonry has carried this concept long before and much further than any other organization.

Our Craft has been a unique organization in that it has been able to take men from all walks of life socially, economically, culturally, etc., and provide an environment wherein the similarities of good are far more important than the differences of type.

I suspect the quality of the man is perhaps the major intangible force which, though unseen to the world outside of the Craft, is the major factor that has brought us together and keeps us together.

My friend, Brother Stewart M. L. Pollard, related the story that when Brother and General Douglas MacArthur attended the first Lodge Meeting in the Philippines following the liberation of Manila he was recognized in the Lodge as the Supreme Allied Commander. His response to the Master of the Lodge was "When I walked through the portals of this Lodge Room, I dropped my cloak of authority as General or Commander. It was the Louisiana Purchase and the Westward Expansion where the similarities of good were far more important than the differences of type.

We must always remember that Freemasonry was never meant to be an organization for every man. There is nothing wrong in being selective. We become what we become because of selectivity. We are what we are because of selectivity. It is our obligation as Freemasons to keep the quality of the Craft the best that it can be by selecting only good men and making them better.


Jason T. Nolf, son of Brother Thomas G. Nolf, received a check for $300.00 from the Educational Assistance Fund, prior to the Stated Meeting of August 26, 1992, at the Oak­land Masonic Temple in Pittsburgh. This was the first award made from the Fund which was established in June of 1991.

Jason is presently a Sophomore at Indiana University of Pennsylvania, where he is majoring in accounting. He desires to become a CPA and eventually to start a business of his own.


The Pennsylvania Masonic Foundation for the Prevention of Drug and Alcohol Abuse (PMMF/DAF) is pleased to report that Pennsylvania Masons have made major progress toward their goal. In 1992, the Pennsylvania Masonic Foundation will provide a total of $193,308 in grants totaling $4,000,000. For the 1993 academic year, sixty-eight grants have been awarded totaling $1,464,332.

The Pennsylvania Department of Education's Student Assistance Program, our cornerstone, will receive $35,000. This grant will be used for student assistance teams for service. In addition to this, 16,859 high school students were referred to student assistance teams for service. This was the first time that the Masonic Center, City of Pittsburgh, Elizabeth town, programs also were held in Pittsburgh, Indiana, and Erie.

The Department of Education has forecast that by 1998 all of the elementary schools in Pennsylvania will have programs in place.

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The grant will be used for treatment and education in the area of drug and alcohol abuse among these high risk children.

In 1993, the D & A Foundation is committed to increasing its abilities and visibility among the Brethren. Several activities are being planned. Two years ago the speakers bureau was established. At that time, a training seminar was held for the speakers. This program is being enriched and professional training will be provided. This training seminar is scheduled for February 19 and 20, 1993, at the Masonic Conference Center, Paton Campus, in Elizabeth town, to increase the abilities of current speakers as well as to train new speakers.

We have also decided to improve the look of our bumper sticker. The Foundation has asked the Pennsylvania Department of Education to coordinate a contest for the creation of a new bumper sticker by design a new bumper sticker by doing this, we think that the Foundation will provide a total of $1,464,332.

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The winning programs for the 1992 Lodge Program Competition from the six Masonic Education Areas were presented at the Annual Masonic Education Conference in Elizabethtown, Pennsylvania on October 10, 1992. Following the presentations, a statewide winner was selected.

The winning program for the state was "The Alpha and the Omega" written by Bro. William C. Shadow, III, Senior Deacon, West Shore Lodge No. 2. Bros. Paul Roebuck, Junior Deacon and Keith Sulzbach, presented the winning program.

The five winners in the 1992 Lodge Program Competition were:


5. "Lights in the Windows of 1600 Pennsylvania Avenue," written by Bros. Theodore W. Bergfelt, P.M., and Senior Warden; and Robert J. Wasson, Pursuant of Park Lodge No. 676, Area C-2. Bros. Donald D. Wertheimer, P.M., and W.M. Frederick White, Junior Master of Ceremonies and David R. Harding, Junior Deacons, participated in the presentation along with the authors.

R. W. Grand Master Edward P. Fowler, Jr., invited the state winners to attend the December Quarterly in Philadelphia to receive their awards. The winning program for the state was presented at the Quarterly. Programs of quality have been developed by the Masons of Pennsylvania in each of the yearly competitions.

Speakers For The Blue Lodges

The booklet Speakers for the Blue Lodges was prepared by the Grand Lodge Committee on Masonic Education and distributed at the Masonic Education Conference in Elizabethtown in October 1992. Copies have been sent to each Lodge for the Worthwhile Master, Senior Warden, Junior Warden, and Chairman of the Masonic Education Committee.

This Lodge resource contains 143 persons who are willing to present programs in the Lodges. Both Masonic and non-Masonic speakers will talk on a broad range of topics. They are located in each of the six Masonic Education Areas. Lodges can make direct contact with the speakers.

Additional speakers will be added to the second edition which is to be published in October 1993. Speakers from other organizations in the Masonic Family are encouraged to submit applications. Masons who have heard good speakers and programs should encourage the speakers to complete applications for the booklet. Application forms can be secured from the Masonic Education Area Chairman or the Office of Masonic Education, Masonic Temple, One North Broad Street, Philadelphia, PA 19107.

Lodge Officers bear a responsibility to provide interesting programs for the Brethren that will increase their knowledge and improve their lives. Exciting programs stimulate attendance. The good Lodge has good programs.

1993 Lodge Program Competition Announced

Information about the 1993 Lodge Program Competition has been sent to the Blue Lodges. The R. W. Grand Master, Edward H. Fowler, Jr., has selected two topics for the Competition:

"200th Anniversary of Laying the Cornerstone of the Capitol" and "Our Masonic Presidents." These will undoubtedly give the Brethren a broad opportunity to develop interesting programs.

A second category has been developed for the Lodge Program Competition. A Craft or Multi-Media Category has been planned to allow Masons to create models, paintings, photographs, and carvings about the two topics selected by the Grand Master. District Winners and a State Winner will be selected for this category, using criteria developed especially for the media presentation.

The Masonic Education Committee recognizes the many talented Brethren who have prepared good programs since 1990. We encourage Masons to develop special events, for their Lodge a good program helps to make a good Lodge Meeting.

YOUTH FOUNDATION

DeMolay Grand Master's Class

The Members of DeMolay have found a perfect role model in the person of Bro. Edward H. Fowler, Jr., Right Worshipful Grand Master.

"I credit my involvement in DeMolay with many of the great things that have happened in my life," he said, after being the honored guest at an initiation class of new DeMolay Members.

The Grand Master's Class is a semi-annual event sponsored by the Associated Chapters, Order of DeMolay in Pennsylvania. It occurred on December 5, at the Masonic Conference Center in Elizabethtown.

"If not for the Order of DeMolay and its teachings in the Chapter," he continued, "I dare say I would not have many of the things I have, including the privilege of addressing you today as the Right Worshipful Grand Master."

The Class included thirty-four Candidates from thirteen different Chapters from around the Commonwealth, and more than 170 people were present for the conferal, including many parents. A recent ruling by the International Supreme Council, of which Bro. Fowler is a Member, now allows mothers and fathers to witness the Initiation.


The Order of DeMolay Confers two Degrees when initiating new Members. Reading Chapter Confirmed the first, or Initiatory Degree, which has many similarities to Masonic Ritual Work. The State Champion team from Somerset Chapter performed the dramatic DeMolay Degree with synchronization, set and props. The Grand Master applauded the Degree Teams, saying, "These were the most impressive Degrees I have seen in my DeMolay career!"

The Shield Talk, an explanation of the Symbolism of the DeMolay Emblem, was flawlessly performed by State Champion John George of Pilgrim Chapter.

Grand Master Fowler joined the Candidates at the Altar to receive the Flower Talk in memory of his mother, Mrs. Lauretta Fowler, who passed away in June of this year. This ceremony emphasizes the special place a mother plays in the life of her son. State Treasurer Matthew A. Curtin presented this beautiful ceremony.

Following the Conferal of the Degrees, each Candidate received a certificate bearing the likeness of the Grand Master, State Master Councillor Steven J. Smith, and presented the Grand Master with the original artwork by Mrs. Carol Berry of Clearfield. In commemoration of the Class, Bro. Fowler presented the State Master Councillor with the Grand Master's 1992 Medallion.

In his remarks, the Grand Master recalled many fond memories of his DeMolay Membership, forty-seven years ago, in North Boroughs Chapter, Bellevue, PA. He encouraged the Members present to recruit their friends for Membership. He told them that the teachings of DeMolay and its emphasis on good character and reputation were important lessons to learn.

Distinguished Bro. Dougherty Retires As MSA Hospital Visitation Director

Bros. Thomas R. Dougherty, P.G.M. of New Jersey, retired December 31 after thirteen years as Director of Hospital Visitation for the Masonic Service Association of the United States.

Bro. Richard E. Fletcher, P.G.M. of Vermont and Executive Secretary of M.S.A., summarized feelings about Bro. Dougherty's retirement clearly:

"Tom is (retiring) with a wonderful legacy of exactly what it means to be an active and supportive Freemason... Many lonely veterans around the country have been helped by his dedication. He does so for all his colleagues and on behalf of all Freemasons, we say "God Speed," Tom; you have served Freemasonry well!"

Bro. Dougherty was made a Master Mason in Mount Moriah Lodge No. 28, F. & A. M., Bordentown, NJ, in 1948 and served as Worshipful Master in 1961. He was installed as Grand Master in 1971, and in 1972 he was elected Chairman of the Grand Masters Conference Committee. In 1982, he continued the successfully New Jersey Statewide Blood Bank.

He is active in York and Scottish Rite Masonry, Shrine, Tall Cedars of Lebanon and other Masonically-related Organizations.
Three Brothers Are Past Masters Of Ashara Lodge

Three Brothers, George S., James B., and William S. Endslow are the three senior living Past Masters of Ashara Lodge No. 398, Marietta, PA. George served as Master in 1948, James in 1953, and William in 1956.

All three Endslow brothers received their three Degrees from their father, the late W. Harold B. Endslow, who served as Master of Ashara Lodge in 1929 and again in 1944, when those who were in Line had gone off to war. On those nights in 1949 when William, the youngest, received his Degrees, his father was acting Master and his two brothers George and Jim were acting Wardens.

Also worthy of note is the fact that George received his First Degree on Christmas night, 1944. Ashara Lodge being a Moon Lodge at that time, the Monday on or before the full moon fell on Christmas Day. And in those days, holidays were not considered by Grand Lodge as legitimate reasons for changing the day of a Lodge Meeting.

Their father, being well versed in the Degree Work, taught each of his sons the Three Degrees, and James claims the distinction of learning Masonry Enters Float in Rose Bowl Parade

The Family of Freemasonry again was represented in the Tournament of Roses Parade on New Year’s Day in Pasadena. The brightly decorated float portraying the theme “Masons in Music” was sponsored by the nearly three million North American Members of the Masonic Order including Pennsylvania Freemasons. The Fraternity had such famous Masons as Mozart and John Philip Sousa to draw from to provide a float that appropriately and colorfully depicts the theme.

Involved, continued from page 14

award checks were presented by the Worshipful Master at assemblies of the students, teachers, and parents.

This program, an idea conceived by Bro. Donham when Senior Wardens were selected, has received overwhelming acceptance by the Lodge as well as families of the Brethren. To fund this program, the Lodge embarked on a series of special fundraising activities including a dinner dance, a spaghetti dinner, and the sale of shirts, jackets, and hats embroidered with the distinctive logo of the Lodge. A new committee, the Youth Scholarship Committee, consisting of over twenty-five Brethren was formed to administer the entire program. It is hoped that this program will be able to expand its opportunities to local students in the years to come by offering even more awards.

An Involved Lodge

Sunset Lodge No. 623, Washington, PA, has taken a giant step forward in enhancing local community relations with its newly created Youth Scholarship Program. The program is designed to assist deserving youth of the two local public school districts by providing awards and recognition for their efforts.

In the elementary and middle schools, fourteen $50 U.S. Savings Bonds were awarded as prizes to students who were determined to be outstanding in categories such as academic performance; home economics; reading achievement; overall superiority in performing arts; attendance; penmanship and others. These awards were presented at special assemblies of the entire student body with parents present to join their children for the presentation where pictures were taken. The Worshipful Master of the Lodge, Bro. Joseph A. Donham, made each award presentation on behalf of all the Brethren. The presentations were quite impressive and the positive exposure of the Lodge is immeasurable.

The graduating seniors of the two high schools were accorded the opportunity to apply for a $500 cash scholarship grant. Selection was made on the basis of academic excellence and financial need of continuing education in college or vocational training. The Lodge also awarded guidance department of the high schools to sub-allocate the applications which do not require Masonic affiliation. A panel of local educators and school board members selected the winners from coded applications bearing no identification to the applicant. The recognition program has been made possible through the financial support of Grand Master Edward H. Fowler, Jr., R.W.G.M.

Masonic Charities have benefited from the sale of the limited edition of the recreated historic Masonic watch originally produced by Hamilton in 1922 by $57,663 since it was first introduced in July 1991. Brother Edward H. Fowler, Jr. R.W.G.M. is pictured in the center displaying the Masonic Charities check along with Mr. Arthur Pasco, left and Mr. Ian C. Modelevsky, right of Affinity Marketing Associates.

Persons interested in acquiring the Hamilton Masonic Commemorative Watch should mail orders to Masonic Watch Center, 731 Martha Avenue, Lancaster, PA 17601. Include your full name and mailing address and the information that is to be engraved on the back (up to three initials and Lodge number). Make a check or money order payable to “Hamilton Masonic Watch” in the amount of $328.50 ($299.95 for the watch, $9.95 for shipping and insurance, and $15.60 for PA sales tax). Or, you may call toll free 1-800-347-0884 to order a watch by credit card or to request information.

Exemplar Update

The soft-bound edition of The Exemplar is now out of print, and for the foreseeable future, will not be reprinted. The hard-and-leather-bound editions are still available in good supply. Of these, the hard-bound sells for $16.95 each and $120.00 a dozen for Lodges presenting them to Candidates; and the leather costs $25.00 each. We ask (where possible) that one prepay; please send a check made payable to the R.W. Grand Secretary, and addressed to The Masonic Library and Museum of Pennsylvania, The Masonic Temple, One North Broad Street, Philadelphia, PA 19107-2520.

The Masonic Library and Museum of Pennsylvania is available for the use of our Brethren. It is hoped that more of the Members of the Craft will make use of our circulating Library in 1993!

Eighty-Two Year Old Past Master Confers Third Degree on His Grandson

On October 21, eighty-two-year-old Bro. Richard Gallatin, Past Master of Zerodathia Lodge No. 453 again put on his "TAILS" to confer the Third Degree on his grandson, Bro. John R. Schmitt, Jr.

Some twenty-eight years earlier, on September 23, 1964, Bro. Gallatin conferred the Third Degree on Bro. John R. Schmitt, Sr., the father of the younger Schmitt.

Bro. Gallatin is shown flanked by the younger Bro. John R. Schmitt on his right and the father, John R. Schmitt, Sr., on his left.

Bro. Gallatin began his Degree Work by conferring the First Degree on a close personal friend on June 17, 1953. More than thirty-nine years have passed since conferring that First Degree and the one he recently Conferred on his grandson.

In the center displaying the Masonic Charities check along with Mr. Arthur Pasco, left and Mr. Ian C. Modelevsky, right of Affinity Marketing Associates.