

To Constituent Lodges:

In 2008, Senior Grand Lodge Officers developed a **Strategic Plan for the Grand Lodge of Alberta**. This Strategic Plan was subsequently approved at the June 2009 Annual Communication. One aspect of the Strategic Plan identified retention as a major issue within our organization. For a number of years now, new initiations have exceeded those numbers that we lose due to death. Lodges have generally been challenged to retain members with the result that demits and suspensions for non-payment of dues are directly responsible for our continued declining numbers.

The responsibility for membership retention is clearly a Lodge responsibility. We believe that proper management of our members should result in a significant reduction in demits and suspensions for nonpayment of dues. One of the *Goals* of the **Strategic Plan** is: **Significant reduction in Demits and Suspension for Non-Payment of Dues from 328 per year to 25-50 per year (80%-90% reduction)**.

In year two of implementing the Strategic Plan, my theme as Grand Master is **Retention, Revitalization and Renewal**. While we have opinions and speculation as to why demits and suspensions occur, we lack actual data to explain such causes and reasons. I have therefore asked the Board of General Purposes for permission for one year to have lodges complete the attached forms, so that we may collect this data and address issues identified. While making this request for one year, Senior Grand Line Officers may in the future wish to continue gathering such information. Your assistance in providing as much factual information as possible will assist us in developing plans to address Retention issues in the coming years.

Secretaries, please complete a separate form for each demit and suspension for non-payment of dues and attach to the June 2010 and December 2010 semi-annual returns. I realize this is extra work for you, but I believe there is benefit to be obtained from the information sought. Please accept my personal thanks for taking the time to complete this paperwork. Should you have any questions, please do not hesitate to contact me.

Yours fraternally,

MW Bro. Gerald D. R. Waldern, Grand Master

DEMITTS - PLEASE COMPLETE FOR EACH DEMIT REQUESTED

1. Name of Brother requesting Demit _____ Grand Lodge

2. Lodge _____
3. Indicate was the demit directly requested by the brother _____ or by a family member _____
4. If by a family member, who?

5. What was the reason given for requesting the demit?

6. If the brother resides in the municipality or general area of the Lodge, has there been a personal visitation made to discuss the reasons for the demit ? (yes or no) _____
7. If no, how many attempts were made to contact and how were the contact(s) attempted?

8. If the brother resides outside the immediate area of the Lodge, was a phone call made to the brother to discuss the reasons for the demit? (yes or no) _____
9. If no, were there any other forms of attempts (please list) made to discuss with the brother or other knowledgeable individual the reason for the demit _____

10. If the demit request is made due to health reasons, cannot attend due to living in a nursing home, etc., is there a reason why the Lodge did not carry the dues for this brother?

11. If the demit request is made due to financial difficulties, is there a reason why the Lodge did not carry the dues for this brother?_____

12. If for either question 10 or 11 the answer is that it would have been a financial hardship to the Lodge, is the Lodge aware that financial assistance from the Board of Benevolence could be applied for ?

13. If the demit is due to the brother moving out of the area but staying within the jurisdiction of the Grand Lodge of Alberta, have you sent a letter to a Lodge or DDGM in the brother's new place of residence to make a contact?

14. If not, will you do so or please explain why you wouldn't?

15. If the brother is moving outside the jurisdiction of the Grand Lodge of Alberta, have you sent a letter to Grand Lodge requesting Grand Lodge to notify the jurisdiction where the brother is moving to, so that a contact can be made?_____

16. If not, will you do so or please explain why you wouldn't?

17. Was the demit the result of problems in the Lodge or with members? (yes or no)_____

18. Was there any attempt to resolve the matter identified in question 17?_____

19. If not, was it possible to resolve the matter?_____

20. Is the demit due to the brother not having any interest in attending lodge? (yes or no) _____

21. Why is there no interest in attending lodge?

22. Have there been steps taken by the Lodge to address question 21 and if so please provide what steps taken?

Please use this space for any comments you wish to make or if additional space is required.

SUSPENSIONS FOR NON-PAYMENT OF DUES - PLEASE COMPLETE

FOR EACH SUSPENSION

1. Name of Brother suspended for NPD _____ GL

2. Lodge _____
3. Please list briefly what steps the Lodge has taken since the brother being 1 year in arrears up to the point of issuing the registered letter?

4. If the brother resides in the municipality or general area of the Lodge, has there been a personal visitation made to discuss the reasons for non-payment? (yes or no) _____
5. If no, how many attempts were made to contact and how were the contact(s) attempted?

6. If the brother resides outside the immediate area of the Lodge, was a phone call made to the brother to discuss the reasons for non-payment? (yes or no) _____
7. If no, were there any other forms of attempts (please list) made to discuss with the brother or other knowledgeable individual the reason for non-payment?

8. Is health an issue, or living in a nursing home, or family now controlling finances, etc., causing the reason for non-payment? (yes or no) _____

9. If the answer to question 8 is yes, is there a reason why the Lodge did not carry the dues for this brother?

10. If the brother is experiencing financial difficulties, is there a reason why the Lodge did not carry the dues for this brother?

11. If for either question 9 or 10 the answer is that it would have been a financial hardship to the Lodge, is the Lodge aware that financial assistance from the Board of Benevolence could be applied for?

12. What reason was given by the brother for non-payment of dues?

13. If contact cannot be made as the address of the brother is no longer known, or where the brother has moved out of the immediate area and there may be a delay in receiving notification, why was a marked demit not issued instead of a suspension?

14. Is the suspension due to the brother not having any interest in attending lodge? (yes or no)_____

15. Why is there no interest in attending lodge?

16. Have there been steps taken by the Lodge to address question 15?

Please use this space for any comments you wish to make or if additional space was required.
