



# State of the Lodge 2024

For the **Worshipful Master** to officially meet with the **Members** and outline the **Lodge's** goals, priorities, and challenges.

The **Worshipful Master** layout the perceived current needs of the **lodge**... and the plan for the year...

# The Evolution of the Masonic Law

Over Huguenot Lodge No.377's history...

- 1858 – Albert Mackey **25 Landmarks** of Freemasonry
- 1911 – Roscoe Pound **7 Landmarks** – Summarize to Common Law
  1. Belief in a Supreme Being (19) & immortality (20)
  2. That a "book of sacred law" is an indispensable part of the "furniture" (or furnishings) of the Lodge (21)
  3. The legend of the Third Degree (3)
  4. Secrecy (not specifying as to what) (11, 23)
  5. Symbolism of operative masonry (24)
  6. That a Mason must be a man, freeborn, and of lawful age (18)
- 1950's – Grand Masters of North America upheld **3 "Ancient" Landmarks**
  1. Monotheism — An unalterable and continuing **belief in God**.
  2. The [Volume of The Sacred Law](#) — an essential part of the furniture of the Lodge. ●
    - In Lodges with a **membership of mixed religions** it is common to find more than one sacred text displayed. Every candidate is given his choice of religious text for his Obligation according to his beliefs.
  3. **Prohibition of the discussion of Religion and Politics** (within the lodge). ●
- TODAY?- **Change on How?** Not the Masonic Law = **fundamental tenets / landmarks are set**








So what is driving the inflection point

## KEY TAKEAWAY:

- This is not the first time Freemasonry is at an inflection point of change
- Most organizations are feeling the need for change... (How we adapt is important to future and respecting our fundamental tenets & Landmarks)

# Generational Change of the World

*The challenges facing the organization have been decades in the making.*

				
<b>Builders</b>	<b>Baby Boomer</b>	<b>Generation X</b>	<b>Millennial</b>	<b>Generation Z</b>
<ul style="list-style-type: none"> <li>• Born before 1946</li> <li>• Traditional</li> <li>• Adapted to technology</li> <li>• Committed to company</li> <li>• Authority based on seniority and tenure</li> <li>• Punch the clock / Get the job done</li> </ul>	<ul style="list-style-type: none"> <li>• Born 1946-1964</li> <li>• Prefers face-to-face communication</li> <li>• Starting to embrace modern digital technology</li> <li>• Social Media Preferences: Facebook &amp; LinkedIn</li> </ul>	<ul style="list-style-type: none"> <li>• Born 1965-1979</li> <li>• Prefers email communication</li> <li>• Comfortable with technology</li> <li>• Social Media Preferences: Facebook &amp; Twitter</li> </ul>	<ul style="list-style-type: none"> <li>• Born 1980-1994</li> <li>• Prefers email or text</li> <li>• First "digitally native" generation</li> <li>• Social Media Preferences: Not loyal to any particular social media outlet</li> </ul>	<ul style="list-style-type: none"> <li>• Born 1995-2012</li> <li>• Likes written communication, but in-person meetings in the workplace</li> <li>• Expects quick responses</li> <li>• Social Media Preferences: Instagram &amp; Snapchat</li> </ul>

Kutztown Temple  
1974

Peak Membership  
~ Early 2000's

Enter Lodge in Early  
2010's to Present - Current Line

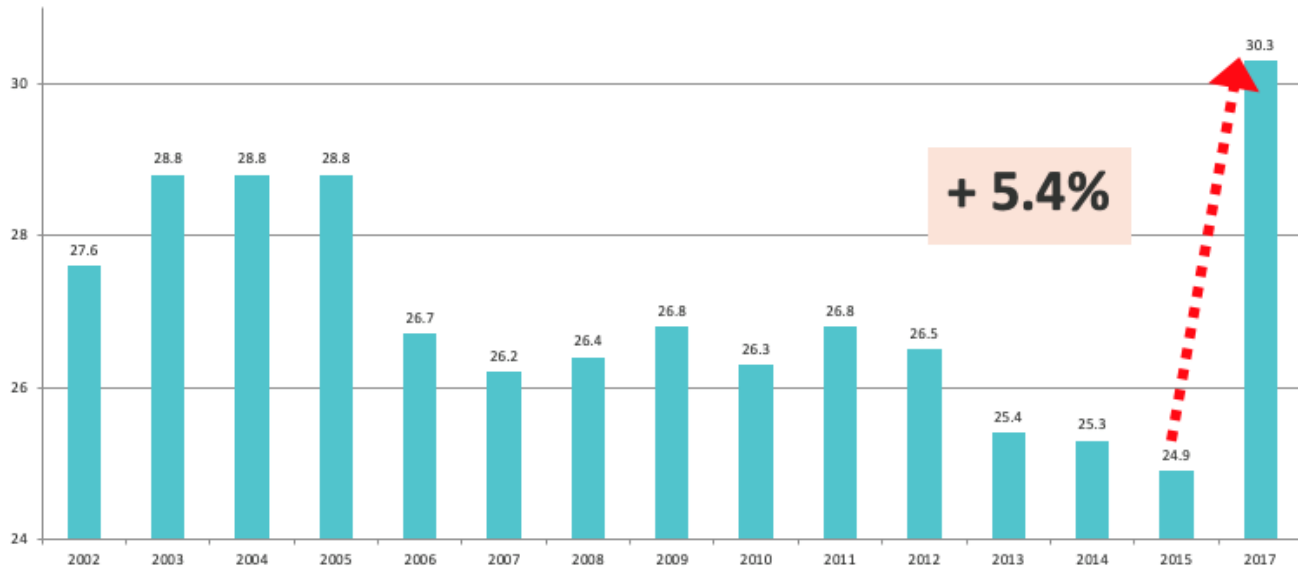
**OUR FUTURE**  
(already 2 of line)

## KEY TAKEAWAY:

- Generational norms **driving change** – **The Lodge needs to embrace all the generations that make up Masonic membership**
- Know our members: Brotherly Love & Charity while respecting all generations (**How we get to Unity**)

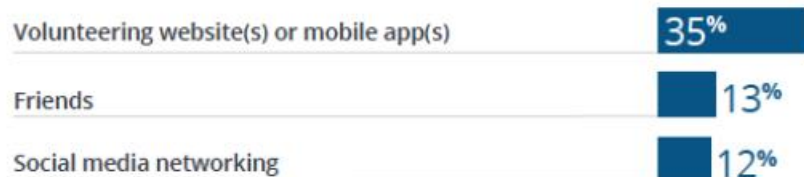
# Volunteerism Themes in the Data...

## US Volunteering Rate (%)



**47%** of volunteers find opportunities through volunteer websites, apps, or on social media.

### How volunteers find opportunities

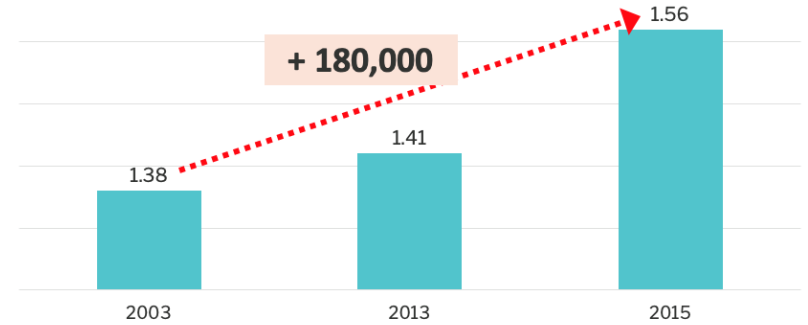


**15%** of organizations recruit volunteers via online recruiting and social media.

### How organizations find and recruit volunteers:



## Total Number of US Nonprofits (in millions)



VolunteerPro

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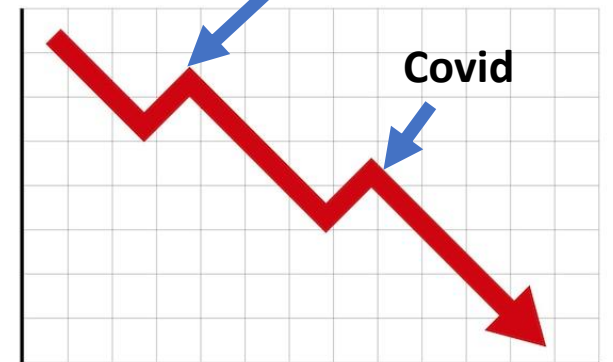
See: The Urban Institute, National Center for Charitable Statistics, The Nonprofit Sector in Brief (2019) - <https://nccs.urban.org/project/nonprofit-sector-brief#overview>

### KEY TAKEAWAY:

- Volunteerism Spikes, but 7% drop 2021 has US back at 2015 LOW
- Many more nonprofit options ... → Competition
- **How people engage is digital centric...**

9/11

Covid



# The Case for Change

## KEY TAKEAWAY:

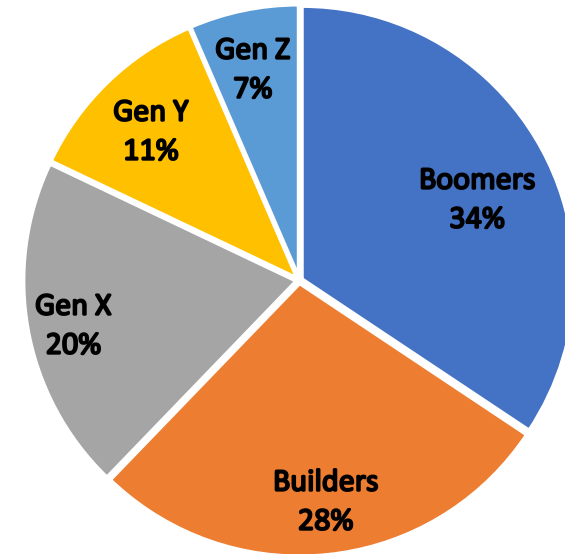
- For the health of Freemasonry in general and this Lodge in particular, we are at an inflection point for change.
  - The future of Huguenot Lodge No. 377 relies on its members
- All while respecting our traditions, successes, and the current & future members.

## Observations of Huguenot Lodge's Membership:

- Builders and Boomers (Over 60) is 62%
- Generation X & Y (30-59) is 31%
- Generation Z (18-29) is 7%

*7<sup>th</sup> Masonic District  
Similar Breakdown*

Generation Breakdown  
Huguenot Lodge #377



■ Boomers ■ Builders ■ Gen X ■ Gen Y ■ Gen Z

## Builders

- Born before 1946

## Baby Boomer

- Born 1946-1964

## Generation X

- Born 1965-1979

## Millennial

- Born 1980-1994

## Generation Z

- Born 1995-2012

## Ask Yourself:

How do we ensure the future of Huguenot Lodge for the Generations of Good men that are coming...

# Reflect on the fundamental tenets



Freemasonry is a brotherhood of men who share one common goal:  
**Making Good Men Better.**

- G**
- **Faith:** requirement for membership of Freemasonry – **the belief in a Supreme Being; Faith encourages individuals to believe in a higher power and recognize the importance of spirituality.**
  - **Hope:** lead to the hope of immortality; The Anchor is symbol of hope: In essence, the Ark represents the journey while the Anchor represents both **the end of the journey and what keeps you safe and secure through it**
  - **Charity:** (Greek translation may really be “Love”) full of good will and affection regarded towards others...
    - In Freemasonry, the sheaf of corn is intertwined with the allegory of King Solomon: representation of the wages that Masons once received for their labor, and today is used to represent the **charitable acts** carried out by Masons to those less fortunate.
    - True Mason: suffer long and be kind... will be Slow to Anger... Easy to Forgive...
    - Brotherly Love – Befriend and Relieve... Warn a brother of approaching dangers...
    - “If you faithfully observe these duties **the world will observe how Freemasons love one another in obedience to the will of God.**”

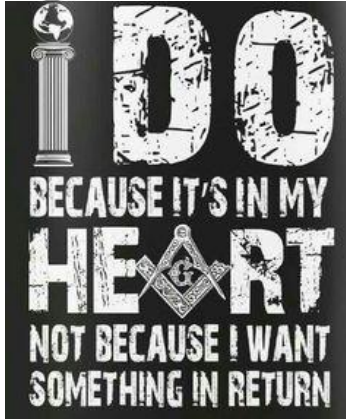
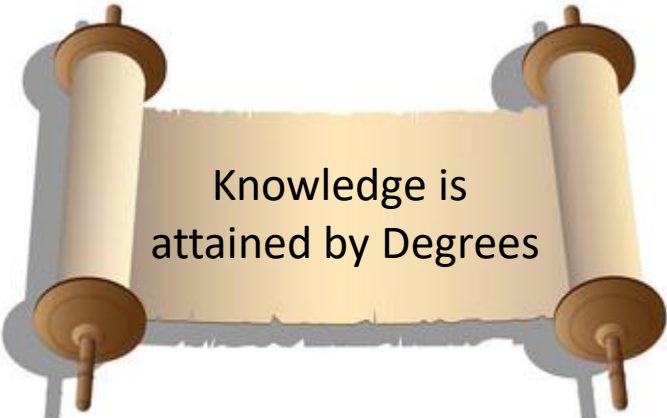


## KEY TAKEAWAY:

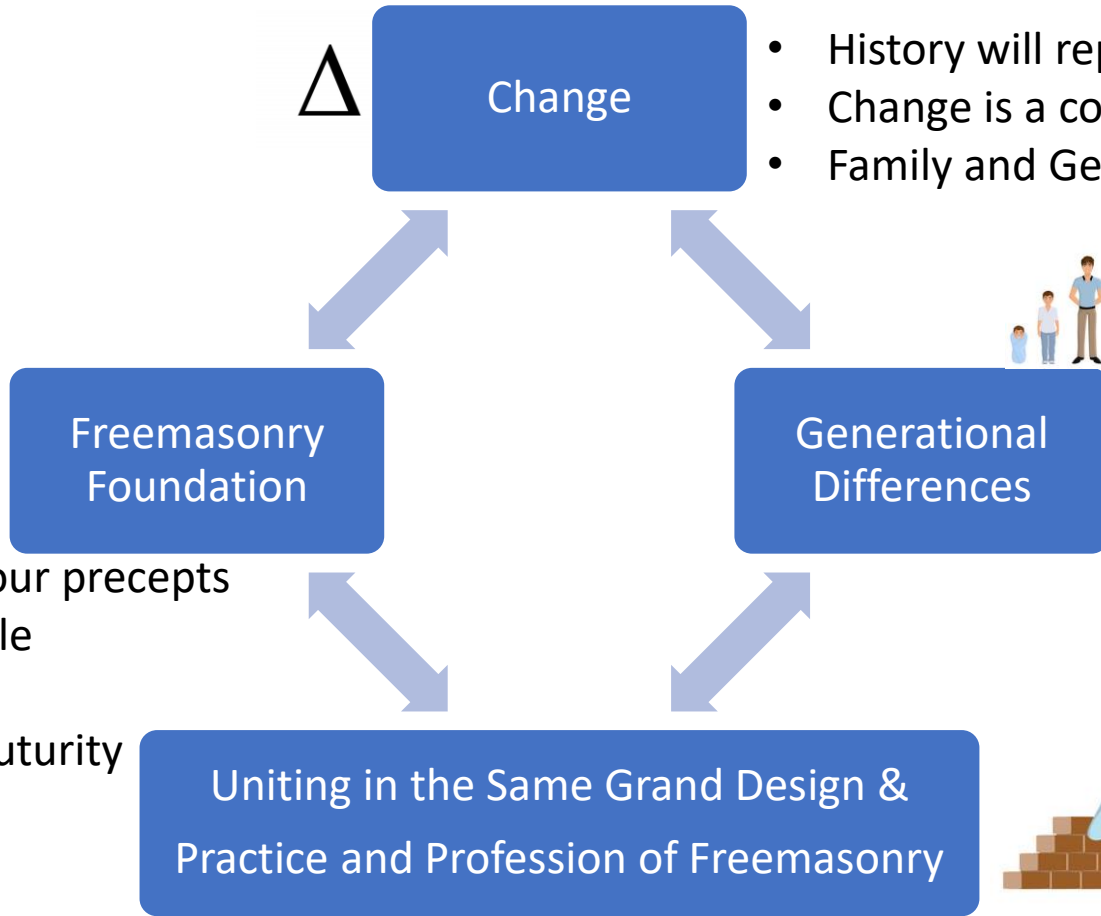
- Faith and Hope – links in that chain made in life, for eternity
- Charity = Love – charitable acts, Unity, Brotherly Love, the world will observe...

**Apostle Paul: “Now abideth faith, hope, charity, these three; but the greatest of these is charity.”**

# How to leverage this “Useful Knowledge” ...



- Faith
- Hope
- Charity = Love
- Conformity to our precepts
  - Respectable
  - Regular
  - Uniform Futurity



- History will repeat itself
- Change is a constant over time
- Family and Generations have new traits



- Generational Differences
- Volunteerism Decline
- Consumption and Retention of Information Differs by Generations



**If we are United, our fraternity must flourish...**  
**Uniting in the same grand design (The Lodge Plan),**  
let us be happy ourselves and endeavor to contribute to the happiness of others...

# Reflecting on this knowledge... Planning 2024

## Worshipful master challenge:

- **Engaging as a member and help engage others in our “Blue Lodge”**
  - ~33% active of 253 members: Engage current members and others of the household of the faithful...
- **Uniting in the same grand design: All the Generations must focus on the fundamental tenets of freemasonry**
- **Making Good Men better:** We must offer programs that provide for our members: **Transferable Skills for “Every Day Life”:** **Better men, family, charity to others...**

### WORSHIPFUL MASTER CHALLENGE: - *How do we start this journey as a lodge...*

- Be proud of your fraternity: Be a true Freemason – Wear your Hat with pride...
  - The world will observe how freemasons love one another...
- Engage in Charitable Acts of Love – in your community and in your “Blue Lodge” (**Today:** Pick an activity... engage...)
- We need every generation [“Sharing each person’s gifts”]
  - **If we are United, our fraternity must flourish... Uniting in the same grand design...**



# Huguenot Lodge No. 377 – 2024 Line Officers

Worshipful Master  
Keith D. Lichtenwalner  
610-703-4639

Senior Warden  
Jonah M. Arndt  
484-332-3814

Junior Warden  
Christopher T. Bixler  
610-603-6213

Treasurer  
Ronald J. Dalius, PM  
484-553-1670

Secretary  
Dale N. Lichtenwalner  
610-703-7431

## Appointed Officers

George R. Fields .....	Senior Deacon
Frank J. Leininger, PM .....	Junior Deacon
Benjamin H. Henne .....	Senior Master of Ceremonies
Larry Sembello Jr .....	Junior Master of Ceremonies
Steven A. Bailey .....	Pursuivant
Lynn G. DeTurk .....	Chaplin
Preston R. Clyde .....	Tyler

## Worshipful Master Challenge:

- Meet your Lodge Line – Reach out to **at least 1** of them and share your wisdom / skills / thoughts...

## Each Member of the Line Team:

- State your name and what you love at Huguenot...

# Huguenot Lodge – 2024 Required Committees

**Legend**  
New/Change  
Focus in This Year  
Annual Appointment

## Committee on Instruction (+Visitor Examination)

William K. Clyde, PM Vice Principal  
215-896-2635; Robert H. Vaiden, PM; Franklin J. Leininger, PM; Russel G. Hottenstein, PM; Jeffrey A. Roe, PM;

## Committee on Masonic Education(+Mentor)

Jeffrey A. Roe, PM Chairman 610-507-2365; Brett J. Treichler, PM; Randy A. Hoffman



## Committee on Grievance

William T. Delcamp, PM Chairman 610-944-8994;  
Ryan S. Adam, PM;  
Bruce D. Rohrbach, PM

## Committee on Charity

Ronald R. Delp 610-488-5886, PM Chairman;  
Bruce D. Rohrbach, PM; Randy A. Hoffman

## Committee on Visitation (Sunshine)

William T. Delcamp, PM 610-944-8994;  
Russel G. Hottenstein, PM 610-944-8167;  
Franklin J. Leininger, PM 610-683-3694;  
R. Christian Thompson 717-201-9062



## Committee on Audit

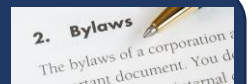
Rodger J. Barr Chairman 484-491-1241; George I. Leiby; Bruce D Rohrbach, PM

## Committee of Inquiry (Appointed 3 per Candidate)

Investigate new Petitioners  
(1 PM, visit home)

## Committee on By-Laws

Brett J. Treichler, PM Chairman;  
Robert H. Vaiden, PM; Jonah M. Arndt



# Huguenot Lodge – What else makes us Successful?

## Committee on Technology

Keith D. Lichtenwalner Chairman 610-703-4639; Dale N. Lichtenwalner; John L. Scott, PM;  
**William K. Clyde, PM;**  
**Jeffrey A. Roe, PM**

## Committee on Artifacts (Furniture)

Jonah M. Arndt Chairman 484-332-3814; William K. Clyde, PM; Keith D. Lichtenwalner

## Committee on Scholarship

Ronald R. Delp, PM Chairman 610-488-5886; Irwin A Kohler, PM; Jeffrey A. Roe, PM

## Committee on Dues

Dale N. Lichtenwalner Chairman 610-703-7431; Keith D. Lichtenwalner; John L. Scott, PM;

## Committee for 50<sup>th</sup> Building Anniversary

Keith D. Lichtenwalner Chairman 610-703-4639

## Kutztown Temple Association (KTA)

Ronald J. Dalius, PM 484-553-1670  
And **TEAM** (Property, Candy, etc.)!  
***Thank YOU – We can't do it without YOU!***

## Worshipful Master Challenge:

- WM sharing Grand Lodge Training to Committees
- Ask yourself where your talents can contribute and then engage...

# 2024 Lodge Programs and Events

- Attend Lodge meetings and Events (fundraisers, etc.)
  - **Transpose the Hold the Dates handout to your calendar – Save the Dates!!!**
- **Enjoy your brotherhood / fraternity and “Blue Lodge”:**
  - **Bring your spouse & family to Lodge Dinners – Social time for them during masonic meeting...**
  - **Challenge: Attend at least 2 meetings – Programs to: Make Good men Better...** (life skills, not just for lodge...) – Feb - May
    - Leadership Skills, Managing Stress and conflicts, Effective Communication and Planning, Fundraising and Budget – What is Volunteerism?
  - Attend the September 28 & 29<sup>th</sup> 2024 – **50<sup>th</sup> Year Celebration of Our Temple**
  - **Past Master & Windows Luncheon** – October – noon meal, 1 PM ceremony, followed by Lodge Meeting
- **Community:**
  - First Responders – June - 9 AM program followed by Lodge Meeting with Breakfast Before (Larry Sembello Jr)
  - Community Day at the Temple – September 29, 2024 (50<sup>th</sup> Building Celebration Committee - See Worshipful Master)
  - Veterans Night: special guests – November - 9 AM program followed by Meeting (Franklin J. Leininger, PM )
- **Have Fun:**
  - Christian Comedian – March 6 PM
  - Sausage Sale – April to Oct on 2<sup>nd</sup> Saturday (Fellowship – Wrap a Sandwich)
  - Miniature Golf Tournament – July TBD
  - Reading Phillies night – Aug 16
  - Lodge in the Woods – September 21

## CALL TO ACTION:

- Expect Due and Timely Notice (Plan - Reminders)
- Expect Call-em All / Emails / Notices (Read – **ADD to your Calendar**)
- **Attend at least 2 meetings**
- **Engage in an activity today...**
- Check out our Facebook Page:  
[www.facebook.com/HuguenotLodgePA377/](https://www.facebook.com/HuguenotLodgePA377/) or  
our Web Page:  
[www.hlodge377.org](http://www.hlodge377.org)



Appendix

# The Changing Face of the the World

The challenges facing the organization have been decades in the making.

## KEY TAKEAWAY:

- Generational norms **driving change**
- Know our members: Brotherly Love & Charity while respecting all generations (**Unity**)

Driving Social Change and Progress

Technology and work-life balance

Educated Entrepreneurial Seeking Flexibility

Diverse Digital Natives who are Socially & Politically Aware

Diverse and Individualistic Humans who are Digital Intuitive



**Builders**

Born: < 1946

1974  
Kutztown  
Temple



**Boomers**

Born: 1946 - 1964

Peak Membership  
~ Early 2000's

Generation Gap



**Generation X**

Born: 1965 - 1979

Enter Lodge in Early  
2010's to Present - Current Line



**Generation Y**

Born: 1980 - 1994

Culture and  
Ethnic Backgrounds



**Generation Z**

Born: 1995 - 2009

Entering Lodge In Next 10 Years



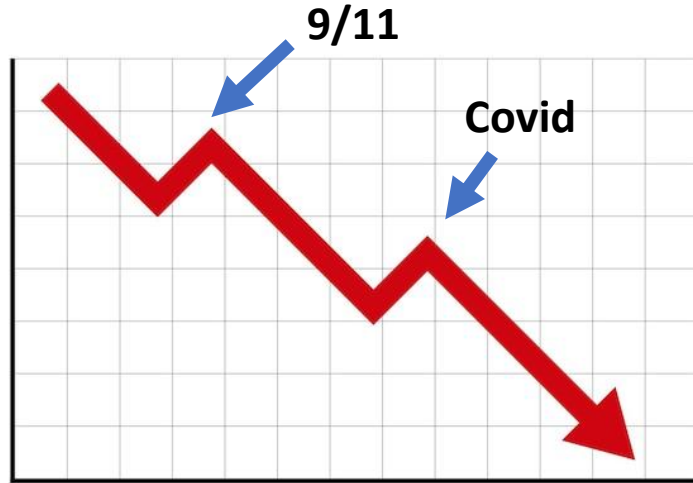
**Gen Alpha**

Born: 2010 - 2024

**OUR FUTURE**

... every age group  
(30 year rising); 2015 25%

# Volunteerism



- For the past 20 years, AmeriCorps has collaborated with the US Census Bureau to collect data on volunteering and civic engagement to take the pulse of our nation's civic health
- 2019 – 30%
- 2021 – 23.2%
- But it's important to note that not all areas of volunteering are in decline. Technology has seen **virtual volunteering opportunities grow**, increasing the demand for volunteers by helping to attract a younger, **tech-savvy group** of volunteers to accomplish a wider range of tasks.
- National Demographics: • The formal volunteering rate for women dropped eight percentage points—for men it dropped five. • The formal volunteering rate for those with a college degree is higher than those without percentage points. Still, women continued to volunteer at a higher rate (30 percent) than men. • Generation X (aged 41 to 56 in 2021) had the highest formal volunteering rate out of all generations (27 percent). • Parents with children under 18 formally volunteered at a higher rate (21 percent) than those without children in their household (21 percent).

... been changing with the changing times?

... the Changing Volunteer Landscape ...

... ngly giving their time for the social aspect. More than half of volunteers use digital opportunities. Volunteers are willing to spend more on their own background check than people are optimistic about the future of volunteerism

## KEY TAKEAWAY:

- Peaks and declines in volunteerism are real.
- Technology can be a tool to unite Generations

# Committee's Published: Dec Stated meeting Notice

- **Committee on Instruction**

- William K. Clyde, PM Vice Principal; David R. DeTurk, PM;
- Robert C. Engleman, PM; Jeffrey A. Roe, PM; John L. Scott, PM;
- Robert H. Vaiden, PM; Brett J. Treichler, PM

- **Committee on Masonic Education**

- Jeffrey A. Roe, PM; Brett J. Treichler, PM; Randy A. Hoffman

- **Committee on Grievance:**

- Edward R. Stein, PM Chairman; William T. Delcamp, PM;
- Kent B. Rich, PM; Ryan S. Adam, PM; Bruce D. Rohrbach, PM

- **Committee on Charity**

- Ronald R. Delp, PM; Bruce D. Rohrbach, PM; Randy A. Hoffman

- **Committee on Visitation**

- Russel G. Hottenstein, PM 610-944-8167; Franklin J. Leininger, PM
- 610-683-3694; William T. Delcamp, PM 610-944-8994

- **Committee on Scholarship**

- Ronald R. Delp, PM; Irwin A Kohler, PM; Jeffrey A. Roe, PM

- **Committee on Technology**

- Keith D. Lichtenwalner Chairman; Dale N. Lichtenwalner;
- John L. Scott, PM

- **Committee on Artifacts**

- Jonah M. Arndt Chairman; William K. Clyde, PM;
- Keith D. Lichtenwalner

- **Committee on Dues**

- Dale N. Lichtenwalner Chairman; Keith D. Lichtenwalner;
- John L. Scott, PM



# Committee Training

## Main Points

Are the required Committees of the Lodge shown on the Notice?

### **Kutztown Temple Association**

- Keep the Temple or Lodge Hall in good condition
- Secure repairs when needed
- Property Management (lawn, landscaping, snow removal)
- Organize cleaning & work details

### **Required Committees**

#### **1. Auditing Committee** (3) Members appointed

- Yearly reports must be given by March Lodge meeting
- Audit books and reports of Treasurer
- Does not require Past Master on the Committee

#### **2. Examination of a Visitor** (3) Members appointed

- One member must know the Oath of Examination
- Appointed in advance of the meeting
- Seek to learn if a man is a Master Mason in good standing

#### **3. By-laws Committee** (3) or more Members appointed

- Re-do the By-laws when needed
- See that the By-laws conform to Grand Lodge requirements

#### **4. Visitation committee** (3) nor more than (15)

- Should visit the ill, recuperating and incapacitated
- Should visit widows
- Report to Lodge at each meeting
- See that card is given to the sick

#### **5. Charity committee** (3) Members appointed

- Usually contains one Past Master
- See that monies are distributed to the Members and Widows
- Seek applications for Home Assistance