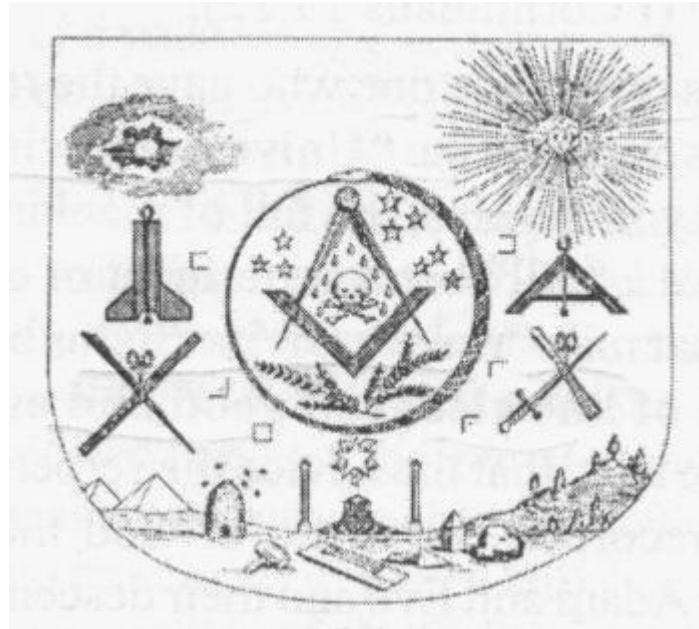




## Freemasons Lodge #363

790 N. Van Buren St.  
Milwaukee, WI 53202



## Lodge Activity

Feb. 10	9:45am	<b>Sweetheart Brunch</b> Joint - \$29.50/person	<b>Pieces of 8</b>
Feb. 18	5:30pm	<b>Degree/Practice</b>	<b>HSRMC</b>
Feb. 27	6:00pm	<b>School of Instruction</b> Brother Frank Mayer in charge	<b>HSRMC</b>
Feb. 28	5:30pm	<b>Special Degree Work</b>	<b>HSRMC</b>
Mar. 5	5:30pm	<b>Stated Meeting (general bus/trustees rpt, Bill Barnes</b> Initial feedback on sponsorship outreach	<b>HSRMC</b>
TBA	7:00pm	<b>Admirals Game (joint event, mid-month)</b>	<b>Bradley Center</b>
Mar. 25	5:30pm	<b>Degree work</b>	<b>HSRMC</b>
April 2	5:30pm	<b>Stated Meeting (vote on non-paying members)</b>	<b>HSRMC</b>
April 23	5:30pm	<b>Degree work</b>	<b>HSRMC</b>
April 30	6:30pm	<b>Table Lodge</b>	<b>HSRMC</b>



# The Sound of the Gavel

Master's Message

by Bob Roth

Vs. 1 0830hrs 8 Feb 08

I never thought my first regular meeting as WM in the Lodge would be a whiteout. We should check the records, but I wouldn't be surprised if this was one of very few stated meetings canceled on account of bad weather. Thanks to all for getting the word out as best we could.

My cup runs over with people to thank for the Installation, from two Grand Masters to lighting crews and everyone in between. What a great way to start the New Year and what better way to honor the craft and the lodge. But mostly I'm thankful to the Grand Architect who has brought together this great group of brothers, whose lodge work is really good, whose care for each other is palpable, and whose leadership is felt all over the Grand Lodge and the appendent bodies. What a really special place to sit on the level and share good work and good cheer.

As you might imagine, things are hectic with degree work. We have six candidates to vote on at the March meeting, and Counselor DeLind is setting up degree work for the 18<sup>th</sup> of February and either 4 or 6 March. 28 Feb is off the calendar on his call as of now. There were too many conflicts. We can expect "date re-arrangement" on the fly all year, as we try to work with the schedules of candidates and ourselves. Be patient, since the result are motivated new EAs and FCs all of who need sponsorship and support.

Sponsorship, now there's the point. Please review my notes in this missive and ask yourself **if** you should volunteer for this simple, easy to execute but really important duty. The Junior Warden, Tom Curtis, is the coordinator for the project, but all officers are in support. Just let any of us know.

Here are my notes from Sep 07. We've been a bit slow to deploy, but that's all right, as long as we get too it.

**Subject:** Sponsorship in Freemasons' Lodge, 363. 17 Sep 07

Here's the basic outline for the In-Processing & Sponsorship part of the membership equation.

Terminology is important here. We need to speak in a language we understand and which is consistent. So it is urged that you use the terms as defined here, since they will then not conflict with other terms we use for candidates for degrees and things of that sort, including mentorship and the work of the counselors.

**Recruiting:** The process of moving the interested individual from initial contact through the ballot. It includes all activities, including the appointment of the sponsor, in a holistic sense, since any bad performance by us along the way may spoil the experience for the new Mason-cadet.

**In-processing:** The essential task list of all things needed to be done to bring the member through the recruiting process, and into the degrees. We need to work this checklist out, and adopt "task condition & standards" for executing the duties. Then we can be reasonably sure that we are doing everything we can to bring the new mason to the point where the experience in our lodge was the best we could provide.

**Retention:** Everything else we do to make Freemason's lodge "relevant" to the member. Relevant means the member is participating in the work of the lodge, and finds value added in his life by giving us some of his limited time and taking more out of the experience that he had thought he would.

**Sponsorship:** The essential task list of actions, informal, but essential, that allows the new Mason to know there is a lodge member who is his one stop source for general questions and about learning lodge culture. The sponsor isn't supposed to know all the answers, far from it, but be a gateway to meeting others who do. It is, as you will find, satisfying and worthwhile work. Sponsorship is not mentoring, though under some circumstances, sponsorship may lead to mentoring. In a non-M2M, long form situation, Sponsorship starts during recruiting, as determined by the WM. So there can be overlap with in-processing, and that's normal.

**Sponsorship Tasks:** Accepting the duties for a period of about one year, more or less, until the next stated meeting after the first anniversary of the EA or, if an M2M candidate (if ever again), when MM was conferred. New sponsors for the year should be appointed at the time of ballot. A proper certificate of appreciation will be issued at a proper afterglow party each year for each group of sponsors who have completed their tasks. Sponsorship means communication and interaction with the new Mason. It involves knowing the 363 schedule of events, communicating that to the new Mason and attending those functions the sponsor had planned to attend, urging the new Mason to join him as often as possible. It means knowing, generally, what the components of the activities are, garnered from the Trestle Board, and who the new Mason can contact by phone or email for the purpose of answering the new Mason's questions about the organization and its parts. Each sponsor will receive a briefing about his charter, checklists and feedback surveys. Each sponsor, especially in the early years of this project, will fairly well set their own course, providing guidance to the Worshipful Master regarding what works and what doesn't in getting the point of fraternity and cohesion across to the membership for all new lodge members. Notionally, I am hoping that the Junior Warden, along with some appointees, will be in charge of this process in due course. The WM will organize the initial activity, but will need to have lodge member support. It is our general intention to use the same system to reach out to our ghosts, of which we have way to many.

**Mentoring: It's not sponsorship:** Mentoring is the business of taking one brother under your personal wing and helping him be a better man and Mason. That covers a lot of ground, including working with him on degree matters. Mentoring is a more concentrated emotional and personal investment in a fellow Mason, and it has been a humbling experience for me over the years to have some of the finest men in the Craft help me that way from time to time.

**Chronology and Suspense Dates:** ID sponsors one on one for each new 363 member, and, as needed for the group by ~~30 Nov 07~~ [done 5 Feb 08]. Mail notice of assignment, checklists and individual new [working right now] Mason information to Sponsors by ~~15 Dec 07~~; POC [1 Mar 08 right now]: Lodge Secretary. (Forms etc, POC: Junior Warden) Sponsors meets/contacts his new mason during the month of ~~January~~. [Now probably March] Sponsors report monthly for the first 90 days to Junior Warden by email on status of contacts and results, bi-monthly thereafter. (Forms POC: Junior Warden.) [Forms due out by 1 Mar 08]

**Sponsorship, General Tasks:** First and foremost: Introducing others, and making the new Mason feel a part of something that cares about him, especially at lodge meetings. Second: Making sure the new Mason is aware of events, to include personal interaction, picking him up and driving him around if appropriate. Steering the new Mason towards those activities and people who seem to fit with his inclinations and interests in hope of creating a bond, which results in a value, added commitment to being a part of any one or more of our activities. Provide reports in the simplest of formats regarding the progress, or lack of, it in building a sense of unity and cohesion between the new members and the old lodge activists. Lodge Secretary's role in all of this is to compile the data from the sponsors and empirically support analysis of the program. The goal is continuous review and ongoing process improvement. It is a goal here not to complete a part of this project and then evaluate it. Evaluation must be continuous to be effective in this day and age. We may have to give him some help. This should not become a "bury the secretary" in more work event.

We can work this out. "In-processing and sponsorship" is a communications and leadership tool. We need to have 363 Masons who believe that there is true value in giving some of their scarce, precious time to the fraternal experience. It is a belief system, not an objective, and the hope for this lodge over time lies not so much in trying to coax back those who did not find that value in our activities, but to really create new and committed members out of each new EA. We'll get some of the old ones back, but it's harder than it looks. It's a tougher road than the one we've been on, for it demands more of all of the current leaders until the sponsor pool grows. However, the best sponsors are those that have just been new Mason cadets and the program is self-perpetuating after a few years. In-processing and Sponsorship is like an endowment membership programs. It is one of the rare programs that can give back more than is invested in it, and do it quickly.

**THIS PROJECT WILL NOT WORK IF IT ISN'T KEPT SIMPLE, KIDS!** If we start putting anything more upon these Sponsors than the requirements noted, we will have "sponsor failure." I've done this sort of thing a few times, and believe me, you can't take a sponsor and turn him into an assistant lodge counselor or anything else. That will break the system. There's even a term for this: "creeping elegance" and we need to avoid it. For 363, we need to deploy more sponsors to do simple tasks very quickly now. We raised too many new masons and then didn't sink our hooks in 'them fast enough. So, in January, with your help, we'll start to deploy our program that is contact based and has a reporting system, database managed, by or through the secretary of the lodge. The WM and the Wardens will be managing the program to start, but not for long.

I hope this review of the sponsorship program will be helpful to all of you. Lets make becoming a **Mason**, or for that matter, just waiting for degrees, a value added event. We simply can't afford not to do this.

In the good and welfare department, do remember to contact a brother you know and suggest he go to lodge with you, especially if you haven't seen him of late. We get out of this craft what we put into it, but lots of very special priorities, like family and work and spiritual life, need to be balanced in. We all have to understand this, but still nudge our brothers to come and sit with us.

There are many good fellowship activities on the calendar involving the lodge and the appendent bodies. Do come and share time with us when you can. As a point of order, with the loss of the February meeting, do plan to join us for dinner at the Double Eagle Pub in March. I'm going to specially invite pending candidates, FCs and EAs that night at 6:45PM. You can bet that I'll be trying to get the lodge business done by then, and all your help in this regard will be appreciated. We'll call down and have them in, and we'll do a short honorarium for Gov Brother Lee Dreyfus, and play the SR short version of his speech. Then it's off to dinner. Lets really try and connect with the new folks. They really need this!

I look forward to serving all of you this year, and thank you in advance for all of your help in making Freemason's Lodge as good as it is.

s/f

Bob Roth  
Worshipful Master

## Freemasons Lodge #363, Milwaukee, WI

www.freemasons lodge.org

Trestleboard Editor: Thomas A. Baas II

Webmasters: Jan F. Talaga

STATED MEETING:  
1<sup>st</sup> Wednesday, monthly

## Lodge Officers

Worshipful Master	Robert W. Roth	(262) 782 – 3922	<a href="mailto:rroth2@wi.rr.com">rroth2@wi.rr.com</a>
Senior Warden	Jan F. Talaga,	(414) 852 - 6292	<a href="mailto:premiere1@wi.rr.com">premiere1@wi.rr.com</a>
Junior Warden	Thomas P. Curtis II	(262) 703 – 0797	<a href="mailto:thebruce@execpc.com">thebruce@execpc.com</a>
Treasurer	William M. Coyle	(262) 662 – 9809	<a href="mailto:coyltrk@execpc.com">coyltrk@execpc.com</a>
Secretary	Robert E. Manske	(414) 259 – 9634	<a href="mailto:remanske@sbcglobal.net">remanske@sbcglobal.net</a>
Senior Deacon	Jeffrey Norman	(414) 358 – 3613	<a href="mailto:jnormanlaw@aol.com">jnormanlaw@aol.com</a>
Junior Deacon	Michael Reindl	(262) 821 – 1815	<a href="mailto:mreindl@wi.rr.com">mreindl@wi.rr.com</a>
Chaplain	David R. Miracle	(414) 839 – 0948	<a href="mailto:fmiracle99@yahoo.com">fmiracle99@yahoo.com</a>
Senior Steward	David W. Alderfer	(301) 604 – 7675	<a href="mailto:dave.alderfer@us.army.mil">dave.alderfer@us.army.mil</a>
Junior Steward	Jeff Day	(262) 784 – 6311	<a href="mailto:jday@wisconsin.nef.com">jday@wisconsin.nef.com</a>
Deputy Jr. Steward	Vincent J. Michuda	(414) 764 – 5773	<a href="mailto:zotz1313@yahoo.com">zotz1313@yahoo.com</a>
Counselor	William V. DeLind II	(414) 271 – 8525	<a href="mailto:wmdelind@execpc.com">wmdelind@execpc.com</a>
Tiler	Vincent J. Michuda	(414) 764 – 5773	<a href="mailto:zotz1313@yahoo.com">zotz1313@yahoo.com</a>
Deputy Tiler	Thomas A. Baas II	(414) 217 – 7853	<a href="mailto:gnostictom420@yahoo.com">gnostictom420@yahoo.com</a>
Trustees	Robert C. Strader, PM	(262) 827 – 1607	<a href="mailto:rstrader@wi.rr.com">rstrader@wi.rr.com</a>
	Jeffrey D. Schwartz	(414) 273 – 3320	<a href="mailto:jschwa7578@aol.com">jschwa7578@aol.com</a>
	Frank S. Bevsek, PM	(414) 698 – 3297	<a href="mailto:fbevsek@rwbaird.com">fbevsek@rwbaird.com</a>
Organist	Michael J. Hill	(414) 364 – 4455	<a href="mailto:mhill@trykor.com">mhill@trykor.com</a>



## For the Good of the Rite

### New Brethren, Entered Apprentices

Welcome Brothers, all 11 of you! Please mark your calendars for Tuesday, March 4. I'm inviting you to my art gallery (corner of Milwaukee and Mason Sts.) at 6:00 pm. We'll go over your E. A. degree, and prepare you for your E. A. examination in preparation for taking the next step in Masonry, the Fellowcraft Degree. Please bring your blue notebook and your questions.

Bill DeLind 414-271-8525



# Scottish Rite Update

By Brother Bob Strader

Game Dinner on February 25th, 2008 (**RESCHEDULED**)

## An old tradition returns to the Valley of Milwaukee

Do you yearn for the old days? Remember the annual venison dinner? The Scottish Rite Valley of Milwaukee is bringing back an old tradition that attracted hundreds, and renaming it the "Game Dinner". Be sure to dust off those old hunting and fishing stories to share with everyone. The featured speaker will be Dan Small from the Outdoor Wisconsin TV show and Outdoors Radio, with stories about hunting and fishing. See you there!

**WHAT:** Farm-raised Venison Beef for those that don't love Venison  
Cash bar

**WHEN:** Monday, February 25th, 2008  
Social hour at 5:30pm  
Dinner at 6:30pm

**WHERE:** Humphrey Scottish Rite Masonic dining hall  
790 N. Van Buren St.  
Milwaukee, WI 53202  
Parking available in the attached structure  
**COST:** \$25  
Profits go to the Wisconsin Scottish Rite Foundation, a 501c3 corporation

**Invite your Mason, Scottish Rite, Shrine, York Rite and non-Mason friends.**

---

Cut-out Coupon for February 25th Game Dinner

Name: \_\_\_\_\_ Phone: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_ Zip \_\_\_\_\_

No. attending \_\_\_\_\_ x \$25 ea. = \_\_\_\_\_

This is a stag event. Reservations must be in by **18 - Feb -07**

Make check out to: Wisconsin Scottish Rite Foundation  
Attn: Game Dinner  
790 N. Van Buren St.  
Milwaukee, WI 53202

Credit Card Information (Send or call SR at 414-276-4744)  
Card no. \_\_\_\_\_  
Expires: \_\_\_\_\_



# Shrine Update

By Brother Clay Simchick

## Sportsman's Night

**Friday, April 4, 2008 at Tripoli Shrine** 5:00 pm Doors Open, 7:00 p.m. Dinner

\* Corporate Table Sponsor Package - \$1000

***Package includes 8 Banquet Dinner Tickets and 12 Gauge Shotgun***

\* Corporate Table Gold Sponsor Package - \$1500

***The same as above plus 8 Super Saver packages***

**Hurry, seating is limited!**

### Download details and order form

ALL NEW PRE-EVENT RAFFLE

### TRIP TO IRELAND FOR 2

*Includes airfare and 7 days accommodations.* OR a **Weatherby MK-V .257 with a Leupold Scope**

Tickets for the Pre-Event Raffle are \$20. You do not need to be present to win!

### THE AMBASSADOR HOTEL

2308 W. Wisconsin Ave. 414-342-8400

Special pricing for Scimitar Sportsman's Night!! Includes free parking and shuttle service.

**Mention "Sportsman's Night" when making reservation.**

*Deadline for Sportsman's Night Discount is February 28, 2008.*

### GUN BOARDS

Scimitar Sportsman's Night will continue to have their Red, Yellow, Blue, Silver and Gold Gun Boards.

### BOAT, MOTOR & TRAILER RAFFLE

16' Smoker Craft/Monark aluminum boat, 4 stroke motor & Shorelander trailer.

Donated by [Keith's Marina](#)

Tickets:

1 for \$20, 3 for \$50, 7 for \$100

### SUPER SAVER RAFFLE PACKAGE

Super Saver Raffle Package will include tickets for the Blue Gun Board, Tool Board, (Small) Restaurant Board, Leisure Board, Camping Board, Outdoor Board and Wild Boar Hunt along with a coupon for \$20.00 to be applied towards one Vocal Auction item. These packages will only be sold prior to the event. The value of the package is \$160.00.

Tickets: \$100.

### BOAR HUNT

Raging Russian Boar Hunt Hunt includes overnight stay. Located in UP Michigan.

[www.bearmountainquest.com](http://www.bearmountainquest.com) Tickets:

1 for \$10, 3 for \$20, 7 for \$50

### SILENT AND VOCAL AUCTIONS

As always, Scimitar Sportsman's Night will host our Silent and Vocal Auctions. Remember, you will find rare and valuable items in our auctions. This year's event will include such items as wood carvings, original paintings and prints from popular artists, gift certificates, and much, much, more.

### MUSKY FISHING WITH BILL JACOBS

Ranked #1 Musky Fisherman at National Championship in KY. For 2 people, in the Eagle River area. Tickets:

1 for \$10, 3 for \$20, 7 for \$50



# Junior Wardens Station

By Brother Tom Curtis

**“To Call the Craft from Labor”**

One of the ways in which the craft can gain a greater sense of unity in our lodge is to work together to make our newly minted masons feel a part of the whole. For years now, that has been one of the goals of Freemasons 363 but, for a variety of reasons, it hasn't succeeded as fully as we had hoped. This year, as you may have read elsewhere in the Trestleboard, we're aiming to involve the newer members of the lodge to be part of that process. Called "**\*Sponsorship\***", this program will ask members to take under their wings those who are working their way through the first three degrees. This is a great opportunity to help fellow masons reach their full potential in the craft, give them advice and encouragement and make them feel truly welcome. I would ask each of you, my brother of 363, to let me know if you personally can help out in this project...one sponsor for one new candidate...and this includes those who have just been raised as well as some of the old timers. We have a large number of new EAs, FCs and potential EAs in the pipeline and the need is great to give them this sort of warm welcome and concern. In principle, one MM will work with one candidate all the way through the degree process, encouraging him and answering his questions. Then, after he becomes a MM, the sponsor helps him to grow as a mason by inviting him to regular meetings of the craft and showing him the ropes. Needless to say, this will help cement the sort of friendship that one finds so often in freemasonry. It's what we're all about and I need your help to make it a reality.

Please contact me at [/thebruce@execpc.com/](mailto:thebruce@execpc.com) or give me a call at 262-703-0797 if you think you can help out your lodge brothers in this great effort. I'd be particularly grateful if some of the newer members could participate.

As ever fraternally,

Tom Curtis  
Junior Warden



# Senior Wardens Station

By Brother Jan F. Talaga

Brethren,

I trust that after the installation we had for our January meeting, you now see that our Lodge sets the bar quite high. And this year looks to be no exception!

There is one thing though, that make our planning of events and outings really come together, and that is keeping in contact with each other. One thing that is a Masonic habit is not letting anyone aware of your intentions, but rather just showing up at an event. We really need to end this practice as it is extremely difficult to hold an activity and have it fall through because people didn't make a reservation in advance. Many events have had to be cancelled because of this very reason. So please in the future, if there is an event and you would like to join us, make your reservation (even a quick phone call or email) as soon as you can. Don't wait until the last minute, or worse, don't expect to just show up and hope the event is still happening and can accommodate your last minute arrival.

For a Lodge to flourish, we all need to work together. Let's keep this in mind the next time you hear of an event. A simple phone call or email will guarantee that future functions will be a success for all!!

Looking forward to seeing you at the next meeting!!

Jan F. Talaga  
Senior Warden

## **Freemasons Lodge #363, Endowment Fund Proposed Bylaws**

Freemasons Lodge #363 Endowment Fund: Freemasons Lodge #363 shall maintain an Endowment Fund providing the future operation of Freemasons Lodge:

- a) The Freemasons Lodge #363 Endowment Fund shall grow to a “Base Amount” value of \$50,000 prior to any income being used as noted before.
- b) The Freemasons Lodge #363 Endowment Fund shall be handled as a separate account for accounting and investment purposes.
- c) The Freemasons Lodge #363 Endowment Fund amount shall be invested by the Steering Committee subject to prudent investment practices.
- d) The Steering Committee shall be composed of 5 members consisting of the Lodge Trustees(3) and 2 Freemasons Lodge #363 members. Steering Committee Chair will be the Senior Trustee. Steering Committee members will be elected for the term of their Trustee term or for 1 year without any limitation as to the number of terms to be served. Any member may resign at any time. Such resignation shall be made in writing and will take effect on the date of its receipt by the Secretary.
- e) Freemasons Lodge #363 may permit the Steering Committee to engage in fund raising, marketing and other efforts to encourage contributions to the Freemasons Lodge #363 Endowment Fund in conformity with the Constraints of Freemasons Lodge #363 By-Laws.
- f) Minimum annual contributions from Freemasons Lodge to endowment will not be below \$5,000 in a calendar year.
- g) Emergency Provision I. In the event Freemasons Lodge #363 is unable to make the annual funding minimum Freemasons Lodge #363 is able to forgo a contribution for that calendar year. Notification will be given to the Freemasons Lodge #363 members and voted upon.
- h) Emergency Provision II. Freemasons Lodge #363 may access Freemasons Lodge #363 Endowment Fund if under financial distress while fund is below “Base Amount”. Notification will be given to the Freemasons Lodge #363 members and voted upon.
- i) An annual report of Freemasons Lodge #363 shall be submitted to Freemasons Lodge #363 at the February Stated Meeting, or upon request by the Worshipful Master.



# The Winding Stairs

Editor's Light

By Brother Thomas A. Baas II

Just a shameless plug from me this month:

**Tommy Baas**

featured poet

**POETS MONDAY**

Linnemans Riverwest Inn  
1005 E. Locust St., Milwaukee, WI  
**March 10, 2008, 9pm**  
\$3 cover, 21+, open mic at 8pm

**Come wish Tommy a Happy 30th Birthday!**

NOTE: (1) I got the address of the venue wrong on the flyer; its actually 1001 E. Locust St. (2) Be warned: my poetry can sometimes be a bit 'R' rated.