

Supreme Lodge, Knights of Pythias



Membership

Plan and Guide

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1. MISSION STATEMENT

The Mission of the Supreme Lodge Membership Committee is to provide a Membership Plan and Guide for Grand Lodges and subordinate lodges. The Supreme Lodge Membership Committee is to administer and to provide an all-out campaign designed to achieve the membership goals as established by the Supreme Chancellor, Knights of Pythias. It is intended to be done so by offering suggestions that will assist Grand and Subordinate Lodges with Recruitment, Retention and Re-Instatement of Pythian Knights, thus reversing the descending course in our membership that has afflicted the Knights of Pythias for too many years.

Our Order is based on Friendship, Charity, and Benevolence through Community Service, and is open to all people over age 18. Community Service is the keystone of the Order. Whether it is organizing or participating. It is the key to recognition, public relations, promotion, reaching out to recruit, and the foundation of a viable activity program.

2. VISION STATEMENT

It is the objective that each Grand Lodge Knights of Pythias endeavor to realize an increase of at least 5% in new Knights each year (Recruitment), losing no more than a 2% loss in total membership from the number of suspensions and withdrawals (Retention) and achieved at least a 2% gain in the number of Knights brought back from suspension or withdrawal (Re-instatement)

In order to facilitate each Grand Lodge Membership Committee in establishing a functional membership program to pass down to Subordinate Lodges, the included appendices are designed to strengthen that target. The documents contained in the appendix are suggested formats for poster, letters, surveys, scripts and any other items that will assist with the effort to bolster our membership. As these are mere suggestions, Grand Lodge and Subordinate Lodges are free to expand and/or to modify them to suit their particular needs.

3. THE 4R's OF MEMBERSHIP: RECRUITMENT, RETENTION, RE-INSTATEMENT and RELATIONS

The challenges of a declining membership become even more of a priority for our Pythian family. As we begin our effort to not only recruit new members, it is equally as important to retain and reinstate members. Each Grand Lodge should be communicating regularly the importance of having Subordinate Lodge participation. To be successful, every Grand and Subordinate Lodge needs to have a membership committee that is active and responsible for desired results, but we all are equally accountable to work diligently on the four basic tenets of a membership program.

The four Rs of this campaign are recruitment, retention, re-instatement, and (public) relations. They are the foundation upon which any effective campaign must be built. As

integral as these aspects are, the core element that is absolutely required is meaningful leadership. The very best laid plan will not succeed unless first-class leadership is present to provide direction, guidance, and a sense of esprit de corps to the Order.

LEADERSHIP refers to the capability to influence, adjust and exercise control over the behavior of others within an organization. Leading is the ability to influence and guide members of an organization. It involves forming a clear vision, communicating that vision so others will follow cooperatively and providing the wisdom, information and methods to realize the vision. Quite simply, leadership is the ability of an individual or organization to lead or guide other individuals or organizations. (See Appendix A attached Dynamic Leadership.)

A. RECRUITMENT: The lifeline of any organization is built upon new members. Without a new base of membership, we cannot reach the stature that our gallant and altruistic Order so thoroughly deserves. The objective is to present a workable, viable recruitment program that can lead to future success. Tied with public relations, other recruitment tools and methods that aid in creating interest should be investigated for potential use.

B. RETENTION: While there are many factors, it is recognizably clear that there is a positive association between satisfaction and retention. Successful retention involves more than giving members what they expect, it is generating loyal advocates to the Order by exceeding their expectations of purpose. Moreover, retention must be a major goal.

Often, the only thing an uncertain or indecisive Knight needs is encouragement from others. We can stem the flow of Non-Payment of Dues (NPD's) with a friendly call or visit, reminding the member of the value of their remaining with the Knights of Pythias. A phone roster is important in keeping members informed, but it also serves as a reminder to them that our Order is forever relevant and has value for them and them with it

C. REINSTATEMENT: Reinstatement is the restoration or re-establishment of a person to a former position, and in their case, restored into Pythian Knighthood. This involves staying in contact and reaching out to those who we may have lost and encouraging them to consider rejoining the Pythian family. It is reminding them of the overarching purpose of the Order and their place within that purpose.

D. RELATIONS (Public): Public relations is a strategic communication process that builds mutually beneficial connections between organizations and the public. It cannot be stressed enough the importance of wearing Pythian logo at every opportunity when out in public view. At its essence, public relations is the influencing, engaging and building a relationship with key stakeholders across numerous organizations and platforms in order to shape and frame the public perception of an organization. It is the creation of opportunities for recognition. Public relations encompass the following:

- Anticipating, analyzing and interpreting public opinion, attitudes and issues that might have an impact, for good or ill, on the operations and plans of the Order.
- Protecting the reputation of an Order.
- Researching, conducting and evaluating, on a continuing basis programs of action and communications to achieve the informed public understanding necessary for the success of the Order's aims.
- Overseeing the creation of content to drive public engagement and generate leads.

In short, the importance of having a Public Relations committee and program cannot be understated. It is essential. It is how we should conduct operations to portray ourselves to present a better picture to all who look upon our proud altruistic Order. Membership and Public Relations are inextricably linked, as increased membership is borne out of good Public Relations. Membership Committees and Public Relation Committees are two that weigh heavily on the other.

4. RECRUITMENT

Recruitment is the lifeline of every Subordinate Lodge, which sustains the Grand Lodge, and ultimately the Supreme Lodge. Without a vigorous membership base, we cannot reach the heights our Order strives to attain.

Just as each have their own thoughts of what the definition of recruitment is, there are just as many approaches towards how it can be successfully accomplished. All are different in their own ways and so it is on how we should go about persuading someone to join with us. We would all agree that honest and forthright communication is an essential key to our recruiting efforts. Listening and learning who we are working with, what they be looking for, what their expectancies and wants are and how our Order might best fulfill those needs is very important. We should always be on the lookout for potential new members and be willing to mentor them through their Pythian journey.

It is requisite on each of us to honorably lead by an example for all to follow. Our success in attracting new members will depend, to a large extent, on how we conduct ourselves and our Order in public. A strong and widely advertised public appearance within the communities we reside can have a very positive effect on our efforts to attract new members.

It is important to be involved in Community Service. It is how we become known in the community, because, quite simply, we are seen in the community. Remember, we are non-sectarian and open to membership to all people over the age 18 years regardless of ethnicity.

The Recruitment Effort. Part of the recruitment effort may include aspects of the following:

1. Increase Social Network Footprint. Incorporate various social media and communication platforms to effectively reach out to potential members telling the story of Damon and Pythias, and the history of the impressive Pythian Order. Introducing new and younger members about the pillars of the Order (Friendship, Charity, and Benevolence) can be done through platforms that they regularly use and are accustomed. Times and societal habits are constantly changing, especially in how we communicate with one another. We want to bring them in to our circles where we can have closer discussions as we teach our basic tenets and principles as a means of becoming better people. Grand and Subordinate Lodges should research and consider the following tools to achieve a greater footprint both on the internet and on social media:

- Grand Lodge and Subordinate Lodge Websites
- Facebook
- Twitter
- Instagram
- LinkedIn
- Other social media sites (Snapchat, Pinterest, TikTok)
- It is important to keep up with areas as they evolve as that becomes where people get their information.

Creating such sites is not enough. To the greatest extent possible, Lodge websites and social media sites should be routinely updated with Lodge information about recent, current, and future activities in order to remain relevant. The maintenance of such sites may best be given to a newer and younger member(s) in order to maximize the platforms capabilities, and provide and outlet to contribute.

Grand Lodge and Subordinate Lodge websites should possess the capability for visitors to send an inquiry requesting more information, as available on the Supreme Lodge website. Such a capability permits the Grand and Subordinate Lodges to more quickly respond to membership or general questions. With inquiries, it may be useful to investigate the digital footprint of the sender. Without alerting the sender, this may be beneficial in respect to learning something that may be useful during the recruitment process to relate that interest to the Knights of Pythias. Some information that may be useful is knowing:

- Interest in or affiliation with other fraternal organizations, such as Freemasonry and its appendant bodies, Ancient Arabic Order of the Nobles of the Mystic Shrine (Shriners), Independent Order of Odd Fellows, or Loyal Order of the Moose.
- Interest in or affiliation to service-oriented organizations and activities, such as the Exchange Club, or like organizations

- Interest in particular volunteer organizations and charities dedicated to mutual causes, such as the American Cancer Society, those advocating Literacy, and et cetera.
2. Implement In-app and In-game Ads. Another aspect to consider in the recruitment effort is investigating the potential usefulness of In-app Ads and In-game Ads to raise awareness of the Pythian Order. These styles of ads have become commonplace to see on gaming devices, but most importantly, in applications and game application on cellular phones. Use of these type ads could raise an unprecedented level of awareness in reaching vast numbers of people not witnessed before. Such an approach would best be considered and implemented at Grand Lodge level or higher after proper research is conducted pertaining to cost.
 3. Implement Lodge Ambassador Program. Consider establishing a Lodge Ambassador program at both the Grand and Subordinate Lodges levels to further non-Pythians knowledge of who we are as Knights. The appointed Ambassador should be one who is not only very active in the Grand/Subordinate Lodge, but is also active in their local community. The Ambassadors function would be to let community organizations know of scheduled activities, inviting them to open functions and informational events. These Ambassadors should also be capable in presenting programs within and outside their Subordinate Lodges as to what Pythianism is. This represents an opportunity for finding more candidates to join our ranks.
 4. Send New Knight Congratulatory Letter. Grand Lodges might also consider having the Grand Chancellor send a letter to newly knighted Pythians in their respective Domain, congratulating them on their momentous occasion by letting them know that the Pythian Order will always be there to assist them on their future endeavors.
 5. Invite Other Fraternal Orders. Invite Masonic Blue Lodges, their Appendant Bodies, and other Orders, i.e., Independent Order of Oddfellows, to join at Lodge dinners and/or educational events to point out the similarities of our separate, but noble bodies. The greater the bond formed with similar fraternal organizations, the greater the possibility of understanding, cross membership, and joint activities toward a common goal.
 6. Implement a Recruiting Recognition Program. Be inventive and develop local awards recognizing admirable recruiting efforts by fellow Pythians. While not sought, many appreciate the recognition of their labors to grow the Order. A potential idea recognizing stellar recruiters is to provide a monetary gift and/or invite the Pythian to a Grand Convention for formal acknowledgement.
 7. Community & Community Outreach Events. One of the most impactful ways to recruit potential Pythians is in a face-to-face manner at events that attract many

from the community. It is an opportunity for fellow Knights to speak positively about the Order, but it could also be a time to see Pythianism in action

Community and Community Outreach should not be just limited to special events in which Lodges engage the community, but it also includes visiting local businesses and civic organizations to ask their willingness to allow the local Lodge to post recruitment flyers in the establishment. (Review the example provided in Appendix C and tailor it to better meet the needs of Grand and Subordinate Lodges.)

It is encouraged for Lodges to consider acquiring an all-weather banner, tent, and have an inventory of handouts of the Pythian story. Community events come in many shapes and forms, but the sticking point is participation, whether volunteering or operating a dedicated stand. Subordinate Lodge leadership should be an integral part in planning to organize or executing any plan to participate in events and garner maximum participation.

8. Citizen / Student Recognition Certificates. Grand Lodges and Subordinate Lodges may consider developing a recognition program to honor local citizen for extraordinary work within the community that produce remarkable results. The same could be developed for school students that exhibit the favorable characteristics that exemplify the Pythian Order – Friendship Charity and Benevolence. Quality certificates could be created locally to distribute for such events. (See Appendix C attached Citizen / Recognition Certificates.)

5. RETENTION

Just as Recruitment is important in our efforts to grow our Order, keeping our members vigorously engaged in the Knights of Pythias, Retention is just as vital, if not more so. Unfortunately, our Order loses members for a number of reasons. We cannot endure if we do not reverse the downward course. We cannot overwhelm this negative path with simply new recruitments alone, but we must minimize our losses due to Withdrawal or Suspension for Non-Payment of Dues.

Improved and continual communications with our members is of utmost importance. We need to communicate with them through written means (including mail, email, text messages, even Face Book and Twitter.) Face-to-face conversations are the most effective method of relaying information whenever the opportunity presents itself. Whichever method used at the time, there are two elements of effective communication to remember: listening and speaking. Speech and written words should be clear and concise, and always promptly respond to written or spoken requests.

Survey. One method of communications that should be exercised is a survey format. (See Appendix C attached New Member, Member Survey and a format for a written or verbal survey.)

1. First, it must be known what it is that brought our members to the Knights of Pythias. It is learning their personal/fraternal background, what desires or expectations they have in being a Pythian Knight, and how they would like to become involved (officer, degree team, committee). The person who spoke with them about the Order should be thoroughly involved with their introduction and induction into our Order. They should be made aware of their responsibilities in regard to and assisting in support of the candidate.
2. Secondly, we must engage our new members in the Lodge: initially by educating them about proper protocol and organizational structure. As much as possible, afford our newest members with plenty of Pythian education, floor work and ritual. Although it is not always feasible, try not to elect them into one of the advanced progressive stations without properly preparing them beforehand. Review their personal interests and personal talents inventory to determine if and what committees or activities they should be encouraged to participate.

New Knights empower us to meet their fraternal needs and satisfy their expectations if we have a sharper understanding of what brought them to Knights of Pythias. Recurring spot checks should be performed to see if expectancies are being met and, if not, where and what can be developed upon. The initial indication that a member may be losing interest is not attending recent meetings and/or they may be delinquent in paying their current dues. The surveys found in Appendix C are proposed formats for Member Surveys and a letter to determine how we may have not met certain expectations and how we may improve that.

Regardless of the format used, all are ardently encouraged to conduct periodic surveys to assess how membership perceives Lodge performance and associated activities. These surveys should be carefully discussed by your officers.

Important steps should be taken when we welcome in a new Pythian, such as creating an orientation folder containing the names and contact information of other members in the Subordinate Lodge, and calendar of planned events, training schedule for Pythian education. As with the new member, current members need to continually be engaged. Use modern methods to communicate with members, particularly when meeting in person is not practical. Utilize video conferencing (Skype, or Zoom) when it is more feasible to have maximum participation for non-ritualistic work needing to be accomplished. This mode of communication could easily be used for Subordinate Lodge committee meetings, but also expanded to District, Grand Lodge, and Supreme Lodge events.

6. RE-INSTATEMENT

Generally speaking, membership statistics would indicate a low success rate in bringing those members who have left our ranks back. Time and effort were spent to encourage people to become Pythians, why would we want to simply let them go with a withdrawal or a Suspension for NPD without knowing how or why we lost them?

It cannot be impressed enough for the need for occasional surveys to gauge how much the Order is fulfilling the expectations of our members. Always attempt to conduct a survey of any Knight who indicates that they are either thinking of withdrawing or allowing their membership to be terminated for NPD. This is a vital aspect of reaching out to one who we have lost as we try to bring them back in. These lost or on the verge of being lost Pythian Knights represent an opportunity to recover someone who already understands who we are and what we stand for.

1. Withdrawal Reasons. Our Pythian Knights withdraw their membership because they stop paying their dues. There may be numerous good reasons:
 - They have suffered a temporary set-back, i.e., family illness, job loss, moving, or financial burden.
 - They lose interest- Lodge's activities lose their appeal or expectations have not been met in some way.
 - Being a Pythian Knight no longer has a strong enough meaning or relevance to them.
 - They feel that they have been ignored or offended in some way.
 - They feel that the Lodge has not delivered as promised in terms of friendship, charity, and/or benevolence.

2. Contact Plan. When a former member is contacted about coming back, either by phone or face-to-face, try to do the following:
 - Inform them of the call's purpose and listen carefully to what they have to say.
 - If something is mentioned about age, sickness, or finances, this may very well be a temporary setback that can be rectified in the future. Tell them that the Lodge may be able to help them and ask if they would mind if that help was offered. (Let your Chancellor, Commander, and Secretary know their circumstances).
 - If they have lost interest in activities, communicate to them about the things the Lodge is now doing and be positive about it. Tell them about some of the new activities: e.g., family dinners, educational presentations, etc.
 - If they share negative feelings about the Lodge in particular, ask them to elaborate on their feelings and how they may be solved.
 - Offer continued friendship and offer to help deliver on those promises, if possible.

ADDRESSING DELINQUENT DUES

Suspensions are a serious issue contributing to the decline in Membership for the Order. The goal is to hold suspensions and withdrawals under 2% of each Lodge's membership.

The following are ideas and practices that Subordinate Lodges can use to reduce their suspensions.

1. Engagement. Do not stop or postpone communication to delinquent Knights, it should be increased.
2. Membership Committee (NPD Calling). When planning the Lodge membership program, a committee of dedicated Pythian Knights should be appointed to work with delinquent members throughout the year. Their job is to encourage NPDs to remain active, to become more involved in activities, and continue to support the Pythian Order.

An adequate number of Pythian Knights should be appointed to the Membership Committee (NPD), so each could be given a list of Knights to work until delinquent Knights are remitted or suspended. Committee members should follow up with numerous calls as needed. Initial calls ought to be more of a personal or welfare check. One should also let them know about upcoming functions or changes in meetings that have come about recently. These first calls should let them know that a member is calling to visit and is concerned with getting them more involved again.

The NPD calling committee may want to meet monthly to discuss progress or concerns.

3. Make Lists. Organize lists of delinquent Pythian Knights for the calling committee members. Lists need to include all contact information and any pertinent or useful information that you might have. Leave room for the calling officer to record the dates, times and details of their conversations with the NPD member.
4. Monthly Calls. Consider monthly calls to all Knights with birthdays in that month. Each NPD committee member needs to call their list to wish them "Happy birthday". Make a Friendly call and ask how they are doing, talk about your Lodge and upcoming functions etc. LISTEN. It's important to take notes on the calls and record comments and feedback for review at committee meetings.
5. There may be many reasons that individuals become Pythian Knights, such as a sense of belonging to something worthwhile, or simply being a part of a fraternal type organization. Regardless, everyone has certain expectations and goals they want fulfilled. It's extremely important that our Lodges first identify what those are and if they are meeting them to the satisfaction of the Knight. Consider conducting periodic member surveys to learn more from your members. This can be one of the most important things the committee can do to determine what may be done to improve the situation.

6. Effective communication with NPD members and those who may not have attended stated meetings for a long period of time is essential to keeping our Knights involved. Remember that effective communication can be said to be "two parts listening and one part talking." It is important to find out what the problem may be and how it may best be remedied. The following are some possible measures to both communicate and counter non-payment:
 - If it is determined that a Knight is seriously considering a withdrawal, remind them that they must be current with their year's dues before they can request a withdrawal. If they remain persistent with a de withdrawal, ask them to fill out an exit survey to learn more about why this has happened and if anything can be done to save them.
 - Monthly Post Card notice to members reminding them that dues are still unpaid.
 - Consider a "Benevolence Fund" fund to pay dues for those who may be having financial difficulties.
 - Consider sending a suspension questionnaire, with a self- addressed envelope, to delinquent members.
 - Find ways to allow payment of dues with credit/debit cards, monthly deductions from their checking accounts, PayPal, etc.

The Following are some common reasons a Pythian Knight may become delinquent in their dues:

1. Though enjoying their time with the Knights of Pythias, but just do not desire to participate anymore, due to age, cannot drive, extensive traveling, or moving etc.
2. Some may have simply lost interest, indicating that the organization is great, but it is no longer for them.
3. People that got caught in a joining "hysteria" with friends or family. Then they get "dues shock" near year's end when they receive notice for their Lodge dues, but also dues notices from other organizations that they may be affiliated all at once. Or those who feel they no longer have the time to commit to a more active role.
4. Knights that we have lost contact with due to possibly moved away, personal or family illness that we don't know about, or may have passed on.
5. Knights that have had a life changing event. Illness, family issues, loss of job, etc. once contact has been made, record the responses and forward it to the Membership Chairman and Chancellor Commander. Be sure to follow up with the member.

Enlisting Others to Save the Knight

There are probably only three people who can effectively make a difference with a person who has begun to lose interest in the Order. None of them will be effective if the person has decided they do not want to be a member. The following are those who can make the most immediate difference.

1. Chancellor Commanders can make membership meaningful, interesting, exciting, and fun. You and your knights working together can overcome almost any objection. If they are moving, working the night shift, totally without resources or other conditions, you probably will need to consider other arrangements. But if he is too lazy or too bored, you can overcome these objections.
2. Friends can make a difference. The signers of their application, their friends, those they have met since they joined and others with whom he is close in the Lodge can take them aside and be helpful in resolving their concerns. It may be as simple as needing a ride or help explaining the organization to their family.
3. Family. Spouse, children, father, mother, and relatives who understand the ideals of Friendship, Charity, and Benevolence and support their involvement in Pythianism may be worthwhile to speak with.

The Key Idea: The important consideration is that their continued interest and involvement needs to be "of their own free will." Just as it was when members were knighted. Pressuring a person to come back to the Lodge or asking others to bring pressure will not be as effective as learning of their concerns and needs and taking actions to increase their satisfaction. Try these ideas:

1. Try to determine the single most important reason for their loss of interest in Lodge and Pythian activities.
2. Speak with a close friend or their wife to see where you may have missed an opportunity you can still salvage.
3. If you do not know where to begin, consider something as simple as saying to the member, "What is there that I can do personally that will make a difference in your decision."

Every Lodge must have a contingency plan to handle those situations when a Knight no longer appears satisfied and supportive of the Knights of Pythias. Here are some key ideas and suggestions offered to Pythian leaders:

- As the leader of a Lodge, membership retention is the Chancellor Commander's responsibility. Members who leave the Lodge can provide valuable insights into the reasons why the Lodge or Pythian is not fulfilling the expectations.

- Boredom and "sameness" are critical concerns in many organizations, even in Pythian Lodges, and the leader must act to eliminate both.
- The effective leader can tell when a member is not satisfied by observing their behavior, principally their attendance and aloofness.
- The effective leader can learn a great deal by having a one-on-one with their members.
- Taking actions when the first signs of dissatisfaction appear is critical to changing their direction. Time plays a critical role in member satisfaction and interest.

Delinquent Members

While we must actively work on procuring new members, we must also be careful to see that once they have joined the Knights of Pythias, they will not become disillusioned and show up on the suspension list after a few years. The Lodge Membership Chairman assigned to RETENTIONS should obtain from the Secretary a list of all members who are in arrears. This should be done shortly after the beginning of each year.

A letter from the Lodge Secretary to those Members on the list to advise that their dues are in arrears and to encourage remittance of same. A follow-up letter from the Chancellor Commander is recommended to be sent to those who have not yet responded after a certain period.

For the Members who have still not responded, the most successful method is personal contact by phone or in person. Although the Chancellor Commander, other officers of the Lodge, or a Past Chancellor, could contact the Knight perhaps it is best for their application signers (if possible) or a member of the Lodge Membership Committee. Preferably a member who is acquainted with them should make contact. In some cases, a Knight is unable to pay their dues because of financial reasons. In these situations, the Lodge could remit their dues. Remember, the Pythian principles of Friendship, Charity, and Benevolence, and we should not allow a member to be dropped from the rolls for non-payment of dues. The names of those who need assistance must be held in the closest of confidence.

7. PUBLIC RELATIONS

We must always remember that we are ALL Pythians, we are the Lodges, the Grand Lodges, and the Supreme Lodge. While distinct, we all serve the same purpose and should be mutually supportive of the other. We all reciprocally benefit through positive public relations. Our activities and programs are genuinely not for self-promotion to make us appear any better than what we are, that is for others to decide. The public cannot make such a decision, if they are not informed of who Pythians are, what we do, and why we do it. The Order may see an uptick in inquiries, which leads to increased membership, because people simply know and can relate to Pythian principles. One of the most crucial things that we can collectively do to create recognition of the Order, our brand, is to wear the Pythian logo that is visibly seen.

IMPROVING PUBLIC RELATIONS

For like reasons as listed just above, we should strive to be involved in public activities such as the Veterans' Day Parades or any public parade. Many communities would welcome our presence at town functions that promote more community awareness. Even though our primary philanthropy is the American Cancer Society, we can still volunteer to support such events as serving with groups like the Salvation Army or their food drives. Anything that would put us out in the public eye.

Community awareness can be generated at various events not only through participation, but also letting the greater community know of the activities. Prepare press kits for the media, so that they are aware of participation in fairs, trade shows, and community events. Many in our communities will never know, if they are not told and informed.

CITIZENSHIP AND PUBLIC AFFAIRS

When participating in civic activities, we should be thinking to ourselves this central idea; "We are epitomized by deeds, not only words." The challenge is to make this world a better place; therefore, focus on these particular areas - Country, Community, and Lodge.

Country: Every Pythian is to be an ardent supporter of their respective countries, its laws, and its interests. All Knights need to communicate this love and respect of country to their fellow citizens. Members should strive to instill and strengthen those feelings of love and support in others.

- Visit Veterans Hospitals and Veterans Homes regularly, provide reading materials; help write letters/cards to relatives.
- Take a Veteran to dinner, help with lawn services, provide transportation for medical appointments or shopping.
- Help place flags on the graves of Veterans on Memorial Day, Flag Day, Fourth of July, and Veterans Day.
- Participate as a Lodge, in local Memorial Day, Fourth of July, Veterans Day, and Thanksgiving Day parades and/or observances.

Community: The Knights of Pythias Castle Hall is not just a room, not just a place to enjoy fellowship. The Castle Hall is a group of Knights, who have dedicated themselves to a common task, and that task is to display and live out our motto of Friendship, Charity, and Benevolence to build a better community-a better nation, a better world in which to live. Our character demands that we plan a project for the good of the community-something constructive and unselfish which will earn the respect and appreciation of both our members and the public. After a careful review of the list of projects available and the roster of members, every Lodge should look to the busy Knights who will be the most effective and who might never have time to serve as officers of the Lodge.

- Work with Youth Oriented Groups (4-H clubs, Boy Scouts, High School United Teen Service (H.U.T.S.) Excel Exchange Club) on teambuilding and character development projects to prepare them for adulthood.
- Work with local Community Leaders and Groups on teambuilding and enduring visual community projects: Child Identification Programs, cleaning roadways and cemeteries, Meals on Wheels, and Home Improvement.
- Work on community projects sponsored by the local chapters of the Special Olympics, United Way, Red Cross, Food Bank, Senior First, Kiwanis International, Rotary International, Lion Clubs International, and Exchange Club.
- Participate in clothing drives, food drives, and Shake-A-Can drive to benefit the local community.

Lodge: We are all Pythians first and members second. Lodges tend to measure success on the number of our knightings, how much money they have in the bank, how large our Lodge is, or how many Knights are at a certain meeting. It does not mean a thing unless those few Knights are there building new Knights, unless they are building a better world, or they are improving themselves.

Every Lodge must have an active, alert, wide-awake committee to cooperate in the civic and patriotic activities in their local communities. If civic leaders are unaware of the Knight of Pythias, educate them and generate the enthusiasm to do something real and tangible for the community.

- Sponsor a Lodge Open House, an Invitational Dinner, or an Open Installation of Officers.
- Visit Youth Oriented Groups (Boy Scouts, High School United Teen Service (H.U.T.S.) Excel Exchange Club), 4-H clubs as a body; offer to make a program or presentation.
- Attend and encourage others from your Lodge to attend annual functions and Grand conventions.

Public/Citizenship Ceremonies

If we are to be successful in building and sustaining the Pythian Order, people need to know who we are.

Community Awards. This program is designed to recognize and show our appreciation for outstanding community-oriented achievements of non-Pythians who reside and work in our cities and towns. There are many hard working, dedicated men and women in our communities who have served others with no expectation of reward. We should continue with renewed strength to search them out and show them that we are proud of their good works, that we are happy that they are personally instrumental in making/building our communities into a better place for all people to live, work, and play.

Community Presentations. Being a part of the community is essential in that it begins, sustains, and promotes a vital interest, name recognition amongst centers of influence. Seek opportunities be a Guest Speaker at a Lion's Club, Rotary Club, or Exchange Club meeting; and be active in youth activities with local communities.

- Parades. Marching in a Memorial Day Parade, July the 4th Parade
- Eagle Scout presentations
- Flag Programs. Present the Flag in a Public Setting
- Wreath Laying Ceremonies
- Knights of Pythias Ceremonies: Installation of Lodge Officers. The ceremony is primarily intended for the installation of the officers of a newly constituted Lodge but with easily understood alterations it may be used for any installation.
- Constituting a New Lodge. The Constitution of a new Lodge is an especially important event in Pythiansim and provides optimistic feeling among the members of the new Lodge and an opportunity for the members of the community to see the Knights of Pythias in action.
- Pythian Memorial Service. When requested, the Memorial Service may be performed in the Chapel, Church, or Funeral Home.

Conclusion: Keep faith in ourselves, in our power to do well, and exert a beneficial influence by precept and example, upon our fellow citizens. Offer friendship with all that we meet, offer charity with a generous hand of kindness, and goodwill within our communities to those in need, and offer benevolence through kind and altruistic actions. The honor and prestige of Pythian Knighthood radiates from its lofty standards of morality, its moral teachings, the fact that those teachings are exemplified in the lives of men, who not only believed in them, but demonstrate them in their lives, morally and socially. The more we study the lessons of Damon and Pythias, the less we can escape the fact that each of us has assumed, in every obligation, a heavy and binding moral responsibility. We owe this responsibility not only to ourselves, but to our families, our community, our country, and to those persons following after us. Let us always keep our focus: Membership and Membership growth is the key to our future.

S.R. Wayne B. Knutson (TX)
Membership Chairman

Dated: June 14, 2021

APPENDIX A

DYNAMIC LEADERSHIP

A leader plays an important role in any organization. Thus, the leadership style a leader adopts can significantly contribute to organizational development. The two main leadership styles are –

- **Transformational leadership:** Transformational leadership is a contemporary approach to leadership where a leader inspires followers to transcend their self-interests for the good of the organization. This is a leadership style in which leaders motivate and inspire members to innovate and create change that will help grow and shape the future success of the company. This leadership style serves to enhance the motivation, morale and job performance of members through a variety of mechanisms such as connecting a member's sense of self and identity to a project and collective identity to the organization.
- **Transactional leadership:** Transactional leadership is a contemporary approach to leadership where a leader promotes compliance by members through rewards and punishments. This is a leadership style that focuses on supervision, organization and performance. The rewards and incentives enhance motivation to perform effectively.

Leadership plays an important role in the development of any organization. No organization can work efficiently without effective leadership. Leadership is an important function of the managing which helps to enhance productivity and to achieve organizational goals. In fact, leadership is an essential part and a crucial component of effective management which helps to maximize efficiency and achieve organizational goals.

The importance of leadership in organizational development cannot be denied.

- **Influencing the behavior of people:** A leader impresses members with their leadership ability. They bring them under their control in such a way that they put in their best efforts to achieve the goals of the organization. Good leaders usually get good results through the organization's members.
- **Helps members in fulfilling their needs:** A leader establishes personal relationship with Lodge members and tries to meet their needs. People follow a leader because they provide them a sense of comradeship, and the opportunities to succeed/ advance, and tries to understand who they are as people. Members are more apt to accept the leaders because they take

care of their needs. Consequently, they work with complete dedication and enthusiasm.

- **Introducing required changes:** The current environment is ever changing, so in order to face this environment, changes may have to be initiated in the organization. Since the people already happen to be under the influence of the leader, they can easily make them agree to implement these changes. In this way, the possible resistance to the change is eliminated with the strength of leadership ability.
- **Solving conflicts effectively:** A leader can effectively solve every type of conflict be it member vs. member or members vs. leaders, under the weight of their influence. A leader allows their followers the liberty to express their views. That is the reason that he easily understands the reality of the conflict, in this way, by understanding the nature of the conflict he tries to provide timely solution and minimizes the possibility of adverse results.
- **Training and Development of Subordinates:** A leader helps in the training and development of the members. He makes them aware of the modern techniques of work. In addition, he makes it possible for them to be good leaders in future.
- **Setting a clear vision:** This means Influencing members to understand and accept the future state of the organization. A good leader will influence their followers to perform their duties by explaining the vision and the importance of their role in the outcome.
- **Motivating and guiding members:** This involves finding out the needs of the members and fulfilling them. It is important to define the members' role in the work process and provide them with the tools needed. A good leader will explain the task and be available to assist them if they run into a problem.
- **Building morale:** This involves pulling everyone together towards a common goal. A good leader will let the members know how much their work is appreciated. A simple gesture like providing praise for a task well done, or throwing a party to recognize small achievements, will regenerate their spirits.

There is a great importance of leadership in organizational development. The role of leaders, throughout an organization, is critical to the success of organizational development interventions. Creating and maintaining worthwhile businesses require an understanding of the role of leadership in addressing personal development of members. Happiness and contentment are a common goal of everyone and the rest of the things are possible means to that goal.

Personal outcomes of members like meaning in life and individual well-being have become an important concern for organizations in the extreme competition

for attracting and retaining talent. Meaning in life makes one's life purposeful and subjective well-being is about being happy; these are important dimensions of anyone's life, and people expect work organizations to contribute to them. Focusing only on work-related outcomes may not be sufficient anymore.

Dynamic Leadership - Successful Recruiting Results in Applications

Building and sustaining a Pythian membership is about Leadership. A deficiency of leadership many times results in failure, and in the Pythian Order, failure should not be deemed an option.

Dynamic leadership is essential as we face Societal challenges and an ever-changing environment. These circumstances are characterized by constant change, activity, and directions that create tests for our Membership Committees and they need to think beyond traditional progressive activities. We have the crucial mission of providing the strength to the Knights of Pythias by enlisting the best, brightest, and most capable Knights to serve on Grand/Subordinate Lodge Membership Teams.

The challenges of our recruiting mission continue to increase; dynamic leadership is critical to success. A lack of leadership or toxic leadership further aggravates the problem and gets in the way of communicating effectively with Pythians and Non-Pythians alike, family members, and community centers of influence. An organization void of leadership is also void of trust and confidence. If the Knights perceive a lack of leadership, they will lose trust and confidence in the ability to accomplish the recruitment mission.

Today's recruitment mission is complex and demands good leadership to accomplish our goal of building and sustaining a Pythian Membership. Our leaders must remain adaptive, innovative, and resilient. Leadership is a multi-faceted topic,

- Success requires leadership engagement at every level of the Knights of Pythias.
- Our greatest asset is the Knights – they are owed good leadership.
- People expect good leadership; they want leaders who embody Pythian Values and respect their unique talents and daily contributions.

Successful leaders embrace Pythian Values

When it comes to ethics, leaders must set the example. Leaders never sacrifice their long-term benefit for some immediate short-term gain by compromising their ethics.

Emphasize the importance of participation. Our leaders must be innovative, unleash the intellectual capacity of our Lodges, and ensure every person is involved - take ownership of their portion of the membership goals. Communication is essential; we are all responsible for the success or failure of building and sustaining the Pythian Membership.

Experience has shown that in most cases it is wise to have Membership Team members go in pairs to interview each prospective candidate. The solicitation should always be kept on a professional level and with dignity. It must be remembered that some prospective members are quick to respond, while others need time to think it over. Of course, it is much better to obtain an application on the first call, but patience is a virtue that may be required to get results.

Each member of the team should know the answer as to fees and if the prospective candidate inquires as to the Knights of Pythias philanthropies, each Membership Team member should be familiar with the American Cancer Society, - obtain and familiarize yourself with up-to-date brochures on our charities. Take copies with you to present to the prospective member. Prospects are entitled to know that that we are daily practicing what we profess.

It is not difficult to sell the Knights of Pythias. When we are really inspired, do you think for a moment we would doubt our ability to "sell" our magnificent Order of Knighthood a world that needs everything we stand for? To any timid soul who shrinks from the task, let us assure him that the prospective candidate will thank him repeatedly for his perseverance. After being knighted, they will acknowledge it as an inspiration of a lifetime!

Remember, the number one duty of a leader is to do everything possible to increase membership and sustain the Subordinate Lodge. They should make this their first duty - and follow it up constantly! Just to appoint a Membership Committee is not enough - they must work hard and bring in applications! Leadership is the number one quality to be looked for in any new Officer, and the leader must devote the major part of his time to the membership functions for which he is qualified.

The saying "leaders are created not born" is true because anyone like you, whatever your abilities are can become an effective leader if you have the right mind set and will. The following dynamic leadership characteristics can save you time and trouble from mistakes that can happen:

- **Authority in Leadership Characteristics** - An important part of effective leadership characteristics is having authority that other people respect - people recognize you as someone who deserves recognition and as someone who is deserving to be followed like a "role model".
- **A Vision that Moves** - Dynamic leadership characteristics require a powerful vision which is not only great but can influence and move people towards the objective and goal of what needs to be achieved.
- **Communication that Connects** - Effective leadership characteristics show how good and sufficient communication can determine the performance of a team. You do not need to be a great speaker or an "orator," you just need to communicate always and make a stable connection with all team members

- **Sound Judgement** - A good judgement is reasonable, ethical and should be unbiased. How a leader makes judgement determines the welfare of the group and the results of the task or project being worked on.
- **Open Mindedness** - This is simply the ability to have unbiased opinion and the willingness to consider other kinds of ideas and alternatives.

Learning and applying these dynamic leadership characteristics makes your Membership Team function better. You can also expect better results and productivity when your Membership Team members are having good harmony with you as the leader and with each other as fellow team members.

APPENDIX B

FORMAT FOR ESTABLISHING: AN EFFECTIVE MEMBERSHIP TEAM

It should go without saying that our very existence depends on a strong, vibrant and dedicated membership. In accordance with Supreme Law there must be a Membership Committee as one of its standing committees. This committee should be made up of active, dedicated Pythian Knights who have demonstrated their willingness and ability to undertake this project. With the support and assistance of the Supreme Lodge Membership Committee, each Grand and Subordinate Lodge will be empowered to achieve certain goals and will be held accountable, therefore.

We must all remember that membership is not just the responsibility of a committee, but is highly dependent upon the participation and support of **EVERY** Knight. If every Knight works enthusiastically at bringing in new members, keeping those we already have on our roles actively engaged and we make an effort to bring back those we may have previously lost due to a withdrawal or even suspension, then we will succeed in our efforts.

The Grand Chancellor should appoint a Membership Chairman with other Knights to serve as sub-Chairmen for Recruitment, Retention, Re-Instatement and Public Relations. This paper suggests how such a committee could be structured and the suggested duties of its several members.

Suggested Qualifications of Committee Members:

- Should be well known and respected within their Domain.
- Committed to the project and able to devote the time and efforts to support this project.
- Should be computer literate.
- Be active with their Subordinate Lodge and have a good relationship with the Grand Lodge.

Suggested Membership Chairman Duties:

- Recruit active Knights who are willing and able to undertake assigned duties.
- Organize and conduct monthly or at least Quarterly Membership meetings.
- Conduct regular training sessions with the full committee.
- Work with the Grand Chancellor to set attainable goals.
- Regularly communicate with the Grand Council officers and Subordinate Lodges and their respective membership committees.
- Submit regular reports to the Grand Chancellor and update Grand Lodge websites and/or publications with support material that can be utilized by all.

- Assist with the development of future membership planning.

Suggested Recruitment Chairman Duties:

Every Grand Lodge and the Subordinate Lodge within its Domain must recognize the need for a continuous, aggressive effort to attract and bring in new Pythians of outstanding character to fill our ranks. This requires a commitment to reach out beyond our Chapters,

Introduces Subordinate Lodges to our families, friends and business associates, encouraging them to become members of our fraternity. By our actions and associations, we should always be ready to demonstrate the relevance and pride in being a Pythian Knight.

- Set an annual goal to recruit new Knights and communicate that goal throughout the jurisdiction. (This number should exceed the previous year's numbers by at least 5% of your existing membership numbers)
- Provide every Knight with the tools necessary for approaching and recruiting new members (print materials, brochures and suggested scripts for discussion).
- Develop and implement regular Member Referral events such as inviting prospective new members to a dinner or evening where promotional videos or PowerPoints may be presented that demonstrate what it is to be a Pythian Knight.
- Work closely with the Public Relations sub-chair to jointly promote our fraternity and our charity.
- Closely follow and communicate with all member referrals, inviting them to join in on any open events such as dinner before stated meetings.

Suggested Retention/Mentoring Chairman Duties:

It is equally vital that we must always strive to keep the members we currently have, making certain that we give them a reason for maintaining their membership and a desire to remain active. Over the past several decades the losses we have suffered more from demits and suspensions for non-payment of dues (NPDs) have far exceeded the number of new Knights that we have brought in. Retention also involves keeping our Knights gainfully involved from the first moment they have passed through the portal halls into Pythian Knighthood

Retention of our current members is one of the most important functions, if not THE most important function, of our membership committees today. This should be a constant (7 days a week / 365 days a year) effort. It should not fall entirely on the Lodge Secretary to make sure this is taken care of, but must have the full support of this committee.

- Reduce NPD and suspensions to a goal of less than 2% of your existing membership.
- Implement a call program to check on the welfare of those Knights who have not been in attendance for some time or have suffered from some illness, always encouraging them to come back to your meetings.
- Develop and implement a simple report on all contact that is made with NPD Members that records their comments, commitments and confirms their best contact information.
- Increase continuous and timely communication with all members.
- Ask members how they wish to be contacted, i.e., email addresses.
- Contact those Knights who remain NPD, preferably by telephone or in person, email or USPS to remind them how much we value their continued membership and timely payment of dues.
- When making this call, ask them if there is any reason for this late payment or if there is anything that we can do to assist them.
- Always attempt to interview those members who have indicated that they wish to demit or have been recently suspended for NPD to determine their reasons for dropping their membership.
- Develop and implement a plan to provide for the measurement of member satisfaction.
- Review existing means of communication for effectiveness.
- Develop new ways of communication, i.e., email blasts, Constant Contact or effective websites.

Mentoring the new candidate starts with their journey through the Degrees, carefully explaining all that they have seen and heard, never assuming that they have an inborn ability to absorb this new knowledge. It requires that we should always work to fulfill their expectations as best we can, adding new light to their lives as a Knight.

- Implement an effective mentor program and provide for a follow up of program effectiveness.
- Make personal contact with inactive members to determine their needs and to
- Further explore members' needs and desires as well as checking on the fulfillment of their expectations of membership.
- Inform them of current and future activities in hopes of increasing participation.
- Schedule quality activities for members on a regular basis, provide educational Programs.
- Train a team of capable Knights in what it is to be an effective Mentor.

Suggested Reinstatement Chairman Duties:

This again, is one of those areas of membership where we seem to have failed almost completely. It is almost as though a rule of “out of sight, out of mind” prevails. We have spent a great deal of time and effort to recruit new members only to let them fall by the wayside as a suspension for NPD. It is crucial that we make an effort to contact them and revisit their reasoning and to determine if there is anything we can do to rectify or fulfill those hopes or desires that we have failed them by.

- Set a Reinstatement goal of 2% or more of your Lodge membership numbers for the year.
- Ensure that the data on suspended members is current, accurate and available to the Membership committee.
- Work with the elected leadership to determine if an agreeable long-amnesty program can or should be implemented.
- Implement a program for contacting those Knights who have been suspended over the past several years. Personal contact through a personal visit or by telephone is most preferable. Keep good accurate records of information gathered during these visits/phone calls.
- Recruit and train a Reinstatement Team.
- Make regular reports back to the Membership Chairman and the Grand Lodge.

Suggested Public Relations Chairman Duties

Creating and maintaining a good working relationship with our Lodges, the Grand Lodge, and Supreme Lodge is enormously vital to the success of this program. That relationship is also to be extended to organizations outside of the Pythian Order. If we can convince them of the relevance of what it is to be a Pythian Knight, that we have a great and long heritage to follow, then we can be more successful in attracting new members.

Putting forth a good public appearance will always serve our fraternity best. We should always demonstrate our commitment and support of the communities we live in and thereby attract potential new members.

- Regularly support and interact with all Pythian Lodges within their respective districts.
- Develop a Lodge Ambassador program within each Domain at Subordinate Lodges. Provide them with the training and materials they can use to promote and educate our non-Pythian friends on the reasons why they should join our ranks.
- Encourage all Knights to become more active with their home Lodge, to lead by their example what it is to become a Knight.

- Invite other fraternal organizations to determine how we can support one another and encourage membership into our Order.
- Plan and host special events to honor the leaders of your Grand Lodge, and local communities, thereby encouraging greater cooperation among the organizations
- Participate in public parades, memorial services, Veterans' events as a Lodge.

Commitment, empowerment and Accountability

It is imperative that every Grand Chancellor, every Chancellor Commander, **every** Knight should be unconditionally committed to the welfare and growth of our overall membership. Now is the time when we must keep take up the challenge to bring our fraternity back to its previous strength and numbers. We have been charged with looking out for our membership. We have been empowered by our Supreme Chancellor and strengthened by the means to accomplish this.

Recruitment

Encourage all Knights to assist with membership development. Stress that it is important to recruit new members into our ranks as Pythian Knights.

- Implement an effective program to attract new candidates and to reach out beyond our existing Pythian family in doing so.
- Develop a referral program for prospective new members that can be followed by your Membership committee.
- Plan for a "Prospect" night or event, inviting any new prospects.
- Track and assist all new prospects through your Lodge
- Make regular reports to the Grand Lodge on your efforts and progress.

Retention

Endeavor to make personal contact with all members who have not been in consistent attendance and/or have not yet paid their current dues to ascertain how you can assist them. Stress how much their continued membership is valued.

- Mentor new Knights
- Contact and survey those Knights who are NPD or have indicated a desire to leave the Order.
- Conduct regular surveys of all Knights to determine if we are fulfilling their expectations or what we can do to improve this.
- Make certain that your programs and stated meetings are interesting and educational. The events of the stated meeting should be well coordinated and planned in advance.

APPENDIX C

MISCELLANEOUS SURVEYS, LETTERS, AND CERTIFICATES

Member Survey.....	C2
New Member Survey.....	C3
Initial Contact Protocol.....	C4
Requested Withdrawal Survey.....	C5
Survey of Inactive Pythian Knights.....	C6
First Letter for Non-Payment of Dues.....	C7
Second Letter for Non-Payment of Dues.....	C8
Knights of Pythias Flyer.....	C9
Certificate of Merit Award.....	C10
Certificate of Appreciation Award.....	C11
Resolution of Respect Certificate.....	C12

MEMBER SURVEY

Name _____ Spouse _____
 First Middle Last

Address _____ City _____ State _____ Zip _____

Occupation _____ Email: _____ Tel/Cell _____

Hobbies/Interests

What induced you to become a Pythian Knight?

What are your expectations/desires of us as a new Knight?

How would you like to become more involved in our Lodge (i.e., Committees, Ritual, Officer)?

Do you know of any of your friends, family or any other individual that you think might be interested in becoming a member of the Knights of Pythias?

Interviewed by: _____ Date _____

NEW MEMBER SURVEY

Name _____ Spouse _____
 First Middle Last

Address _____ City _____ State _____ Zip _____

Occupation _____ Email: _____ Tel/Cell _____

Hobbies/Interests

What induced you to become a Pythian Knight?

What are your expectations/desires of us as a new Knight?

How would you like to become more involved in our Lodge (i.e., Committees, Ritual, Officer)?

Do you know of any of your friends, family or any other individual that you think might be interested in becoming a member of the Knights of Pythias?

Interviewed by: _____ Date _____

Initial Phone / Personal Contact Protocol
Not Paid Dues or has not recently attended meetings.

Member Name: _____ Date of Contact: _____

Our first personal contact (either by face-to-face, phone call, email or text) should always be more of a “welfare” call:

We’ve missed you these several months?

Is everything OK with you, your family or job?

Is there anything we can do to help you?

Are you OK? Is there anything that we have failed you with, have we fulfilled your expectations? _____

(This may be one of the most important lines of questioning in that we need to know where we have let our member down or what may have caused him to drop out. We need to identify the problem(s) and work to rectify it.)

We recently sent out our (current year) dues notices. Did you receive a copy? If not, do we have your correct email address? _____

If any stated problems, what are they: Personal ___ Medical ___ Employment ___

How can we assist you? _____

If there is anything we can do, please call me:

Name/contact information _____

Listen carefully to the individual and show him that we care. Let him know what is going on now at the Lodge and invite him back. Remember that effective communication is two parts listening and one part talking.

_____ LODGE No. _____
**SURVEY OF A PYTHIAN KNIGHTS WHO HAVE WITHDRAWN OR REQUESTED
WITHDRAWAL**

Member Name: _____ Date of Contact: _____

What encouraged you to join the Knights of Pythias? Please check all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Family tradition | <input type="checkbox"/> A close friend encouraged me to join |
| <input type="checkbox"/> Historical relevance | <input type="checkbox"/> Military tradition (i.e., uniform, |
| <input type="checkbox"/> The prestige of being a Pythian Knight | drill, esprit de corps) |
| <input type="checkbox"/> Other _____ | |

What were your reasons for dropping your membership? Please indicate Your number one reason with an * and indicate all others with an X.

- | | |
|--|--|
| <input type="checkbox"/> Simply lost interest | <input type="checkbox"/> Just too busy |
| <input type="checkbox"/> Too much lost family time | <input type="checkbox"/> My job is too demanding |
| <input type="checkbox"/> Financial difficulties | <input type="checkbox"/> Too much travel time |
| <input type="checkbox"/> Dues are too high | <input type="checkbox"/> Moved from the jurisdiction |
| <input type="checkbox"/> Poor health | <input type="checkbox"/> The meetings are poorly run |
| <input type="checkbox"/> Poor ritual work | |
| <input type="checkbox"/> Other _____ | |

How would you rate us on a scale of 1-10 for how we have done so far in meeting your expectations for joining? _____ (10 best)

How have we succeeded? _____

Where did we fail? _____

While a member, how often did you attend stated meetings?

- Every Month Every Other month Seldom Never

How Often Did You Attend or participate in extracurricular functions?

- Often Occasionally Never

Were you ever an officer? Yes No

If yes, what office(s) _____?

Would you ever consider becoming an active member again? Yes No

Could we personally contact you? Yes, Best time/phone or email _____

No. I'm really not interested.

Please Use the Reverse Side for Any Additional Comments You Wish to Make

_____ **LODGE No.**_____

SURVEY OF INACTIVE PYTHIAN KNIGHTS

What were your reasons for joining the Knights of Pythias? Please check all that apply.

- | | |
|--|--|
| <input type="checkbox"/> Family tradition | <input type="checkbox"/> A close friend encouraged me to join |
| <input type="checkbox"/> Historical relevance | <input type="checkbox"/> Military tradition (i.e., uniform,
drill, esprit de corps) |
| <input type="checkbox"/> The prestige of being a Pythian
Knight | |
| <input type="checkbox"/> Other _____ | |

What were your reasons for dropping your membership? Please indicate
Your number one reason with an * and indicate all others with an X.

- | | |
|--|--|
| <input type="checkbox"/> Simply lost interest | <input type="checkbox"/> Just too busy |
| <input type="checkbox"/> Too much lost family time | <input type="checkbox"/> My job is too demanding |
| <input type="checkbox"/> Financial difficulties | <input type="checkbox"/> Too much travel time |
| <input type="checkbox"/> Dues are too high | <input type="checkbox"/> Moved from the jurisdiction |
| <input type="checkbox"/> Poor health | <input type="checkbox"/> The meetings are poorly run |
| <input type="checkbox"/> Poor ritual work | |
| <input type="checkbox"/> Other _____ | |

Were any of goals or aspirations for joining the Knights of Pythias subordinate lodge fulfilled?

- Yes. Which were met _____?
- No. Where did we fail _____?

While a member, how often did you attend stated meetings?

- Every Month Every Other month Seldom Never

How Often Did You Attend Extracurricular Functions?

- Often Occasionally Never

Were you ever an officer? Yes No

If yes, what office(s) _____?

Would you ever consider becoming an active member again? Yes No

Could we personally contact you? Yes, Best time/phone or email _____

No. I'm really not interested.

Please Use the Reverse Side for Any Additional Comments

FIRST LETTER
DIRECTED TO MEMBERS ABOUT TO BE SUSPENDED FOR NON-PAYMENT OF DUES

My Dear Friend and Knight

Greetings.

The Supreme Lodge, Knight of Pythias requires that annual dues be paid by December 31 for the upcoming year or face suspension after the provisions in section 3.12.065, Supreme Law, are complied with.

Never in the history of this great country of ours has it been so important for people who believe in the things that have made America the greatest country in the world, to remain bonded together in a spirit of Fraternity such as our Pythian Order. The principles of Friendship, Charity, and Benevolence strengthen our defense against apathy of good people doing nothing.

You are a very important member of our Order, and even though you may not be able to attend or give the time you wish, the fact that you by your dues have contributed to our charities make you very important to all the Universal Order.

We find that your dues for this year have not been paid of yet. If for reason of age, illness, or financial difficult you feel that you are unable to pay your dues, we still want you as a member. Just drop me a line with the simple statement – “I am unable to pay my dues at this time” – and the dues will be remitted for this year in keeping with our teachings of caring for a worthy Sir Knight.

Sincerely and fraternally,

SECOND LETTER
DIRECTED TO MEMBERS ABOUT TO BE SUSPENDED FOR NON-PAYMENT OF DUES

My Dear Friend and Sir Knight

Greetings.

The Supreme Lodge, Knight of Pythias requires that annual dues be paid by December 31 for the upcoming year or face suspension after the provisions in section 3.12.065, Supreme Law, are complied with.

You are in arrears for dues amounting to \$-----.

We are all proud to be members of this Knights of Pythias lodge where many friendships have been formed. We do not want to lose you, and urgently request that immediate payment be made, or that you have a good reason why the dues cannot be remitted.

Please contact me so we may resolve this matter.

Sincerely and fraternally,

KNIGHTS OF PYTHIAS

WWW.PYTHIAS.ORG



Join Now! "We Help People" Have Lots of Fun & Adventure

SPECIAL MEMBERSHIP DRIVE NOW

We Offer Our Members the Following:

Brotherhood Friendship Fellowship Social Activities Benevolence
Humanitarian Projects Lodge Benefits Junior Order Pythian Sisters
College Scholarships Camp Scholarships Eagle Scout Program Social Services Graves

"Friendship, Charity, Benevolence"

Knights of Pythias is an international, non-sectarian fraternal order, established on February 19, 1864 in Washington, DC, by Justus H. Rathbone and was the first fraternal order to be chartered by an Act of Congress, signed by President Abraham Lincoln. We've raised and donated millions of dollars to help people, Medical Research, Charitable, Community Causes; Cancer, Diabetes, Special Olympics, Camp & College Scholarships, Sports Teams, Scouting Units, Pythian Eagle Certificate & Patch, Veterans and Supporting our Troops.

*The following Presidents of the United States were members of the Knights of Pythias:

FRANKLIN D. ROOSEVELT, WARREN G. HARDING, WILLIAM MCKINLEY

Vice Presidents of the U.S: Nelson A. Rockefeller, Hubert H. Humphrey,

Senator Charles Schumer, Congressman Peter T. King,

**FOR MORE INFORMATION CONTACT: _____

The Grand Lodge, Knights of Pythias of XXXXX

Does hereby consent, that the

Knights of Pythias of XXXXX Award for Merit

Be presented to

XXXXXXXXXXXXXXXXXXXX

C.R. Clements / Parsons Elementary School

For exhibiting through his character the most noble and knightly qualities, where such seen traits exemplify the ideals championed by the Order Universal. It through this continued demonstration, that hope springs forth that Friendship, Charity, and Benevolence can further abound to make our communities and world a much better place. Person's actions and personal conduct, what a student/worker at school/organization, bring great credit upon himself, family, school/organization, and community within the Grand Domain of Texas.

Given in the City of XX, State

On the XX day of XXXX in the year 20XX

XXXXXXXX X. XXXXXXXXXXX, Grand Chancellor
Grand Lodge of XXXXXX
Knights of Pythias



XXXXXXXX XXXXXX, Grand Secretary
Grand Lodge of XXXXXX
Knights of Pythias

The Grand Lodge of the Knights of Pythias of Texas

Does hereby authorize, that the

Knights of Pythias of Texas Certificate of Appreciation

Be presented to the

University of Texas at Arlington Library Special Collections

For special appreciation for undertaking the efforts of preserving and protecting the historical documentation of the Knights of Pythias of Texas, which are entrusted to the esteemed institution of the University of Texas University System. The Special Collections Departments efforts to ensure that these records remain available to future generations for research and nostalgia of this chivalric Fraternal Order in Texas is appreciated beyond all measure.

The Special Collections Department of the University of Texas at Arlington Library's care, conduct, and efforts toward the preservation of the history of the Knights of Pythias of Texas, bring great credit upon the personnel of the department, the library, and the University of Texas at Arlington within the Grand Domain of Texas.

Given in the City of Arlington, Texas

On the XX day of XXX in the year 2017



XXXXXX X. XXXXXXXXXXX, Grand Chancellor
Grand Lodge of XXXXXX
Knights of Pythias

XXXXXX XXXXXXX, Grand Secretary
Grand Lodge of XXXXXXX
Knights of Pythias

RESOLUTIONS of RESPECT

"Gone unto the land upon whose peaceful shore there
Rests no shadow, fall, no stain,
Where those who meet shall part no more
And those long-parted meet again."

In Memory of

Brother _____

Who departed this life on the _____ day of

_____, *In the Year of our Lord*



"I have fought a good fight
I have finished my course
I have kept the faith." 2 Timothy 4:7

The Angel of Death has entered our midst and we are called to mourn the loss of a faithful friend and brother.
We shall miss the face of him who has cheered us by his presence.

Today his form is not seen, his voice is not heard, his chair is vacant, but his name is written in kindness on the hearts of those with whom he was associated.

He played well his part in the drama of life and to his memory deservedly should be offered the loving tributes of a grateful humanity and an appreciative brotherhood.

Resolved, That _____, Knights of Pythias, of _____, within the Grand Lodge of _____, in testimony of our loss, be draped in mourning for the allotted period and that we tender the family our sympathy and condolence in this severe trial, and a copy of this resolution be sent to the family.

[SEAL]

Reinstatement

We cannot forget and dismiss those members we have lost because of NPD, loss of interest or personal issues that prevented them from continuing their membership. There may have been compelling reasons for them leaving our ranks, but if we have shown them that we still think about them and that we have improved on whatever it was that caused them to lose interest, then there is always a chance that we can bring them back.

- Contact inactive and suspended members.
- Work with leadership to develop an acceptable amnesty program to bring back newly suspended members.

Budget Considerations

Some of these suggested programs may need some funding to make them successful. The Membership committee should identify these costs and work with the Chancellor Commander and Grand Chancellor to include these numbers in their proposed budget. Often times, we need some financial support as much as we need the commitment of time and effort from our members to succeed in growing our fraternity.