

The Square and Compasses.

A newsletter for the Grand Lodge of South Africa. No. 62 March 2017



Most Worshipful Brother Geoff Edwards OSM.

Sound Masonic Leadership Principles

Whether you are a senior Grand Lodge Chain, a PGM, a Master of a Lodge or any other senior Officer, our Masonic leaders play a major part in our progress. The reality is that while our Brethren are the ones who make our visions a reality, it is up to our leaders to make sure that our Brethren understand our goals and are motivated to effectively strive to meet them.

But being an effective leader is about more than just driving your Brethren to work harder or more effectively. Forcing Brethren to work a certain way can breed resentment, even disloyalty, while being too soft can lead to bad habits, laziness or boredom. Reality is, that there's no "right" leadership style. Each Brother is an individual with his own personality and perspective.

But there are some universally "wrong" ways to motivate people and you can help avoid them by applying these 10 "golden" rules of effective leaders:

1. Be consistent.

This is the first rule because it applies to most of the others. Before your leadership approach can be effective, it must be consistent. You must acknowledge the same right behaviours each time they appear and discourage the same wrong behaviours when they appear. You must treat every member of your team with an equal, level-headed view.

2. Focus on clarity and accuracy in communication.

How you communicate to your team can dictate your eventual success. When relaying instructions, recapping meetings or just giving updates, strive for clarity, accuracy and thoroughness in your communication. This goes for any medium, verbal, written or electronic. Effective communication is essential if you want to keep your team together.

3. Set the goal of working as a team.

If you want your Brethren to work together, have them strive towards the overall goals together. Setting goals just for one office or one Brother breeds a limited mentality and forces team members to remain isolated. Instead, give them a unified focus and purpose, to inspire them together.

4. Publicly recognise special performance.

When a Brother does something special, acknowledge him in front of the group. It will make the Brother feel good and show the rest of the team that efforts are noticed. The only caveat goes back to rule one: Be consistent in your acknowledgement so you don't get seen as playing favourites.

5. Be the example.

As the leader, you should set an example in terms of your behaviour. If you arrive late, your team will be less punctual. If you lose your temper easily, others will be amiss in keeping their emotions in check. Strive to be your own ideal of the perfect Freemason, especially in front of your team.

6. Never go with "one-size-fits-all".

Your team consists of individuals with unique preferences, strengths, weaknesses and ideas. Never use the exact same approach to motivate, encourage or mould all of them. Remember that they are individuals, and customise your approach to fit each one.

7. Remain as transparent as possible.

Transparency shows your integrity as a leader, and builds trust with the individual members of your team. If you lie about something, or withhold information, you could jeopardize your relationships and the respect you command as a leader.

8. Encourage all opinions and ideas.

The more people you have actively participating in discussions and attempting to make improvements to the cause, the better. Never chastise a Brother for voicing an opinion respectfully - even if it clashes with your own views or isn't well thought out. Stopping someone from voicing an opinion builds resentment, and discourages people from sharing their thoughts.

9. Help your Brethren enjoy their Masonry.

You don't need to throw a special party to make Freemasonry fun. Just be pleased to share time with your Brethren, enjoy the casual conversations with them and make them feel wanted and valued. Help your Brethren to enjoy coming to Lodge and they'll give you their full support.

10. Listen and ask questions.

If someone doesn't agree with your leadership style or doesn't like the direction of the Lodge or Division, don't silence that person. Listen. And ask questions of your entire team: "What do you think of

this?" or "How do you feel about that?" This open dialogue makes it easier to proactively identify problems and work together to create a mutually beneficial environment. It will also make your Brethren feel appreciated and acknowledged.

Masonic leadership can be very rewarding and very demanding. These rules leave plenty of room to apply your own personal leadership style. They stand as fundamental truths, considerations and principles that govern an effective leadership role rather than a strict instruction manual to success. Stay true to these principles along with your own, and you'll unify your team in a rewarding and enriching environment.

**MW Bro Geoff Edwards OSM
Grand Master**

PS This article is adapted from that originally written by Jayson DeMers (CEO of AudienceBloom, Seattle).

Installation of Losie Sonop

The annual Installation of Losie Sonop took place on 11th January 2017 at the Central East Rand Temple Complex. 57 Brethren attended the meeting. Included were the Provincial Grand Master of Northern Division, RW Bro Alan van der Vyver who was accompanied by the Scottish District Grand Master, RW Bro Jim Kerr and his delegation.

The outgoing Master, Wor Bro Rocky Smit, reflected on the successes of the Lodge over the past year and highlighted some of its challenges. Like most of the Lodges with a wide age demographic, the Lodge has lost several of its senior members over the past two years and must now place its focus on growth.



Wor Bro Rex Ingle

Wor Bro Sarel Mulder, Assistant Provincial Grand Master, performed the ceremony and installed Wor Bro Rex Ingle as the new Master.



RW Bro Bennie Spies leading the "Masters song"

Installation of Lodge Alpha

On Tuesday 7th February, Lodge Alpha held its 55th annual festival of installation at Orange Grove and Bro Leonard Eke was installed as the new Master. There were more than 50 Brethren present, including 2 Grand Lodge Officers and 15 from PGL.

The Lodge had clearly given a great deal of preparation to the evening and the visiting Brethren witnessed a very slick Installation. The installation was performed by Wor Bro Ini Akpan as Installing Officer with Wor Bro Alex Ndubuisi as Master of Ceremonies. Both Brethren are members of the Lodge.

The excellent festive board which followed was sumptuous and well prepared. It reflected the nationality of the new Presiding Master and several of the members of the Lodge and included a very tasty traditional Nigerian dish.



RW Bro Alan van der Vyver and Wor Bro Charles Norris several applications for membership now being processed. They have a broad spectrum of Brethren ranging from senior members like the PGM of the Northern Division and RW Bro Bernard Neuhuas to several Apprentices and Fellowcraft.



Wor Bro Charles Norris has now been in the chair of the Lodge some 7 times and it was suggested that his "Apprenticeship" must now finally be over.

RW Bro Alan van der Vyver, Wor Bro Ini Akpan and the PGL team arrive for the Lodge Alpha Installation.

Southern Division's new Deputy



Wor Bro Evangelos Doucas (right) is the new Deputy Provincial Grand Master, Southern Division. He is a Past Master of Lodge de Goede Hoop and is seen here with the PGM, RW Bro Tommy Hardiman.

The Provincial "Big 5"



The Provincial Grand Masters of the 5 GLSA Divisions are seen here before the installation of RW Bro Cor van Zyl as the new PGM of Central Division. Above are RW Bros Alf Brönner (Central), Keith Hutton (Eastern Cape), Tommy Hardiman (Southern), Frans Roodt (Eastern) and Alan van der Vyver (Northern).

The Installation of Chapter Dromedaris, No 4



On 17 February 2017, the Provincial Grand RA Chapter, Northern Division, led by M Ex Comp Martin Kotze, conducted the Chapter Dromedaris installation in Durban. The Grand Superintendent was supported by 10 Provincial RA Officers from Gauteng, while the Supreme Grand Chapter delegation was led by First Grand Principal, M Ex Comp Johan Britz.

Ex Comp Frans Roodt was installed as the new MEZ and assured all the companions that he has a plan in place to ensure Dromedaris' growth over the next couple of years. At his installation, he was also obligated as a Provincial Grand Chapter Officer. He thanked all the Supreme Grand Chapter, Provincial Grand Chapter and Companions present for taking the time to travel to Durban for the occasion.

Installation of Lodge Star of the Rand

The Installation took place at Park Lane Temple on 21st February 2017. The Grand Master, MW Bro Geoff Edwards OSM, headed the Grand Lodge delegation and was accompanied by 10 Grand Lodge Officers. He was received by the Provincial Grand Master, RW Bro Alan van der Vyver with 13 PGL Officers. The ceremony was conducted by the PGM in the presence of more than 70 Brethren.


The retiring Master, Wor Bro Simon Nash, gave a comprehensive report on the progress of the

Lodge and thanked the Brethren for their tireless support and enthusiasm in restoring the Lodge to its former glory. The Lodge, one of the oldest in Johannesburg, had fallen on hard times and it needed some bold decisions to resolve the problems. These were taken and the Lodge is now rapidly growing. The enthusiasm is high and the balance of "work and play" seems to have inspired the Brethren to give their all.

The new Master, Bro Jacques Fouche, gave a near flawless performance in his own obligation and the installation of his Officers. He is committed to continue to promote harmony and growth in the Lodge.



RW Bro Dave Duncan OSM, MW Bro Geoff Edwards OSM, Wor Bro Jacques Fouche, RW Bro Alan van der Vyver, VW Bro Peet Roos.



Registration Number: 2002 / 031211 / 23

Second Masonic Tour to Israel
"In the Footsteps of Freemasonry"

Join us on this exceptional tour from 9 to 20 September 2017 for only R32 500.00. For more details, call Henda Heyneke on +27 (0) 11 764 2783 or +27 (0) 83 256 6682.

Electing the new Grand Master

A Grand Master's term of office is 3 years. He is permitted to stand for re-election for a second term, with a maximum time served being 6 years. As the current Grand Master will not be standing for a second term, 2017 sees the Brethren of the GLSA having to elect a new Grand Master.

While the Brethren would normally select a Brother with a proven track record, constitutionally any GLSA Master Mason qualifies for election.

The process that is adhered to is a basically straight-forward one and must be applied as follows:

- Each Lodge has the opportunity to determine whether they wish to make a nomination. Should they decide to do so, they check that the selected Brother is available and, if yes, they submit the name to the PGL Secretary.
- Each Division's PGL Management Committee is responsible for deciding who the Division will propose. Where more than 1 nomination is received from the Lodges or Committee members, the selected Brother is determined by a ballot within the Committee. The PGL Secretary will then formally submit the name of the selected candidate, together with a letter from the Brother confirming his availability, to the Grand Secretary.
- The 5 proposals submitted by the Divisions are then tabled at a Conclave which is assembled to elect the new Grand Master. This Conclave comprises the Deputy Grand Master, Assistant Grand Masters, Provincial Grand Masters, Grand Senior Wardens, Grand Junior Wardens, Grand Orators and Grand Masters of Ceremony. Each of these Brothers is entitled to a single vote based on his personal assessment. Having made their selection the Conclave announces the name to the Grand Committee and the GLSA prepares for the Installation.

This year's Conclave will take place in Durban on Saturday 6th May, while the installation of the new Grand Master is scheduled to take place at the Grand Lodge AGM which is to be held on Saturday 8th July in Johannesburg. Current indications are that this event will be well supported by foreign Grand Lodges.

Clearly, there are strict time constraints around this whole process and individual GLSA Lodges are therefore urged, should they wish to submit a nomination, to waste no time in doing so.

Almoner's Corner

Sadly, February has seen RW Bro Viv Zaayman taken to the Grand Lodge above. Viv was initiated at Lodge Star of Bethlehem (EC) in 1958. He moved to Cape Town and joined Lodge Marina in 1982. He was a Past Grand Senior Warden who truly loved the Craft and his superb articles on the 3 degrees, all included in the "Masonic Book of Life", will long serve as a tribute to a very special Brother. Our thoughts and prayers are with Arlene and the family.



Our deepest condolences are extended to both RW Bro Piet van Rensburg (Lodge Koh-I-Nor) and Bro Sören Smith (Lodge de Goede Hoop) who lost their wives during the past month. Our thoughts and best wishes are with you at this difficult time.

We also have several Brethren fighting health challenges and our thoughts and prayers are with RW Bro Eric Cahill (Neerlandia) VW Bro Swenny Croften (Jacob de Mist), VW Bro Johann Haasbroek (Jacob de Mist), VW Bro Kenny Maneveldt (Bellville), VW Bro Louis Wolsinck (Royal Protea), Wor Bro Rupert Mizon (Cape Town), Wor Bro Ronnie Esau (de Goede Hoop), Wor Bro Koos du Preez (Johan van Riebeeck) and Wor Bro Eric Henkle (de Goede Verwachting). May the GAOTU grant you all a speedy recovery and return you safely to join us "on the square".

Grand Almoner

Brethren, the Grand Almoner can only be as effective as the information he is fed. Please, if anything is known about a Brother in distress, just phone RW Bro Neville Klein OSM at 071 4148869 or send him an email to:

kleinneville@gmail.com



GRAND LODGE REGALIA ITEMS

"Wear them with pride".

The following items of regalia of the Grand Lodge of South Africa are available from the Grand Lodge Office.

The price of the tie is R100.



The cufflinks cost R140.

Both items are only available whilst the current stocks last.

The Grand Lodge is also having printed some hard cover Lodge Attendance Registers with 300 pages. Price: R400

