



Maine Masonic Mentoring Newsletter

Vol. 3, No. 3 – March 2015

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Mentors Illuminate the Darkness

Dear Brethren:

As I reflect on my college days I am reminded of a class titled “The Physics of Light,” which along with many things taught me that there is no source of darkness in this universe. There is only the presence of light and the absence of it. This is true about Masonry also. Darkness does not exist in Masonry: it only appears to exist. We say in the EA lecture that “The North therefore we Masonically term a place of darkness.” In truth, there is only the absence of light in the North. No matter how hard you try, you cannot get rid of the darkness. You cannot remove it from anything. In order to affect darkness, you must do something with light, because the light is the only thing that actually exists.

Consider darkness for a moment. If you are in a dark room, how do you make it brighter? Do you open the door and let some of the darkness out? Or do you add light? Seemingly a silly question, but the answer is – ADD LIGHT! Darkness doesn’t exist! What does exist is the lack of light! Darkness does not have any physical properties. In order to make that room brighter you have to let light in.

As a mentor you are responsible to bring light to our

newer unenlightened brethren. As a mentee you are responsible for opening the door and allowing light in and as I paraphrase RW Charles Plummer, as a mentee your curiosity should drive you to search for light. In both respects whether a mentor or mentee you have a responsibility to illuminate the darkness.

What is light? This question has been debated for many centuries. The sun radiates light, electric lights brighten our darkness, and many other uses of light impact our lives daily. In short, the answer is light is a special kind of energy. And this could not hold truer for the special energy of Masonic light that illuminates our lives.

When I have witnessed the light being turned on in a brother it makes me even prouder to be a Masonic mentor. It’s like poetry in motion when a mentee’s own curiosity and inquiry lead him to surely identify how he fits in and how he is involved in this grand fraternity of Masonry.

When a new Mason’s own questions about his role in this fraternity leave him with conflicting answers, you as his mentor should be there to help him formulate new and different questions to unravel the mystery and before long, he’ll develop certainty about the layers of his Masonic life and how to navigate them. We as his mentors should guide him in the right direction so that his own complex questions will be clearly illuminated and answered. It may take years to reach a point where he can really comprehend what his role in Masonry is, but it is the mentor’s job to help him with what he is being asked for and why.

The point is we as mentors should help our mentees to dig deep into “Masonic Light,” so they really understand what they are being directed to do. That is the purpose of our mentoring program’s approach – to get the innermost understanding, and to improve life decisions, which sets the stage for individual growth and a better quality of life.

As mentors, it is our responsibility to direct our new brethren’s attention toward a Masonically grounded lifestyle and help to open their minds to a more profound application of Masonry. Let’s use the role models of our fraternity and study, with passion and curiosity, with our new brethren until they break through to a richer understanding of our Masonic teachings. It’s worth the investment, not just for you, but also for those you touch and serve.

Fraternally,

Richard M. Nadeau, DER 23rd Masonic District
Mentoring Coordinator, Grand Lodge of Maine

“Quote of the Month”

Plato

“There is nothing I like better than conversing with aged men. For I regard them as travelers who have gone a journey which I too may have to go, and of whom I ought to inquire whether the way is smooth and easy or rugged and difficult. Is life harder toward the end, or what report do you give it?”



Five Signs that Your Mentor Is Giving You Bad Advice

by Robert I. Sutton, *Harvard Business Review*

Not long ago, I attended the “Forever Green Leadership Gala” in Menlo Park, a fundraiser for The Girl Scouts of Northern California. The event honored two women with impressive accomplishments: Noosheen Hashemi, who earlier in her career spent a decade at Oracle and was instrumental in its 1991 financial turnaround, and who has spent the past decade leading The HAND Foundation; and Cisco Systems’ Chief Technology & Strategy Officer Padmasree Warrior, one of the most powerful engineers in Silicon Valley, often included in lists of the most powerful women in business, and a persistent advocate for bringing more women into science and technology. The keynote speaker was Sheryl Sandberg, famous both for her role as Facebook COO and for her advice to girls and women to “Lean In.”

There was a lot of discussion of mentoring that night, and the virtues were demonstrated by the accomplishments of three impressive Girl Scouts. We were all taken by Varsha’s story about how her mentors at Girl Scouts guided her as she implemented an astounding Gold Award project: raising the funds for a maternity ward and getting it built in a remote village in India. Maddy told us all about how adults and older girls played key roles in Space Cookies, an award-winning all-girls robotics team with over 80 members from 25 high schools. Most of all, we in the audience were moved by Larissa’s story of how her involvement in a range of Girl Scout programs helped her develop skills, confidence, and a social network that enabled her to make better choices. Larissa had been removed from her parents’ home – both were drug addicts – and placed in foster care. She explained how, by interacting with adult and peer mentors in Girl Scouts, she changed her path and became a good student on track to graduate early from high school and planning to major in social work in college. In turn, Larissa is committed to helping her brothers and sisters lead successful lives and to helping her mother – who has been clean for two years and now lives with her kids again – stay on track. Larissa was especially proud of the role that she now serves as a mentor in Girl Scout programs to other girls who, like her, are at risk.

I was at this inspiring event thanks to my wife Marina Park’s work — she is CEO of the Girl Scouts of Northern California — but I couldn’t help making the connection to my own work. Huggy Rao and I, as research for our forthcoming book *Scaling Up Excellence*, have spent the past several years studying what it takes to get constructive beliefs, actions, and skills to spread. The powerful mentoring that these girls have received through Girl Scouts, and that they now provide for other girls, is a version of a process we saw in many of our success stories. If you can “connect people and cascade excellence,” better ways of operating have the best chance of taking hold.

But listening to the comments from the stage that night also made me see a new twist on the “connect and cascade” advice. This time, it was something that Sheryl Sandberg said during the panel conversation after her speech. She told us that, although mentors played a key role in her success, she learned not to believe everything they told her. It was a warning to all present that, even when someone wants to help you, they still can give you bad advice. So it is your responsibility, both for your own good and that of others, to think critically about what you’re told, and at times, choose to ignore it. Sheryl’s own examples were that mentors had advised her not to take the job as an executive at Google and not to take the job as Facebook COO – the very roles that have made her rich and famous.

What does this have to do with scaling? There’s a lesson for those who are struggling to take something that works well in one place and replicate it elsewhere. It just might be that people who are ignoring or rejecting the beliefs and behaviors you are trying to spread are not wrong. They may be doing what Sheryl did: considering your advice and concluding that, while it might have been good for others, it would be bad in their situation. This kind of constructive defiance might even be helpful to you, if what you’re trying to scale is actually very context-dependent, or is a bad idea you’ve got irrational faith in. As Huggy and I like to say, to spread excellence, the first order of business is to make sure that you’ve got some actual excellence to spread!

There is another lesson, of course, for the recipient of advice — and it’s the point Sheryl Sandberg was making. Even if you have the best of mentors, that does not relieve you of the task of figuring out your own best course of action. Mentees have to play an active role in judging the advice they get. With that in mind, and with reference to some applicable research, I’ll offer five signs that maybe you need to think harder about the advice your mentor is giving you:

1. Are you straying from the path that your mentor has taken? Piles of research on “social similarity” or “similarity-attraction” effects suggest that most mentors will have a positive reaction to paths you take

that are reminiscent of their own and a negative reaction to paths that clash with their past choices. So if your mentor spent a year working in, say, China as part of his or her career and you are about to turn down a similar opportunity, don't be surprised if he or she sees it as a mistake.

2. What is in it for them? Will some of your choices benefit your mentor more than others? The answer might be fairly obvious, but still be something that you (and your mentor, who will have imperfect self-awareness) don't realize is subtly guiding the advice offered. For example, if you work closely today with your mentor, and make his or her life easier and more successful, that usually helpful and objective party might have a hard time giving you the best advice about an opportunity that will put you in a different role. I get annoyed by economists and other behavioral scientists who claim that self-interest is behind every human word and deed – yet there is no denying that it affects every one of us, and more often and more deeply than we realize.

3. Is your appetite for risk drastically different from your mentors? If you are more comfortable with risk than your mentor, he or she may caution you against that crazy new startup or bold new project. I suspect that this was part of the story for Sheryl; both Google and Facebook were high-risk adventures when she joined. Mismatches also go the other way. As Huggy Rao observes, if your mentor is a skydiver, races motorcycles, and has a history starting risky projects or doing big risky acquisitions – but the very thought of such things keeps you up at night and makes you physically ill – then you might not want advice from that person on taking a risky job or making a risky decision.

4. Do you know more than they do? Just because someone is older and more experienced than you are does not mean that they know more about the particular decision you are making. The more distant they are from the work you do and the business you work in, the more wary you should be. I suspect, for example, that Sheryl understood Facebook's potential more than older mentors or those who weren't so heavily steeped in the industry.

5. Do your peers — and those you lead or mentor — know more about you than your mentor does? There is a structural problem with many mentor-mentee relationships that I have implied in past writings: A large body of research shows that, in pecking orders of any kind, the people (and, in fact, animals) who have less power attended more closely to and understand those with more power than the other way around. This so called "asymmetry of attention" means that you probably know a lot more about your mentor (who is likely more powerful than you) than your mentor knows about you. Consider some implications. You may be overestimating how well your

mentor knows and understands you as a result (and thus putting too much faith in his or her advice). Such asymmetry also suggests that your peers, our better yet, the people who you lead and mentor, may give you the best advice. Indeed, I have argued (going back for some 30 years) that reverse mentoring is underappreciated and underused by both organizations and individuals.

Of course, I am not implying that your default posture toward a mentor's advice should be skepticism and rejection. As those Girl Scouts' stories demonstrated, when someone knows you and wants to see you succeed, anything they think you should know is worth listening to — and some of it may be essential to your subsequent success and happiness. But if you want to get the most out of mentoring, don't take it as marching orders. For you and your mentor, the greatest success comes when you decide wisely for yourself.

Robert Sutton is Professor of Management Science and Engineering in the Stanford Engineering School, where he is co-director of the Center for Work, Technology, and Organization, cofounder of the Stanford Technology Ventures Program, and a cofounder and active member of the new "d.school." His new book, with Huggy Rao, is *Scaling Up Excellence: Getting To More Without Settling For Less*



Best Advice

The following "Best Advice" column is timely and relates directly to one of our cardinal virtues, "truth," and its inseparable partner "trust." No healthy relationship bound together by the need and ability to trust one another can long exist where truth is lacking. The column also reminded me of an article I wrote several years ago on this subject, which I include below. — Editor

The Vital Importance of Being Honest in the Workplace (in Lodge and Life)

Dr. Marla Gottschalk (from LinkedIn.com)

We've all suffered a momentary lapse of memory at work. A fuzzy recollection of what occurred on a specific project or initiative — time has a funny way of chipping away at facts and figures. We might lose ourselves in conversation and misspeak or dance around the truth to put another person at ease. However, knowingly misrepresenting who we are or what we have accomplished during our work lives, usually proves detrimental to both work and career. Ultimately, misrepresenting our own history has the potential to derail both promising careers and healthy organizations, alike.

As a role increases in both scope and exposure — being mindful of how we present ourselves and re-

maining true to our word, becomes an even greater responsibility.

Honesty about credentials and work experiences can affect nearly every aspect of our work lives going forward — and has in many realms including government, sports and news/entertainment. This dynamic can impact how we fill our most vital roles in organizations today — limiting our ability to match skills with needs. Of late, this issue has very publicly affected those that we most need to trust. (Network anchor Brian Williams has been suspended for an inaccuracy describing his work experiences. This week it was revealed that VA Secretary Robert McDonald miscommunicated that he served in Special Forces, when he served in the 82nd Airborne Division.) From inaccurate resumes to name dropping, the selection process is wrought with misrepresentations and dishonesty. This can lead to problems — both undetected and catastrophic.



VA Secretary Robert McDonald

For organizations to remain effective, it is imperative that we not only identify needed competencies and utilize state of the art selection strategies. We must also attempt to remain transparent as contributors — so roles are matched effectively with the appropriate candidate. (However, whether workplace cultures encourage honesty, is another sorely needed debate.)

Breaches during this process can create a myriad of cascading problems, for all of us.

What are your thoughts? Have you been tempted to stretch the truth where your work history is concerned? Have you hired an employee and their resume was later deemed inaccurate? Is lying a necessary evil to move forward today?



Lessons of Our Masonic Ritual Truth among Men and Masons

by Rt. Wor. Thomas E. Pulkkinen

Have you ever wondered to what “the universality of Freemasonry” alludes? The most obvious explanation might be found in the Fellow Craft Degree’s reference to the celestial and terrestrial globes atop the

columns leading to King Solomon’s Temple, and their allusion to our responsibility as Masons for charity.

But does universality also suggest a global applicability and acceptance of the teachings and tenets of our Craft? Does it convey the fraternity’s broad membership inclusiveness; it’s welcoming of good men of all races, religions, political stripes, and social and economic standings?

Or does universality simply acknowledge the obvious; that nearly everywhere we travel, on business or pleasure, there will be a welcoming Masonic Brother, advancing a hand and flashing a smile of fraternal friendship and support?

While Freemasonry may be found in most nooks and crannies around the world, in places near and far, in buildings plain and fancy, Masonry’s “brand” is said to vary greatly depending upon where you trek around the globe.

Rt. Wor. Thomas Jackson, Past Grand Secretary of the Grand Lodge of Pennsylvania, wrote in *The Scottish Rite Journal* in early 2008 that Freemasonry’s focus is far from universal. He said, as we know well, that Freemasonry in North America is broadly acclaimed for its generous charitable endeavors, to the tune of \$3 million every day, providing a myriad of state-of-the-art services.

Shriner’s hospitals. Children’s learning centers. Masonic homes. Health care centers. Medical research laboratories. Scholarships. Museums. The list is endless, and over 70% of these monies benefit people without any Masonic affiliation.

He went on to explain that the Craft has a social focus in South America; emphasizes a philosophical perspective in Europe; and, surprisingly I’m sure for most Masons, has a political center in Mexico and some Central American countries.

Several years ago during a visit to a foreign jurisdiction, a friend learned that the host Grand Master was regularly consulted by national leaders on matters relative to morality and character. What a strong, positive statement that makes on how Freemasonry is viewed and respected in that country. So should it be wherever Masons meet!

“Lessons of our Masonic Ritual”

Years ago I was asked to assume editorial responsibilities for a Masonic magazine; to me was left the focus and content of the journal.

A new vision statement was created, which provided in part that the magazine would seek to strengthen our understanding of Freemasonry’s historical and philosophical foundation.

The intent was to encourage all new and long-term Masons to more deeply reflect on the beautiful, thought provoking tapestry of moral lessons intricately woven into our ritual by our learned brethren of years long ago, and to apply those lessons within our daily lives.

Paraphrasing a question from the prologue to the Scottish Rite play, *A Visit with Albert Pike*, is it possible what Masons created and had to say centuries ago, has meaning for us in the 21st Century? Unquestionably, yes!

The personal interpretation of our ritual is left to each brother. However, if lodge officers and students of the Craft fail to appreciate the intent, meaning and sourcing of the words, phrases and symbolism that make up our ritual, the important lessons of Freemasonry will essentially remain in the dark, unable to help us—as individuals and as members of this great fraternity—to achieve the inherent greatness within us.

We can practice charity and enjoy the manifold worldwide fraternal benefits of Masonic membership without understanding our ritual lessons, but can we improve ourselves in Masonry? Can we pursue the advertised greatness within us without understanding the lessons contained within our ritual? My view is that only with education can there be dedication.

To further our understanding and appreciation of Masonic lessons, and to better their application within our lives, a new column was added to the magazine as a regular feature – *The Lessons of Our Masonic Ritual*. While some might have said the magazine had become overly philosophic, if we are to grow as men and Masons, we must learn and apply well the lessons of our Craft. If Masonic leaders (and mentors) don't teach those lessons and fulfill the implied promise to help members pursue the latent greatness within each Masonic brother, we may lose the trust, attendance and membership of our members, both new and old.

So let's look at a Masonic lesson that should guide all our dealings with mankind: in lodge, at work and at home...wherever our travels may take us, the third tenet of our profession as Masons – **truth**.

Truth among Men and Masons

We have survived yet another election season with a seemingly unending flurry of advertisements by the candidates and their supporters. Most observers would say that some ads left us scratching our heads, most stretched the truth, while others were so far off the mark that there now are websites that report on the truthfulness of the advertisements.

Most observers didn't know what to believe. Few ad makers appear to be brothers, for "To be good and true is the first lesson we are taught in Masonry." This message to the new Entered Apprentice gains added perspective from the writings of Pulitzer Prize winning author James Agee:

"Truth lies within a little and certain compass, but error is immense."

Another friend rightly equates truth to "honesty, integrity and character." It's essential to our very being, to our relationships, both business and personal.

When first presiding as Master, I wanted to recognize the many Masons from around the Masonic dis-

trict who had served their communities, as state officials and as local mayors, selectmen, school committeemen, health agents and in a variety of other elected or senior appointed positions.

We invited them all to lodge, to recognize and thank each of them for his years of dedicated service.

Each brother was given a small gift, together with a long list of the public-spirited brothers who had been invited to attend. Many were surprised to learn of the Masonic affiliation of their fellow officials.

It seems that two brothers, one who attended and one who didn't, had been working through their attorneys for some time to resolve an issue standing between them.

The morning after that lodge gathering, the brother who attended the meeting visited the other brother at his office. The conversation went something like this.

"I missed you last night."

"What do you mean?"

"I missed you at lodge last night, when the Master recognized local officials who are Masons."

"You're a Mason? I didn't know that."

"I didn't know you were either."

Well, sitting across the table from each other that morning with a cup of coffee in hand, their issue was quickly resolved. Trust among Masonic brothers, a lesson each learned years before as an Entered Apprentice, allowed them to deal confidently one with the other. No attorneys, no middlemen; just two brothers stretching forth a trusting hand to one another. Issue resolved!

Truth, the Foundation of All Principles

From the ritual of the First Degree: "...while influenced by this principle, hypocrisy and deceit are unknown among us, sincerity and plain dealing distinguish us, and the heart and tongue join in promoting each other's welfare and rejoicing in each other's prosperity."

As Stever Robbins, founder and president of LeadershipDecisionworks, wrote in *Truth and Trust, They Go Together*, "Trust can be gained once and lost once. Once lost, it's lost forever." Or as we learn in the Holy Scriptures: "Truthful lips endure forever; but a lying tongue is but for a moment." (Proverbs 12:19)

Truth and trust are essential within our Masonic relationships—among individual brothers, no matter what their respective grades and stations. And they are paramount in all our relationships: between husband and wife, parent and child, and employer and employee; as well as across national borders and political parties. With truth and trust, issues can be resolved and our bonds can prosper and grow; without them, our relationships will wither and break.

Why do people not tell the truth? As Robbins put it, maybe it's because they feel that customers, employees, and others (including brothers) can't handle the truth; that the truth might make them look bad; or

that they don't want to take responsibility for the consequences.

Most Wor. Bro. Harry Truman once said "I never give them hell, I just tell the truth and they think its hell."

Truthfulness is an essential aspect of the ethical conduct expected of all Masons. If we are to be trusted as men and Masons, we cannot be one of those referenced by Winston Churchill when he said that "Men stumble over the truth from time to time, but most pick themselves up and hurry off as if nothing happened."

Trust, the Third Degree Lesson for Today

To me, the legend of the Third Degree teaches two great lessons: one that should guide our daily lives and the other that gives us faith in life everlasting.

The Junior Grand Warden of the Grand Lodge at Jerusalem lived by his obligations and refused to break the trust of his brethren, even though there might be adverse consequences. If he had not done that which was right, could others have trusted him and could he—a man of character and integrity—have lived comfortably with his own actions?

Psalm 43 includes guidance to us all: O send out thy light and thy truth: let them lead me; let them bring me unto thy holy hill, and to thy tabernacles.

As we constantly pursue further light in Masonry, as we seek closer ties with God and others we love, and as we allow our Masonic teachings to guide our thoughts, words and deeds, we should all remember that the tenets of our profession implore every brother to demonstrate "honesty, integrity and character."

We must always be truthful—to ourselves and others, thereby meriting the trust of our brothers, coworkers and, most of all, our family members.

Brother Walt Disney once said that "All of our dreams can come true—if we have the courage to pursue them." But we should pursue those dreams by acting rightly, placing others' interests before our own, telling the truth and earning the trust of others.

We would all do well to make the universal moral and social virtues contained within the lessons of our Masonic degrees central to our daily lives, thereby cementing Masons as lasting friends and brothers, and improving ourselves in Masonry.



Dirigo Leadership Seminars

The Dirigo Leadership Seminar program is offered by the Grand Lodge of Maine to encourage lodges and their leaders to set a course that will lead them to become all that the lodge brethren want to be known for: fraternal, sociable, charitable, spiritual, educational, community centered and family oriented.



Please contact the Dirigo Program chairman, RW Jeff Sukeforth at jandc79@myfairpoint.net to possibly bring the program to your district and lodge.

A Dirigo session is now being planned for April in Wilton. Watch for more information.



Grow in Masonry through courses offered by the Maine Masonic College



Please email your intentions to attend any of the courses to the College registrar, Theresa Hatch at Grand Lodge, at GrandLodge@MaineMason.org or 855-843-1086. The College generally does not require that one register for classes and events. However, to be assured a place at lunch or to be notified of changes in schedules participants do need to register.

Upcoming Maine Masonic College Courses

Updated listings of upcoming courses for the 2014 – 2015 Maine Masonic College year will be available in upcoming Mentoring Newsletters and on the MMC website: www.MaineMasonicCollege.com. Please contact Theresa Hatch to be considered as a possible host lodge for a College seminar. The upcoming schedule includes the following courses:

- **Bonds of Fellowship and Spirit: March 14, 2015**
Presenter, RW Mark E. Rustin

Alna-Anchor Lodge, 525 Main St., Damariscotta
9:00 am to 2:00 pm. \$5.00 for lunch.
Open to non-Masons

The purpose of this workshop is to express the basic and central nature of the spiritual life of the local lodges as the foundation upon which Freemasonry is properly built. The workshop will accomplish its task in a one-day format. It will present information to the Masters, Chaplains, brethren, and non-Masonic attendees, provide the opportunity for discussion and explanation, and utilize the true nature of the fraternity as an on-going resource for continued education and goal realization.

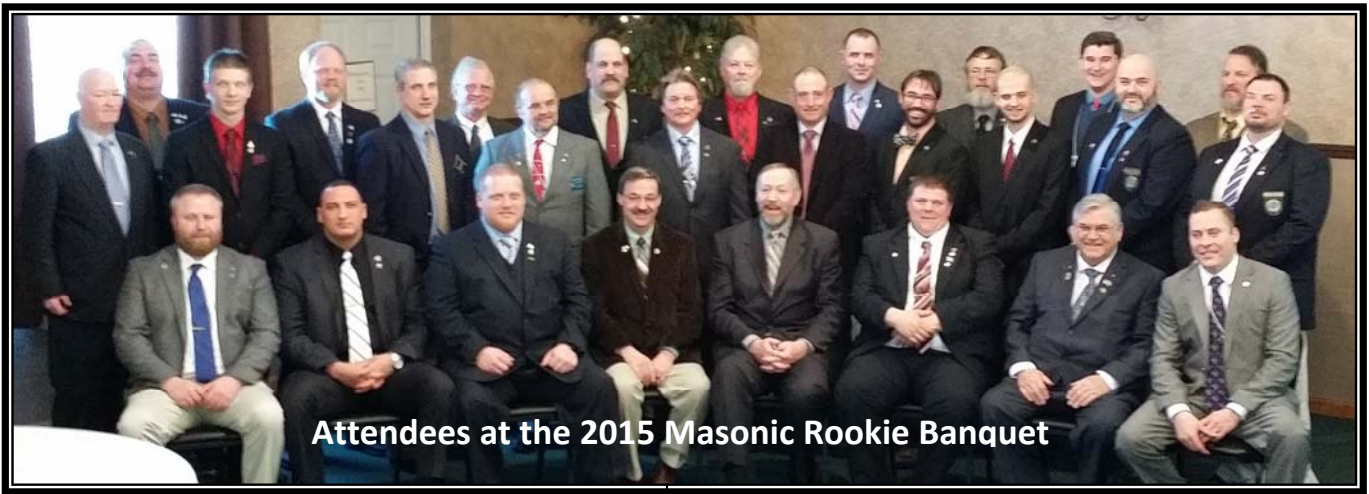
- **Ethics: March 14, 2015**

 - Instructor, Sam McKeeman**

 - Bethlehem Lodge, 317 Water St, Augusta
9:00 am to 2:00 pm. \$5.00 for lunch.
Open to non-Masons

 - Veteran instructor Sam McKeeman brings to this course a wealth of real life issues along with an analytical approach to a fair and rational response. Sam has been responsible for ethical training seminars for state personnel for a number of years and is a master of the interactive learning opportunity. Come prepared to be challenged and to have your participation honored.

 - Sam McKeeman is a regular and greatly valued faculty member for the Maine Masonic College. He is presently Program Manager for the Maine Bureau



Attendees at the 2015 Masonic Rookie Banquet

of Human Services. He previously was Director of Organization Development and Training at the Maine Department of Transportation. In his lifetime of teaching and as chief planner for the Justice System in Pennsylvania and in New South Wales, Sam has become an engaging expert in making courses in ethics, critical thinking and organizational leadership vital and close-to-home experiences. You will find Sam McKeeman a wise, witty and widely informed instructor who listens as well as he teaches.

**Tenets and Cardinal Virtues: March 28, 2015
Instructor, Reginald Wing**

Bethlehem Lodge, 317 Water St, Augusta
9:00 am to 2:00 pm. \$5.00 for lunch.
Open to non-Masons

Freemasonry is not a revealed religion. It is, however, as are all great human searches after what is truly significant. Instructor Reginald Wing leads us in such a search for the interrelated significance of the Cardinal Virtues and the Tenets of our profession not only as Freemasons but as human beings. Brother Wing's course is intended for participation and is supported by excellent hand-out material. You will leave with a new understanding of the importance of our tenets and cardinal virtues.

Fifth Annual Celebration of the Arts and Sciences, April 11, 2015

Instructor, Dr. Jeffrey Hecker, Provost and EVP of Academic Affairs, University of Maine

Bangor Masonic Center
294 Union St
9:00 am to 1:00 pm. \$5.00 for lunch.
Open to non-Masons

The Fellow Craft Degree differs from our other degrees as it stimulates the curiosity of the intellectual man through the introduction of the seven liberal arts and sciences. Dr. Hecker will address the importance of the study of the Arts and Sciences in our pursuit of new ideas and solving of today's societal problems.

Other Upcoming courses include:

- **Understanding World 's Religions**, May 16, 2015, Meridian Splendor Lodge, Newport
- **Bonds of Fellowship and Spirit**, May 16, 2015 Dunlap Lodge, Biddeford



Begin your new Masonic Brother on a path to become a Maine Masonic Rookie!



Brother "Will" Sullivan, Tyrian Lodge #73

"The Rookie program allowed me to quickly identify and participate in many aspects of Freemasonry.

This program is a great "kick start" to finding more light in Freemasonry.

The Rookie program has allowed me to quickly become a more dedicated Freemason and I am a better man, husband, father and brother for it.

What a great way to learn from elder brothers while enjoying the fellowship of fraternal brethren."

Brother Paul Dehetre, Webster Lodge #164

"Pursuing the Rookie Award Requirements gave me the opportunity to witness the differences in floor work between lodges.

I really enjoyed the Rookie banquet and the fellowship."

Brother Marco Fehn, Kennebec Lodge #5

"Great opportunity to experience many aspects of the craft in a short time."

Brother Ed Caron Jr., United Lodge #8

"Through my pursuit of the rookie award I had a great Masonic experience. I had the opportunity to do the program and hit the requirements with my father who was doing the program as well. This was a great bonding time for the both of us.

The rookie program encouraged us to visit other lodges. This was great in helping us build relationships and friends. I was able to do a lot before I was raised to Master Mason and because of this I had over 50 Masons at my raising. This wouldn't have happened if not for the rookie program.

The rookie program made me want to be more involved with Masonry and be a better Mason. I also expanded my personal as well as Masonic knowledge through the Masonic college offerings."

The Maine Masonic Mentoring Program

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