

Report of Survey, 2004 Grand Session

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#10 Grand Rapids
Grand 4th Messenger 2003-2004

Dear Grand Guardian, Associate Grand Guardian, Grand Bethel Honored Queen, Grand Guardian Council, Bethel Members, and Friends,

Thank you for the opportunity to ask some questions to gain a better understanding of our members views on how our order functions. As you read this report, you will learn where our membership has been, what they would like to learn, what could change, not change and where they would like to go in the future. My hope is that armed with this information the Grand Guardian Council can make more informed decisions about where Job's Daughters limited resources should go. Our organization needs to address concerns that will provide our daughters with the tools they need to succeed not only in Job's Daughter, but in life. All of our adults need to make sure we are not losing sight of the reason we are here: To develop young women to be our future leaders.

It is important to note that with any survey there are going to be things we agree with and things we do not. The purpose was to learn what we do well, what we don't, what to add, and what we could change to add more value to our members. I promised to return the results with suggestions to the Grand Guardian Council and here it is.

This survey did not point to a specific problem, and it was not intended to, there is no smoking gun to solve membership or other issues. (Darn that would have made our jobs much easier).

Survey forms were sent to 26 Bethels (forms for both Adults and Daughters), 90 Grands (which included Past Grand Bethel Honored Queens, Past Grand Guardians and Past Associate Grand Guardians from the beginning of time). 65 Inactive members (both adult and daughter) and 13 Future member.

Responses are from:

- 14 Bethels (54%).
- 67 Daughters (of our official 275 members or 24%).
- 71 Adults
- 19 Grands (21%).
- 13 Inactive members (20%)

I thank everyone who responded to the survey. The return rate was amazing.

This survey was developed to get people thinking and find the ties that bind us together. Many questions needed written answers. Because of this, compiling the survey took considerable more time than I had intended (130+). The results had to be manually combined into categories for the results to be compared, but I feel it was well worth the effort. The dollar cost of the survey was

\$392.91 and this amount was donated by me.

Okay lets get started, the ages that our members learned about Job's Daughters, joined bethels and the years of service for all of our membership are:

	Learn -Age	Join - Age	Age - Now	Years of Service
Daughter	9.6	12.2	15	3
Adult	21			17
Grands	18			31
Inactive	11.5	12.2	27.1	8

It is interesting that our active members learned of Job's Daughters earlier (9.6 years old vs. 11.5) than our inactive members, but the average joining age remained 12.2 years old. This means that a new member is waiting over one year to be initiated. We need to get our daughters from information to joining in a shorter amount of time.

First, we need to track our future members within the bethel and make sure there is great excitement around the date of their 11th Birthday, we don't want them to wait to join.

Second, one suggestion from the survey was to have district wide initiation. They would get together twice a term at a different bethel and perform initiation. These scheduled event could be hosted by different bethels each time. This would benefit smaller bethels and be another fun event for our all of our membership

I believe another solution is to establish an initiation team of older daughters (17 to 19) who can travel independently to different bethels to perform initiation. This may give older daughters more purpose and keep them active for a longer period of time. They could handle the travel and the late nights better than younger girls. A group of 5 older daughters could easily perform the work needed for initiation and we could have one group for each area (not necessarily districts). By having a team travel to the bethel, more parents and visitors will be able to attend. This is important, especially for young members, since the foundation of a great experience in Job's Daughters is at the Bethel level.

The last suggestion is to increase the number of times the Grand Bethel performs initiation at exemplifications. This provides another opportunity for members to join, but more importantly, shows the way the ritual is supposed to be performed. This means that the Grand Bethel Officers need to take more responsibility to be proficient in all of their parts, no more reading. The younger members are using the Grand Bethel as examples, and they are not going to strive to learn the ritual if their role models don't.

These options will shorten the time it takes to get a potential member initiated and increase the excitement of the new members. It will help take the stress off the smaller bethels that can not perform initiation without help, who are rightfully telling potential members they have to wait until they can arrange some help. If the daughter feels it is a hassle to join, their view on the order will be effected.

Promotion and access to information: (Results listed in percentages)

	Seen Promo.	Internet access	Receive Yahoo	Visited MI-Jobs	Visited Int. Web	PHQ	Active Council
Daughters	70	90	39	57	45	66	
Adults	58	85	48	51	42	35	58
Grands	83	74	37	42	42		16
Inactive	0	75	8	15	8	77	

It is not coincidental that Grands have seen more of our promotional information than any other group. It would go with the territory, however, it's ironic that our daughters are 2nd, could it be that they are better informed than the adults? The true surprise is the fact that NO inactive member said that they saw or received promotional information. I suggest that this leads these members into feeling less likely to share their experience with others (If they never saw any promotional information, why should they promote?) These are the members who are not having their children join (The average age of this category is 27). They made friends, traveled and had fun, enjoyed some of the events, but they do not return and neither do their daughters.

We need better promotional material for members and adults. We need to use the promotional material we have as sales tools to increase membership and understanding of our mission, vision and purpose of Job's Daughters. We need to find opportunities to tell people about our order and hand them information that backs up our claims.

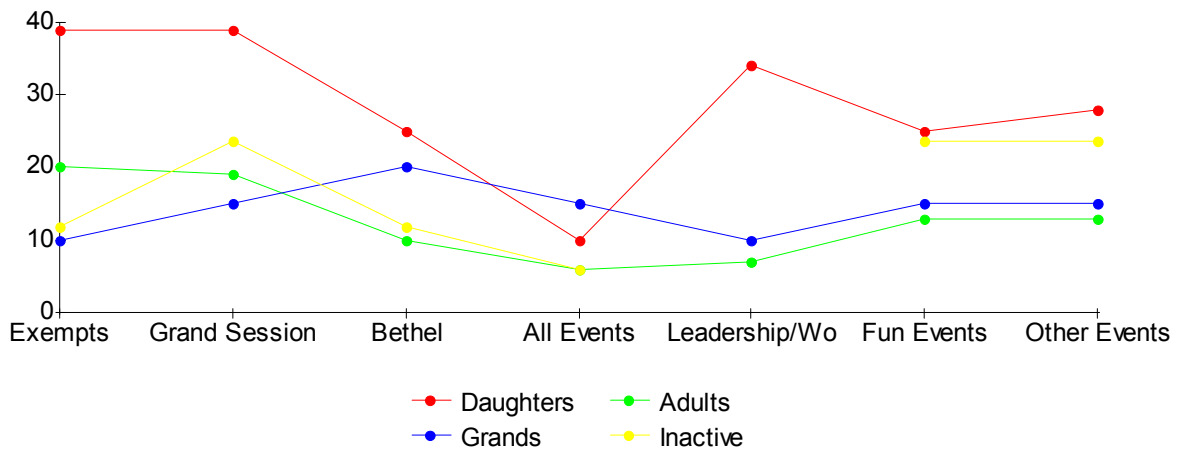
Another important note, of the members that have the most Years of Service (Grands) they have the least active involvement on our councils. We are missing important experience here. This group has the most experience and hope for Youth development. They have an understanding that other Adults could learn from. They understand the importance of our heritage and the significant improvements that training could make.

Many of the Grands stated they still travel to events, but they don't go as far from home as they used to. The Past Grands that don't travel are tired, or retired, and don't want to commit the time anymore. Many have bethels that have now closed, and have not traveled to new areas. Many are active in Past Grands and Triangle of Honor, but they are least likely to enjoy the exemps. Times have changed, daughters are not memorizing the ritual, and this is discouraging to this group.

Of the other members who don't travel, time and then money is the issue. Over 40% of our membership, across the board, are active in at least 2 other activities outside of Job's Daughters. We are busy people and in order to make Job's the priority, we are going to need to address training, cost of events, fundraising, and pride.

Of the members that travel (88% of Active members, 66% of our Adults, and 50% of Grands) their favorite events are Grand Session, exemps, Bethel meetings, and fun events like dances, 5 F's, and dinners.

What are the favorite events



Daughters like exempts, Grand Session, Leadership and Workshops. These are the events that have the greatest number of participants which adds to the excitement. The girls like to get together make new friends, feel special, learn (even if they don't know they are learning) and have fun. They are interested in becoming Leaders and they really enjoy the events they attend. They think most of the events are fun and they would like their friends that are not in Job's Daughters to participate also.

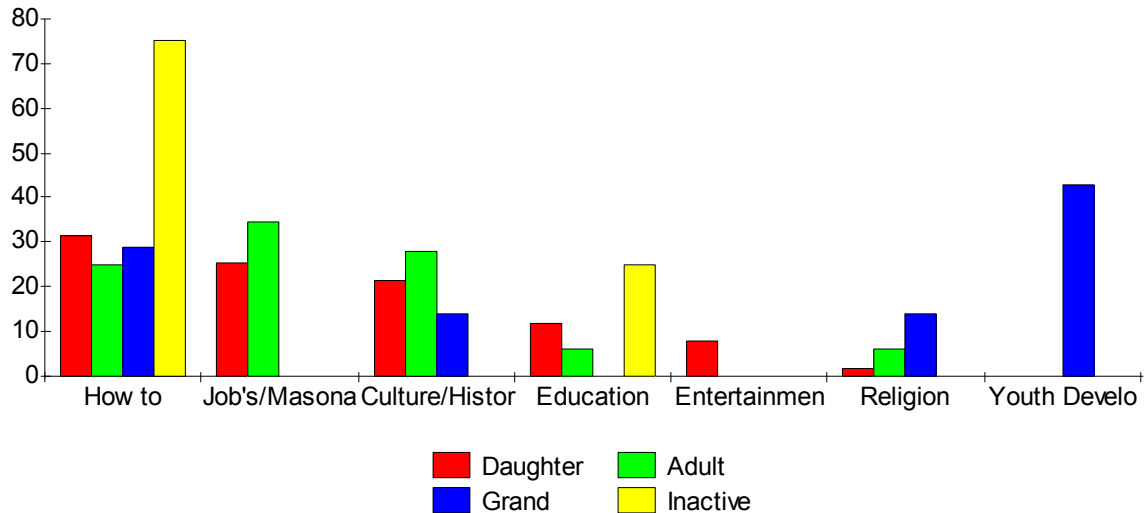
Adults are happy to participate in most activities, They feel that Bethel activities are very important, and that traveling with the daughters is a great opportunity to get to know them. Several adults made a special note that they hoped that the traveling requirement: that an adult be present -never change. They enjoy the traveling and are afraid that if offered the option the girls would choose to be independent and not want them along.

It is interesting to note that inactive members did not participate in Leadership or Workshops. These members did not gain exposure to the learning that happened there. This would be an indication that they did not gain the full benefit of their membership in Job's Daughters. If our order doesn't give them valuable life experiences and lessons, they will not make Job's a priority and they will stop attending meetings and events. If all they remember is how hard it was to learn their parts, and make time for the meetings and events, they will not encourage their children to join. Since heritage is required for membership, this eliminates a large number of future members. This is consistent with the finding that Inactive members feel that heritage should not be a condition of membership. If I may offer an opinion, perhaps not only do they see heritage as restrictive, but they understand that, since they don't encourage their family members to join, they could be responsible for our decreasing membership.

Grands enjoy the Bethel activities more than other groups, this could be an indication that they appreciate the bethel experience more or that they understand how important it is to make each bethel feel important by visiting. It may also be an indication of age, as it is easier to get around at bethel activities since there are less people.

If you could learn about anything

What would it be?



* Please see Glossary for definitions of categories on all charts.

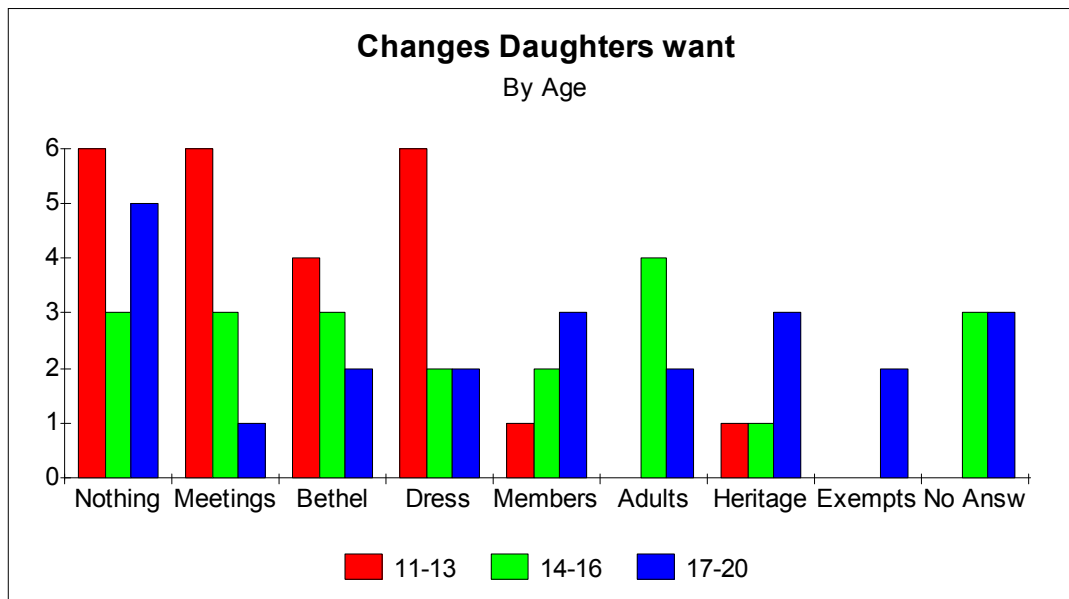
Many of our members would like to learn how to do something. Hands on training that could be as simple as how to juggle, or as complicated as how to get along with others. (Great workshop material here).

Our Current members and adults want to learn more about Job's and Masonry. It is important to include in every year a plan to teach about our basic principles and heritage. Grands and Inactive members had no entries in this category. This could indicate that Grands feel they know all they need to and Inactive members don't really care. If the members that are inactive today had a true curiosity for understanding our mission as an organization, they may still be here.

Girls are curious about the culture and environment that we live in, how we treat each other, how our culture and values developed over time, and history in general. Adults would like to learn more about this also which is consistent with the belief that we need to know what is around our children to help them grow. By being educated about how we got here, we can change the future. We need to address the culture we have in this organization, as well as the world, to make sure that we are encouraging our members to be everything they can be.

The most important thing for Grands to learn about is Youth Development. This is a telling category. They see a problem with our communication and the development of our future leaders and they want to see the development of strategies to help teach our daughters and adults to work together. Unfortunately, Grands are often tired, not wanting to step on the current Grand toes, and no longer working as closely with the Bethels. Every Past Grand has given tremendous time and energy to our order. It is not easy to see a solution that can achieve Youth Development

These results are for the daughters only:



Younger daughters want to change meetings, bethel politics and personalities and the dress code. Our middle daughters want the adults to let them be in charge and they want to see membership increase along with addressing the long meetings and bethel activities. Our older daughters want to be in charge also, want to address membership issues including looking into heritage (an adoption program for members without masons, is one example) they also want to make changes to the state level.

This division is consistent with the development of children. In the early years, ages 11-13, they are concerned with everyone getting along and the length of the meetings and other events. They want more fun activities and opportunities to be together. The bethel is where they feel safe and feel they have the most influence. Younger members are excited to be part of the group, and they don't tend to look beyond their own back yard. This group participates in Bethel activities and meetings. This group is concerned about comfort, they would change the dress code, especially in the winter. This age is not concerned with the Adults. Every younger daughter answered this questions on the survey, they all believe that their opinion is important. They believe the organization is about them.

As our Daughters grow, they want more responsibility (which is our purpose) they wanted to remind the adults that it is an organization created for **young women**. They understand the importance of adults, but feel the adults should stand in the background and watch them achieve their goals. Now, at the Ages of 14-16, they want more freedom to stretch their wings. At home they are likely stretching also. Now is the time for these young women to show us their ideas, and have fun with it, they have a good understanding of how the order works. Many adults have a hard time dealing with this age, at home we are consistently saying no, at Job's we need to start saying why? This is a critical development stage. We need to make sure they are following through, we want their experiences to be productive. They don't have to have everything their

way, compromise is part of life. Compromise is real. Adults need to be consistent. Why do they want change? What is the benefit of change, often it is excitement. We need to stop the struggle with change, change is good. This group had several no answers, This suggests that by this age they are thinking that what they say makes little difference.

As our daughter reach the end of their career in Job's Daughters, they are looking at membership and adult involvement. They want to make changes that will benefit the girls and address the concerns they have had. They are willing to look at the difficult issues like addressing the heritage issue and making changes to state wide events. They are often thinking like adults, but they don't know where to turn, when the adults are unapproachable they complain to other members, this is non-productive, and has a far reaching negative effect on our membership of all ages. When they feel like no one is listening, they are likely to leave and never return, these are our pre-adults and councils brush them off all the time.

We need to teach these girls how to address concerns - Since they didn't learn this when they were in the 13-16 age group. What the proper channel of action is, that being persistent is a good thing, but that change is a slow process. We need to encourage new ideas and new energy while letting them change from our daughters to our new young adults. The oldest daughters in this group had a 50% no answer to this question, again this suggests that they do not feel that their opinion will be considered. This is the opinion that they are leaving our organization with. This could be a contributing factor to members not returning after their daughter years. We need our older members to know they are important and that we want them to return, as often as they can, and continue the tradition of Job's Daughters in their families.

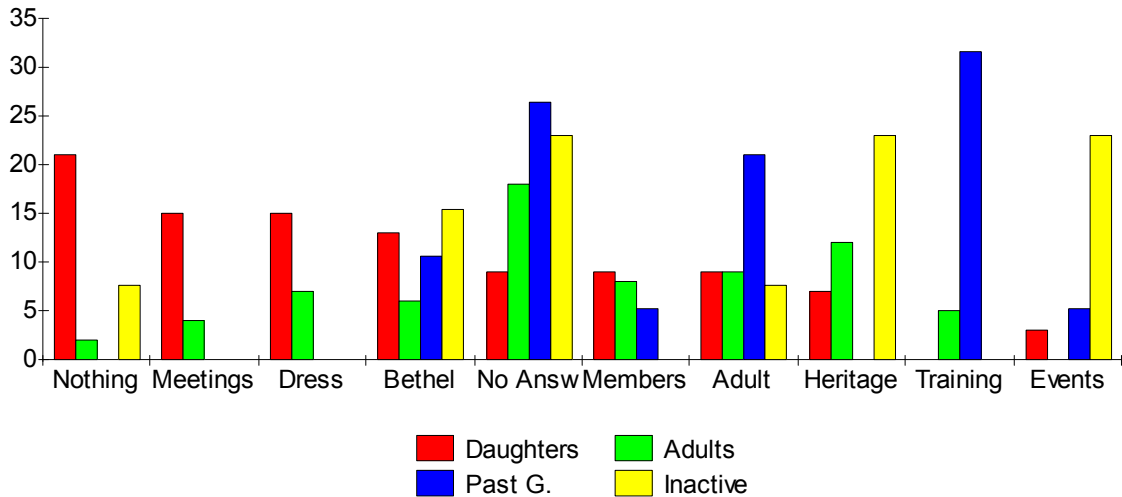
I suggest that the development struggle has not changed since the beginning of time. We bring these wonderful babies into the world, and they need us for everything, we teach them to talk and stand on their own, but they run to us when they are scared or hurt. We are happy to comfort them and let them go again. Then one day they fall and get up on their own, they don't run to us because they know that they are okay. We are not happy because we feel un-needed, but they don't need us less, they need us different. In Job's we hold their hand when they are young, when they need us, but we are not letting go. If the adults don't learn how to let go, the girls will twist their hands free, do or say something they will someday regret, and maybe never look back. They don't need us less, they need us different.

The girls want to do things different and put their mark on the world of Job's Daughters (most of the time, different is doable) and we stop them. We don't ask questions, we don't ask why, we don't tell them why we do the things we do, we don't look at the law book. We say "We don't do it that way in this Bethel or state". We take the fast route, we say no. We fight among ourselves and they see, they stop asking for change, they walk away, and they don't turn back when they are grown. These are the facts we need to change.

I see this as a natural development from childhood to early adulthood. The information in this report leads me to believe that we have a wonderful, thoughtful group of young women that are willing to learn. I suggest that we use training to develop their skills and teach the adults when to let them go. Because, they don't need us less, they need us different.

If you could change 1 thing in Jobs

what would it be?



When all the responses are grouped together it is apparent that every group has a different view of what needs to be addressed first. The adults feel unsure of what needs to be changed, or perhaps, they feel that their opinion will have little effect. Past Grands would like to see training addressed and Inactive members would change the need for heritage and the state culture regarding events. All of these groups had a significant amount of people not answer the questions. This indicates they either don't know what is wrong, or feel that they will make no difference.

For the most part, Adults indicated that we need change in all the areas. They want change to meetings, dress code, bethel activities and they want to increase membership. They agree with the Daughters that the Adults (not them of course) need to be reminded that it is a Girls organizations. They see training as important and lacking, but their results indicate that they want training at the bethel level - How to make the right decision at home. They are willing to look at heritage as a means to getting increased membership, but they did not address any problem with the state level. This suggests that they are concerned and concentrating on their own bethel.

Grands would like to see training. Since they have been around the longest and have the most experience, this is the true solution to all problems. They don't want Daughters or Adults to walk away. They want to make things run better and make sure that we are truly training our Daughters to be our future leaders. Changing attitudes of adults is also very important. One respondent said "Girls come and go, but the adults remain the same" this attitude needs to change. They see a real need for our membership to learn how to develop young women into leaders and train adults to let them go. As a parent and Guardian, this is hard to do, there is a fine line between letting them learn and letting them lead. Grands understand that they still need us, but they need us differently.

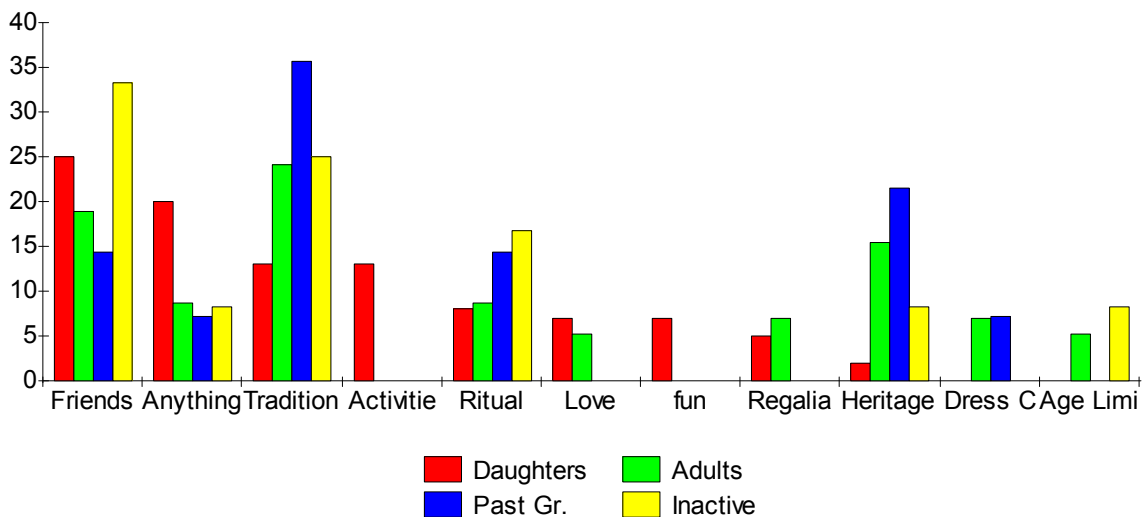
Grands are the most frustrated. They feel they can't understand the youth or the adults and they can't impact change. This is the group that is in the background and can clearly see the direction that the organization can go, but feel helpless to make it happen. I feel this may be why they don't attend events, or participate in bethel activities. They don't search out new bethels when theirs

close, they are tired of not making a difference. They have good ideas, but often are better leaders than followers.

Grands would not change the heritage of our organization. This would indicate that they truly believe that heritage is a benefit to our organization. They would make the point that training and youth development will lead to new members, and that changing heritage will only increase the number of members not truly committed to this organization.

Inactive members would change the way events are run (or how they felt unimportant at these events) and they would change who can join. They do not feel that heritage makes us special, but instead, limits the number girls who can join. As suggested earlier, this may also be result of feeling guilty for not returning. If they had a good experience in Job's Daughters, they felt that nothing should be changed. They loved the order and made new friends that most of them still keep in contact with. They think personalities of people and the culture of the bethel needs to be addressed. This group also had a large percentage that did not answer this question, this suggests the frustration and feeling that no one is listening.

Never Change these Things



100% of our membership, past and present, have made new friends in Job's Daughters. Everyone feels this should never change. The friends that are made help us through the rest of our life. The traditions are important to the people we will be, and the ritual and heritage make us special.

Daughters are happy with the friends they make, think the organization is great most of the time, and appreciate the traditions and activities that we have. They feel loved and they have fun. They would make some changes to heritage, dress code and the age limit that members could join. They are concerned with their bethels and want to have fun most of the time.

Adults want more change, appreciate the traditions even more than the girls, enjoy the ritual work of the order and appreciate the love and regalia. They would not change heritage and the dress

code or the Age limit, it is difficult enough to deal with the age range of members we have now without additional training and guidance they are not wanting to have younger members.

Grands would not change traditions, ritual, dress code, or heritage. They understand how it all ties together. They feel that it is important to hold onto the things that make us special and unique.

No one wants to make sweeping changes, and everyone wants to add value to our membership.

My final word:

This survey gives a wonderful understanding of both the natural developmental stages that children go through to reach adulthood, and the development of an organization including the frustration we feel when membership is falling and members are consistently negative. Change is a process, and it is often slow. As an organization, we need to be careful about making the quick easy decisions. Sometimes spending some extra time to make the right decision is best. We need to change first the attitudes from “I don’t matter“, and “No one cares“ , to “I am important to the success of this organization” and “I make a difference“.

Training and Youth Development will be the key to our success. We need to change attitudes first, we need to make our members understand that what they say and feel does count. An amazing number of people in this organization feel they have no voice. We need to redefine our commitment to each other. We need to establish a new mission (statement of who we are) and vision (5 year plan) and focus on this as a road map for change. We need to stop saying no, and start asking why. We need to start listening.

If we develop a program that allows our daughters to have better judgment, organizational skills, manners, sincerity in the jobs they undertake inside of and outside of Job’s. If we teach them how to make good choices for themselves, know right from wrong, how to move on when the going gets tough, to love and respect God, have hope in the future, be truthful, be eager to learn about anything, and set their goals high they will be ready to succeed in the future with pride and dignity.

If we develop a program for adults that allows them to hold their daughters hand when they are young, let go and stand ready to encourage these girls as they grow, and follow these same young women when they lead the way. If we develop a program that allows our adults to understand that our daughters still need us, but they need us differently. We will all gain. We will gain value for our current members, we will gain new members, we will decrease negative feelings, and we’ll have more fun.

If we teach everyone that diversity is important, that different ideas make the world go around, and that we don’t have to agree to work together. If everyone feels important, proud and they have the same goal in mind. We all win.

We should survey our members again in 3 years. This is the average number of years of service for our active daughters. At this time the form should be re-designed to give more direction as to specific programs they enjoy and feel are useful and hopefully changes that have been made.

We need to remember: They still need us, they just need us differently.

Respectfully submitted,

Mary Paauwe, PHQ

Glossary of Terms for Charts

Changes Daughters want and

If you could change one thing:

- **Nothing** = everything is great
- **Meeting** = Meetings need to be shorter (mostly), more often, or more fun.
- **Dress** = Dress Code needs to change (mostly less formal, especially in the winter)
- **Bethel** = Better training at this level in dealing with personalities, how to work together, how to make the girls responsible, more daughter involvement in planning events
- **N/A** = People who did not answer the question
- **Members** = Increase membership
- **Adults** = Ability for the Adults to let the girls do the work and get credit, reminding the adults that it is It's about the girls not the adults. More adults and parents involved.
- **Heritage** = Not needing Masonic Heritage. **PLEASE NOTE:** There are many options included in this category from an adoption program, to increasing what heritage means, as well as, no heritage needed. There are good arguments for each option.
- **Events** = Events that included the whole state, not just the bethel

If you could learn about anything

- **How to** = the ability to learn one specific thing, something new (ride a horse, write better, juggle, make friends, speak in public)
- **Job's/Masonry** = History of our order, founder, and members and principles of Masonry (our Heritage)
- **Culture/History** = Education in Life Science of other cultures including language and the understanding of people and how they work together (or don't work together) and respect of others. Women's rights and how our culture has developed as well as other countries around the world and history in general. Why the world is the way it is.
- **Education** = Education on specific topics like Computers, Psychology, Medical. Something not easily learned in a day
- **Entertainment** = singing, writing, drama
- **Religion** = Education on the Bible as well as other religions
- **Youth Development** = Programs to help our members get more value from their membership both adult and daughters

Never Change these Things

- **Friendships** = All the friends, camaraderie, and people who are still important to them.
- **Anything** = They want everything to stay the same.
- **Traditions** = That girls are in charge, foundations of the organization, moral values, public speaking, the true benefits that the daughters gain from the organization.
- **Activities** = The Bethel events, fun times.
- **Ritual** = The story of Job, the memorizing of parts, the marching and ceremonies we have.
- **Love** = The unconditional love they feel in the group.
- **Fun** = The chance to be kids.
- **Regalia** = The Robes, Capes and crowns.
- **Heritage** = Being related to a Mason or Member as a requirement for membership.
- **Dress Code** = Making members dress up (Adults see this as making them look like the young ladies they are and the daughters are usually concerned with comfort).
- **Age Limit** = Letting members join before the age of 11.