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To: Most Worshipful Grand Master, Brother L Arby Humphrey

From: Worshipful Grand Lecturer, Brother Jerry A Reick

CC: Most Worshipful Grand Secretary, Brother Michael A DeWolf PGM
Right worshipful Deputy Grand Master, Brother Scott Pedley

Subject: Report to Grand Lodge on Goal to Increase Ritualists

Dear MW Brother Humphrey,

Following is my 1st quarter 2017 progress report of the progress on increasing the number of Ritualists and Proficiency Men in the State of Wisconsin

Goal

Stated Goal from 2015-2016 was to certify two new Proficiency Men per District. Indirect goal that achieves this is to increase the number of Ritualists certified in one or two degrees in each District.

Report of findings

Bottom line up front – Over the past two years the total number of Ritual Qualified Brothers has remained static. There have been a number of new Ritualists, but the corresponding offset in attrition due to inactivity as a Ritualist, retirement, or death equals or exceeds the number of new Ritualists.

Data on Ritualists in each district is gathered from each District Lecturer. The first documented results are from 2012-2013. At that time, there were 180 total Ritualist identified. Reporting resumed in 2015-2016 with 124 ritualist identified (9 districts reporting) and 162 in 2016-2017 (11 districts reporting in). The 2017 numbers will serve as the starting point for the 2017-2018 Grand Lodge year

Summary of changes from 2016 to 2017. Detailed info for each category is include at the end of this report.

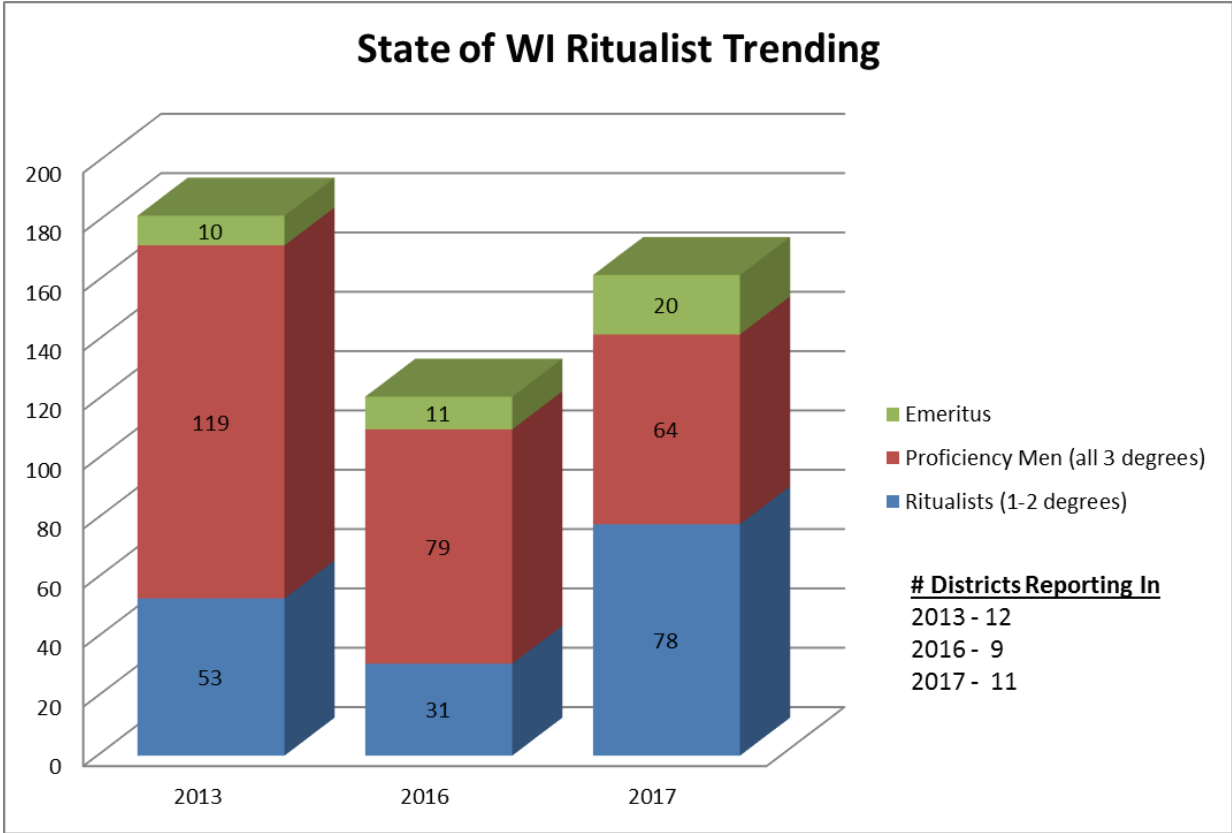
- District 2 had the largest increase in Ritualists, plus 6. District 12 increased by 4.
- Districts 3, 6, 9, and 10 had a decrease in total ritualists by 4,1, 5 and 6 respectively.

- Seven Districts showed a decrease in the number of Proficiency Men.
- Three Districts showed an increase in Emeritus Proficiency Men, one District showed a decrease.
- Three Districts have not reported in each year, so comparison data is not available.

Summary Results Changes by District 2016-2017

	Net Change from 2016 - 2017			Notes
	Total Ritualists	Total Prof Men	Total Emeritus	
District 1	0	0	0	no change
District 2	6	(6)	3	
District 3	(4)	(1)	(3)	
District 4				28 in 2017, no report in 2016
District 5				16 in 2017, no report in 2016
District 6	(1)	(1)	0	
District 7	0	0	0	no change
District 8				Did not report 2016-2017
District 9	(5)	(6)	0	
District 10	(6)	(4)	0	
District 11	0	(4)	1	
District 12	4	(8)	7	

3 year trend of Qualified Ritualist in all Districts in WI - 2013, 2016, 2017



Reliable and accurate data trending are required to draw any direct conclusions about the effectiveness of efforts to increase Ritualists. In this case, our data is a bit inconsistent as all districts did not report in consistently in 2016 and 2017, there was a reporting gap from 2013 to 2015, and the individual district results varied from year to year. However, we can use the presented data to draw some conclusions and get a general impression about our efforts. It also serves as a good jump off point for future years analysis.

There appears to be wide variance in the numbers in each of the categories and the consistency of the information reported varies; i.e. a brother will be on the list in 2016, then not be listed in 2017. It would seem logical to see the numbers shift right from Ritualists to Proficiency Men and from Proficiency to Emeritus status. Losses due to transfer, drops from the roles and death are not being reported or considered. This could account for some of the dramatic swings in the numbers. Even if last reported numbers from previous years are added to the totals for 2016 and 2017, the results would show no significant positive growth in numbers of total ritualists.

There has never been a formally adopted process or method of recordkeeping and reporting of ritualists. Some of the lists are old and have been passed down from DL to DL, it is not known if the information has been verified at the Lodge level. This is particularly apparent when a new DL takes over a district. The previous DL might have personal knowledge of the Ritualist in their District, but never wrote it down. Overall, reliable recording, reporting and maintenance of numbers is the primary issue. Some Districts are not reporting in at all. District Lecturers should be expected to keep a current records

and update it on a quarterly basis. MORI should be updated by Lodge Secretaries to reflect Ritual status and re-certification for the members of that Lodge.

Actions being proposed / taken in the upcoming year to increase Ritualist numbers.

- Advertising - Create / increase the buzz about the importance of having ritualists, everybody has to advertise from GL to the Lodge level. A msg from the MWGM and support by GL Staff would go a long way into getting this some additional visibility and emphasis.
- Article from Grand Lecturer in WMJ; topics reminder of ritualist process, motivational article, and status updates in subsequent months.
- Get the entire District team engaged by making increasing Ritualists a District Team action item that is reportable at GL meetings
- Make sure that the process of qualifying for and maintaining Ritualist proficiency is well communicated and that Brothers know where to go and who to contact for information. Bring it up as a topic in District meetings, workshops, and DL's take every opportunity to discuss the ritualist process at all gatherings and Lodge meetings they attend.
- Advertise and conduct Ritualist qualification sessions. DL's make themselves available for testing / examination at multiple events, before and after Lodge meetings, District events, special sessions.
- Create and talk up a campaign that each Ritualist should identify a replacement for himself + 1 new Ritualist.
- Make it more of a grassroots effort at the Lodge level. DL's should get Ritualists more involved in their Lodges to encourage and lead ritual practice and study sessions. Entertain the idea of a Lodge Lecturer type position. Could be informal at first and if it catches on, make it a formal office in the Lodge.
- Show public appreciation for earning ritualist awards. Make sure to continue presenting Ritualist Awards and cards on a regular basis
- Hold degree and ritual competitions - winners perform ritual at MDoL
- DL's evaluate Ritual performance at Lodges, provide feedback, suggestions and support for improvements or sustaining a high level or performance.
- DL's step back from being ritual fillers and start managing and driving the expectation that Lodges need to be actively engaged in developing ritual proficiency and ritualists.
- Make Ritualist development a topic at one of the District Lecturer workshops. Develop work plans and action items. Grand Lecturer reports back to GL.

Additional Supporting data

District Details for years 2016 and 2017

Total Ritualists Qualified Brothers by District (includes Ritualist, Proficiency and Emeritus)

	Total Ritualists		
	2016	2017	Change
District 1	8	8	0
District 2	19	25	6
District 3	11	7	(4)
District 4	NR	28	
District 5	NR	16	
District 6	17	16	(1)
District 7	9	9	0
District 8	NR	NR	
District 9	11	6	(5)
District 10	8	2	(6)
District 11	16	16	0
District 12	25	29	4

Ritualists by District

	2016	2017	Change
District 1	3	3	0
District 2	0	9	9
District 3	3	3	0
District 4	NR	14	
District 5	NR	11	
District 6	8	8	0
District 7	3	3	0
District 8	NR	NR	
District 9	2	2	0
District 10	4	2	(2)
District 11	6	9	3
District 12	9	14	5

Total Proficiency Men by District

	2016	2017	Change
District 1	5	5	0
District 2	19	13	(6)
District 3	4	3	(1)
District 4	NR	14	
District 5	NR	5	

District 6	9	8	(1)
District 7	6	6	0
District 8	NR	NR	
District 9	9	3	(6)
District 10	4	0	(4)
District 11	7	3	(4)
District 12	12	4	(8)

Total Emeritus Proficiency Men by District

	2016	2017	Change
District 1	0	0	0
District 2	0	3	3
District 3	4	1	
District 4	NR	0	
District 5	NR	0	
District 6	0	0	0
District 7	0	0	0
District 8	NR	NR	
District 9	0	1	1
District 10	0	0	0
District 11	3	4	1
District 12	4	11	7

Respectfully Submitted,

Br Jerry A Reick
Grand Lecturer