

BROTHERHOOD OF PURPOSE

PRACTICAL LODGE GUIDES

Leading Change in Your Lodge

*A practical guide and workshop for helping
brothers work through change.*

ROBERT W. LINN, PM

BROTHERHOOD OF PURPOSE.COM / BOSLEY PRESS



START

The whole plan, on one page

Six moves for actual lodge work. Finish with a recorded decision and a named next step.

01 **Describe and investigate**

Separate observation from explanation. "Education happened twice in six meetings" is a fact to check; "nobody cares" is a verdict. Compare what happened and name the desired result before choosing a fix.

02 **Check who can decide**

Ask the Secretary and the responsible officers what authority, notice, vote, or approval is needed. A trial is still a change.

03 **Ask the people doing the work**

Include a willing volunteer, someone with practical doubts, and someone who will carry the extra work. Find out what each would lose or need.

04 **Show one ordinary evening**

Walk through the proposed change using real tasks. Let the people affected point out what you have missed.

05 **Try a small, permitted version**

Name the work, the people, the limits, the support, the measures, and the end date before starting.

06 **Review and make a decision**

Compare results with the starting point. Keep, revise, or stop. Record the reason and who will carry the work next.

Use this route to keep one change moving. The following pages explain the judgment behind it; the worksheets are tools to choose when needed. This is an original planning aid, not a research-tested sequence or a replacement for lodge decision rules.

UNDERSTAND AND PLAN

Your role changes as his question changes

Keep this chart nearby when you introduce a proposal.

Dormant and Byers connect five adoption stages with different change-agent roles. The chart below uses plain-language roles and original lodge examples. [2]

Where he may be	The question	Your role now
Awareness	"What is being proposed?"	Explain: name the problem and the proposal.
Self-concern	"What will this ask of me?"	Listen: clarify the burden, choices, and support.
Mental tryout	"How would this work here?"	Demonstrate: walk through an ordinary example.
Hands-on trial	"Can I do it?"	Coach: let him practice with help nearby.
Adoption	"How do we keep it working?"	Support: fix snags and prepare the next person.

A MAP, NOT A CONVEYOR BELT

A brother can return to an earlier concern, hold several concerns at once, or reasonably reject the idea. Ask what he needs today. A yes vote does not prove that he knows how to do the work.

Adaptation note: the 1981 workshop advises assuming an ordered progression. Here we deliberately use its roles as flexible prompts, not a required path. This is not a claim that the original model has been validated in lodges. [2]

EXAMPLE

Completed example: EI

Fictional names, dates, and arrangements. Compare with your blank sheet.

1. What will we try? What is happening now that we want to improve?

Three ten-minute education discussions. Education happened twice in the last six meetings. We want a dependable place for it without displacing required business.

2. Person responsible and backup: name each, and confirm what each agrees to do.

John coordinates; Mark is backup. Both agree in this fictional plan. John prepares the readings. Mark presents once; Daniel presents once after rehearsal.

3. Start and end dates: list the three proposed meetings.

March 4, April 1, and May 6, 2027. These are invented practice dates. A real plan must check the lodge calendar and volunteers' availability.

4. Permission: who must authorize it? Who will check, and by when? Until then: DO NOT START.

John asks the Secretary by February 18 which notice and approval are required. He seeks that approval, including the \$15 cap. The trial does not start without it.

This is a teaching example, not a report from Bethel Lodge. Reusing its structure is allowed; a real lodge must supply its own facts and authorization.

TOOLS / LATER LODGE WORK

Et. Describe the work and permission

Blank plan for later lodge work. During the workshop, use the completed example on packet page [15](#).

1. What will we try? What is happening now that we want to improve?**2. Person responsible and backup: name each, and confirm what each agrees to do.****3. Start and end dates: list the three proposed meetings.****4. Permission: who must authorize it? Who will check, and by when? Until then: DO NOT START.**

Use short notes. Completed example: packet page [15](#). Continue longer answers on Sheet H; write the question number there. This exercise does not grant permission.