



INSIDE:

- Help Us Build the Women of the Moose
- The Importance of Reporting Community Service Activity Extends Far Beyond Goodwill
- Moose Legion Training Has Been Updated!

Need-to-know information for officers & chairmen of Lodges/Chapters/Moose Legions Vol. 80, No. 1

Plan Now For Election Success!

By **STEVEN F. GREENE, PSG**/ General Governor

It's time to think about April elections again. February is the time for appointing and announcing the Lodge Nominating Committee. Section 33.2 of the General Laws fully explains who is eligible to serve on the committee.

As a refresher: the eight (8) elected officers of the Lodge, plus five Past Governors (if the Lodge has so many available) in their order of juniority by service to the Lodge, plus five members of the Lodge appointed by the Governor each of whom must be a committee chairmen to that Lodge, comprise the 18 members of the Nominating Committee.

The Nominating Committee should review Section 33.5 of the General Laws to ensure if those interested in placing their names on the ballot are eligible to serve in the offices they seek. Section 33.3 explains the requirements of each meeting of the Nominating Committee and the number of times they are required to meet—including the final report to the Lodge.

Section 33.4 explains how those members who have submitted their names,

but who are not nominated by the nominating committee, may be placed on the ballot by petition.

Brother Governor, it is then your responsibility to appoint an Election Committee as provided in Section 33.6.

When selecting your Governor or Administrator, please make them aware of their obligation to represent the Lodge at all required meetings, including Lodge, District and Association meetings, and the International Convention. Also, be sure that the Lodge holds fundraising events to offset the expense that will be incurred for them to attend.

The new year can be an exciting year for all members of the Lodge. Knowing what is required of each officer is important to make your Lodge successful. Training classes will be made available for officers so that good decisions can be made in operating your Lodge.

Let's make this year the year we, as the great Family Fraternity that we are, make ourselves the best that we can be to ensure our future! ■

'Charity Begins at Home — But It Should Not End There'

By **JANET FREGULIA**/ Executive Director, Moose Charities

Conrad Hilton said, "The practice of charity will bind us . . . will bind all men in one great brotherhood."

For those of us in this Moose fraternity, it is indeed the tie that binds us together, in service to one another and to the two great communities established so many years ago. The wisdom and foresight of James J. Davis and Rodney Brandon, founders of Mooseheart and Moosehaven respectively, gave our fraternity a purpose — one that makes it much more than simply a social club. These two communities validate our continued existence.

What is really important to a child in need of help — or a senior in need of a safe shelter? A roof over his/her head? Good food to eat? Knowing that someone

cares? All of these?

Since their founding, Mooseheart and Moosehaven have provided these essential items that most of us are able to take for granted. This has been accomplished because of the caring and generosity of members like you. And their continued operations rely on your continued generosity. As Mother Teresa said, "To keep a lamp burning, we have to keep putting oil in it."

It is said that "charity begins at home." Sir Francis Bacon said, "Charity begins at home but should not end there." Please — take care of your family — and then, help take care of your "extended family" — the children of Mooseheart and our senior members at Moosehaven.

Moose Charities offers many avenues and ways in which you can help . . . please learn more by visiting our website at www.moosecharities.org. ■

Can Our Employees Volunteer at Our Lodge?

By **CYNTHIA TRAYNOR**/Senior Staff Attorney

Our Lodges depend upon many people in order to operate successfully. Some of these people are volunteers; others are paid employees. In most cases both the volunteers and the employees are members of the Lodge or Chapter. However, volunteers and employees are inherently different, and must be treated in different manners. This raises the question, can employees volunteer at the Lodge?

After all, most Moose Lodge employees are members of either the Loyal Order of Moose or Women of the Moose—and members are from where Lodges draw their volunteers. So can employees volunteer to work around the Lodge? The answer is a definite "maybe."

Employees can volunteer in their employer's business, so long as they are not doing something that is the same, or related to their normal job activities. Em-

ployees cannot volunteer their services at their employer's request or direction. Nor can they volunteer during their normal working hours **even if the duties being performed are dissimilar from their regular job duties.**

For example, let's say your Lodge is holding a rib cook-off and you need to set up grills and tents and mow the lawn in preparation for this. Your employee bartender can, of his or her own accord, volunteer to come in on his or her own time and help mow the lawn or set up the grills and tents. You cannot direct your employee to volunteer and if this work is done during your employee's normal working hours, it is considered to be part of his or her employment and not volunteer work.

What if you are having a beer tent at the rib cook-off, and you need someone to operate the beer tent. Your bartender *cannot*

(continued on page 62)

February/March 2012 MOOSE 61

Can Our Employees Volunteer At Our Lodge?

(continued from page 61)

volunteer to operate the beer tent *because it is an activity that is substantially the same as or related to his or her normal job duties*. If your bartender operates the beer tent it must be as your employee, and he or she will have to be paid and treated as such.

So, yes, your employees can volunteer at your Lodge as long as 1) you do not *direct or require them* to volunteer; 2) they volunteer on their own time and do not perform volunteer activities during their regular working hours; and 3) they do not perform duties or activities that are substantially the same or related to their normal job duties.

As long as you follow these simple guidelines, your employees should be welcomed to volunteer at your Lodge. ■

Help Us Build the Women of the Moose!

By **BARBARA McPHERSON**/Grand Chancellor, Women of the Moose

Have you ever wondered why Women of the Moose Chapters exist? What purpose they serve? Our chapters were originally organized as "Mooseheart Legion of the World," later to become Women of the Moose. The original objectives, as appearing in documents from 1913, were:

1. To raise and procure funds for the construction, operation, maintenance and endowment of a Haven of Opportunity for aged Moose and Moose Legionnaires and to assist in making Mooseheart a greater and more potential service.

2. To bring together in closer fraternal relationship the membership of the Loyal Order of Moose, their wives, mothers, sisters, and daughters and minor children, that they may by such associations more successfully promulgate Mooseheart and Moosehaven philanthropy, and instill in the hearts of mankind and womankind throughout the world, philanthropic ideas and purposes.

3. To assist in making Mooseheart and Moosehaven the Meccas of modern fraternalism.

4. To emulate and advance throughout the world the principles of Faith, Hope and Contentment, as based upon the broad platform of the common brotherhood of mankind; to teach and advance morality, virtue, gentleness, kindness and unselfishness among both men and women; and to oppose, and assist in eradicating, any rudeness, harshness, vulgarity or any deportment that is not in harmony with the conduct of right thinking and right living among men and women.

The same objectives are as true today as they were in our beginning. Have we forgotten what we're all about? Have we forgotten why we exist?

Membership is the lifeblood of the Women of the Moose. Without it, we will be unable to fulfill the promises we made to the children and seniors entrusted to our care—to provide care and education to every child until the day they graduate from Mooseheart High School, and to provide for our senior members until they pass from this earth.

Several membership incentives have been put into place for the remainder of the 2011-2012 Chapter year to ensure an increase in membership in the Women of the Moose. More members equal more support for Mooseheart and Moosehaven.

Our incentives include a Zero Application Fee for all new or re-enrolled members until April 30, 2012; a Leap Year Special in which all members paying their yearly dues on or before February 29, 2012 will have an opportunity to win one of 10 Life Memberships; and our Grand Chancellor's Cash Part II where one lucky sponsor will be chosen weekly to win \$500 for herself and \$500 for her Chapter.

We at Women of the Moose headquarters are committed to our promise of care for others and are committed to build the membership of the Women of the Moose to 500,000 members by our Centennial Celebration in 2013. Won't you consider helping? ■



Leap Year Special

PAY YOUR DUES EARLY

Take advantage of our Leap Year Special. All members who pay their next year's dues on or before February 29, 2012 will have an opportunity to win one of 10 Life Memberships. That's right. If you pay your dues early, on or before February 29, 2012, your name will be entered into a drawing to win one of ten Loyal Order of Moose Life Memberships or one of ten Women of the Moose Life Memberships to be awarded in March of 2012.

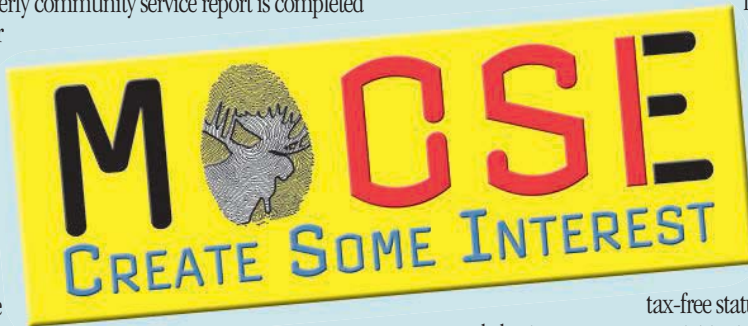
Payments must be processed by Moose International on or before midnight February 29 in order to be eligible. Don't miss out on your chance to win!

The Importance of Reporting Community Service Activity Extends Far Beyond Goodwill

By **SHAWN BAILE**/Director, Membership

Submitting Community Service reports has been part of the fabric of our fraternity for a great number of years now. Four times per fiscal year, it is the responsibility of the Lodge Community Service Chairman and Lodge Governor to make the sure that the quarterly community service report is completed properly, and then mailed, faxed, or emailed by the appropriate deadline to the Moose International Membership Department.

One of the reasons for this reporting is to grade the efforts of our Lodges throughout the year, and to determine which Lodges will qualify for year-end awards as a result of their Community Service activities during the prior 12 months. Recognition of outstanding performance is an important part of our Community Service program and will continue for the foreseeable future.



Unfortunately, there are many Lodges that report late, which disqualifies them from consideration. More disturbing are those Lodges that simply do not report at all. While every Lodge is not going to perform to the same degree, it is important that we receive information on cash donations, miles driven and hours served from every Lodge in this fraternity. Our ability to operate our Lodge homes in the present manner is dependent on these statistics.

How does Community Service affect the operation of a Lodge home? Quite simply, the Internal Revenue Service considers community service activity when evaluating an organization's not-for-profit status! All our Lodges are designated as 501(c)8 entities. This designation allows us to maintain a tax-free status. It is vital that we take the time on a quarterly basis to report our activities in a timely manner in order to assure that all Moose Lodges will enjoy these operational benefits year after year. ■

Moose Legion Training Has Been Updated!

By **ROBERT NEFF**/Director, Ritual & Higher Degrees

The Moose Legion, through Moose International's Department of Education & Training, has recently updated the Moose Legion Education Conference (MLEC) training program. It is updated with some new information, new materials and additional thought provoking exercises. The Trainers have been updated and are ready to conduct classes.

It is the Trainers who schedule courses, with Ambassadors and Area Managers asked to co-operate and assist. This training is done on a fairly local scale with minimal travel involved and is just a one-day course. We encourage any interested Moose Legionnaire to attend an MLEC, to learn a little more about the Degree of Service.

Occasionally rules and policies change. New ideas are put forth. It is good to be updated and current in our knowledge of the program. Gather a few members together and solutions might often be found even during a break.

Whether you plan to join the jurisdiction board, serve on the Lodge Moose Legion Committee or just want to be a more informed member, this course can provide some insight and knowledge of the workings and goals of the Degree of Service. All interested members are welcome to register and attend.

Likewise, we have recently launched a completely new Secretary Education Course (SEC), which has been missing from our arsenal of tools for several years. Our gratitude goes to Education & Training for developing this course for us as well.

By the title, it is pretty easy to understand this course is designed for the Moose Legion jurisdiction Secretary. Others can certainly attend – but the Secretary is

the main focus. He has a significant job to do and that job is vital to the success of the jurisdiction.

Again we have trainers ready and classes are starting to be scheduled. This is a 1½-day course. Classes will be scheduled geographically – so some travel will be involved for attendees. However, by having regional courses rather than, say, having everyone come to Moose International is still a great savings in time and expenses.

Prerequisites for the SEC are to have attended the MLEC within two years and to have attended a 2-HOTT class within two years also, prior to registering for the SEC. This course will provide much guidance and insight for our Secretaries. We look forward to each class and the benefits that we are sure will be derived from them.

Please check the Moose International website at www.mooseintl.org/portal/departments/training.asp for a current listing of courses and trainers. ■



MOOSE
Leader

Formerly "Moose Docket," "Action," "Moose Leader," and "Women of the Moose Official Bulletin"
Copyright 1932, 1989, 2001, 2012 Moose International