

*BEING
A LITTLE
BROTHER*



This Workbook belongs to:

My Big Brothers Name and Phone # are:

My Chapter's Name is:

My Chapter meets on the:

My Chapter Master Councilor's

Name & Phone # are:

My Chapter Dad's Name & Phone # are:

Little Brother Workbook

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Introduction

Congratulations on joining DeMolay. You have taken the first step in an organization that is committed to both fun and self-improvement. As the saying goes, your first obligation in DeMolay is to jump in with both feet. To help ensure that you get started on the right foot, you have been enrolled in the DeMolay Big Brother Program.

The Big Brother Program has two primary goals. First, to help new brothers like you learn about and get immediately involved with DeMolay. The second goal is to encourage experienced DeMolays to become more interactive with the new brothers and establish an integrated way of passing on our teachings and having fun at the same time! Your participation therefore is not merely for your benefit, but also for the benefit of your Big Brother and Chapter.

The booklet which you now hold will serve as your guide through your first six months in DeMolay. We hope that you will use it and refer back to it regularly to ensure you are getting a jumpstart on your DeMolay experience.

As you move through this program, remember to listen to your Big Brother as he has more experience in DeMolay and you can learn from him. Strive to better yourself. Whether it be learning ritual or skills on public speaking, take the new skills and concepts that you learn and practice them. Please also remember that your Big Brother is learning as well. There may or will come a time when your Big Brother makes mistakes, but DeMolay is about learning and providing a safe environment to practice your new skills. Finally, have fun.

Booklet Guide

When reading through your book, you will notice that the program is broken down into segments; there is an introduction paragraph for each segment, that will give you a preview into what you will be doing during that portion of the program.

After the introduction there is a listing of objectives that will guide you through the Big Brother Program. Once you have completed the objectives, we highly suggest that you mark them as being completed with a check mark or an x next to the objective. This will help you keep track of the progress and ensure you don't miss anything.

You will want to complete your objectives during the time in which they are listed, so they are completed before the meeting, week or month is over. If you have not completed the objectives during the time in which they are listed in each segment, then you will want to talk with your Big Brother about how you can finish the objectives and get back on track.

When nearing the completion of a segment you want to look over the "status check" for that month. If the answer to any of the status checks is "no", then you should talk to your Big Brother about how you can get the information needed to fulfill the status check.

Initial Objectives (Weeks 1-2)

Within the first two weeks of joining DeMolay, you should have been assigned a Big Brother. This may have happened at your initiation, before, or after. A DeMolay Big Brother is a DeMolay Brother who has typically been in DeMolay for a period of time, usually having served as a Master Councilor or Councilor. They may be older or younger, but in all cases they want to see you succeed.

You should start by meeting up with your Big Brother within two weeks of your initiation. You could meet at your house, a local restaurant, park, school, etc., just make sure you have about an hour to chat about yourself and DeMolay.

Preparing for your meeting... There is nothing specific that you need to prepare for your meeting. You should bring this Workbook and a spare notebook to take notes. During this meeting you should (check them off as they are covered):

1. Introduce yourself and explain what you would like to learn about DeMolay.
2. Ask questions of your Big Brother. If he says something that you don't fully understand, speak up.
3. Be prepared to talk about your interests and share with your Big Brother what you enjoy learning and doing.
4. Review the Step, Sign and Token with your Big Brother until you feel comfortable in performing them. (Left, right, left, shoulder high).

5. Review kneeling for prayer (one thousand one, one thousand two).
6. Review the “grips” (handshakes) of the Initiatory and DeMolay Degrees (if you have received both).
7. Review the “Password of a DeMolay” if you have received the DeMolay Degree.
8. Review the “Ritual Book” with your Big Brother to understand its elements and layout.
9. Review the current Chapter Calendar for events and programs in the next two months that you could / should attend. Be sure to cover dress code requirements of each event.
10. Ask for a Contact / Phone List for the Chapter.
11. Cover your Chapter’s Leaders and their various roles and functions. Be sure to cover the Councilors, Dad Advisor, and Chairman.
12. Other. Don’t feel confined to this list. If you have questions, ask. **BONUS** – find out why your Big Brother wanted to be your Big Brother.

After your meeting... Practice kneeling and going over the Grips and Step, Sign, and Token. Start familiarizing yourself with your Ritual Book.

First DeMolay Meeting

The first DeMolay meeting following your initiation can be quite intimidating. It may feel like you are having a hard time following what is going on or be afraid that you are going to mess something up. Rest assured, EVERY DeMolay Brother has felt this same way. In DeMolay, we strive to provide a safe and welcoming environment where you are comfortable participating without fear. If that wasn't enough, you have an ace in the hole. During your first DeMolay Meeting, you are going to be shadowing your Big Brother or other experienced DeMolay. You will stand when he stands and walk where he walks. Try to replicate his movements precisely.

As you move through the Opening, Business, and Closing of the Chapter, your Big Brother will whisper tips and explanations to you to help you follow along. If you have questions, feel free to ask your Big Brother when there is an appropriate moment.

During this meeting, you should...

1. Perform the Step, Sign and Token.
2. Give the Grips and Passwords.
3. Kneel.
4. Shadow your Big Brother though his Ritual Part. Pay attention to how he squares corners, turns, and kneels.
5. Listen carefully during the business portion of the meeting. Are there upcoming events that you can or would like to participate in?

6. Make notes of questions you want to cover with your Big Brother.
7. **BONUS.** During the meeting, the Master Councilor will call for Good of the Order (This is at the end of a meeting, and it's for anything to good to come before the Chapter). Stand and wait to be recognized by the Master Councilor. When called upon, thank the Chapter for including you in their membership and state what you most enjoyed from the meeting.

First Month Objectives

Congratulations, you made it through your first DeMolay Chapter meeting. Hopefully you now feel comfortable with the format of a Chapter meeting and your role in it. In a short time, your Chapter may assign you a floor position for which you will be responsible.

Following your first meeting, it is vital that you continue to engage in DeMolay. You should meet up with your Big Brother again in the two weeks following your first meeting. Instead of an informal meeting, you should try to schedule a little time out during another function you are both attending. This does not necessarily have to be a DeMolay function, but you and your Big Brother should find or manufacture an activity. Some ideas might include, going on a hike, going to a water park or nickel arcade, visiting another Chapter within your Region, or attending a DeMolay activity.

Preparing for your meeting: In preparation for your meeting, you should look back on your notes during the Chapter meeting and ensure that you have all of your questions written out so they can be reviewed by you and your Big Brother.

During this time, you should:

1. Have at least one meeting with your Big Brother, preferably in a social or fun setting.
2. Visit or plan a visit to another Chapter within your Region. Make sure that your parents / guardians are okay with you traveling to another Chapter. Your parents / guardians can join you!

3. Continue to work on floor work with your Big Brother. Get those corners and turns crisp. Discuss standing / sitting at attention and saluting the flag (no errant pinkies). Discuss memorization techniques.
4. Get to know your Dad Advisor and Advisory Council. Keep in mind that DeMolay Advisors are volunteers who give of their time to help you. Learn how to address Advisors.
5. Have your parents attend a meeting to get to know what DeMolay is about and encourage them to participate with you in events.
6. **BONUS:** Have your Big Brother show you how to tie a Neck Tie or learn a new knot with your Big Brother.

STATUS CHECK

1. Do you feel comfortable giving the grips and passwords, performing the step, sign and token, and getting in and out of kneeling position?
2. Do you know your Master Councilor and Dad Advisor?
3. Have you started looking through your Ritual Book and familiarizing yourself with the format?
4. Have you attended two Chapter meetings?
5. Have you made plans to visit a Chapter in your Region?
6. Do you know what is happening in your Chapter over the next several months?

Second Month Objectives

You made it through your first month. Keep up the good work. As with all learning, emersion is the fastest path to mastery. During your second month in DeMolay, you should continue to work on the skills which you have already been developing while seeking to broaden your horizon. During this month, you should take on a pro-tem ritual role during your Chapter meetings, seek out and meet new brothers from your Chapter and others, and begin learning about DeMolay heritage.

During this critical month, you are challenged to:

1. Attend all events of your Chapter (if possible). This will help you get to know your new brothers both inside your Chapter as well as your Region.
2. You will likely be asked to fill a pro-tem floor office position during the Chapter meetings. It is strongly encouraged that you and your Big Brother work with the Master Councilor to assign this part in advance so that you can learn the ritual part. Your Big Brother should meet with you prior to the Chapter meeting to go over any floor work or other protocols of your pro-tem office. Don't be too concerned about being word perfect. Try to understand the meaning behind the part and work from there.
3. If your Chapter wears capes during meetings, make sure your Big Brother shows you how to put on your cape and tie the knots. Also, he should instruct you on the proper sitting position while wearing a cape.

4. Prior to a Chapter meeting, your Big Brother and you should meet to discuss the above as well as some other traditions and customs in DeMolay. Specifically you will discuss how to stand at attention, address fellow members and advisors inside and outside of meetings, membership awards, and merit bars.
5. **BONUS:** Have your Big Brother help you get set up with the Chapter's, Region's, and State's Social Media programs (make sure your parents are okay with your social media presence).

STATUS CHECK

1. Do you feel comfortable stepping into a pro-tem floor officer part if requested by the Master Councilor?
2. Are you able to address fellow Brothers and Advisors properly, in and out of meetings?
3. Are you displaying your DeMolay pride by becoming part of the DeMolay social media efforts?
4. Are you excited to start earning recognition for your membership recruitment and other DeMolay activity (merit bars)?

Third Month Objectives

You have now been a Brother of DeMolay for two months! In DeMolay, we take our obligation to live clean, upright and patriotic lives seriously. Our obligation and our seven precepts are what make DeMolay unique in today's world. As you move into your third month, you and your Big Brother will begin working on helping you become proficient or to "prove up."

This month, you and your Big Brother should:

1. Double check that you are having fun with DeMolay.
2. Travel to a Region or State Event to interact and socialize with other DeMolay Brothers from across the state.
3. Discuss the "Proving Up" process, requirements, and expectations of the Chapter to accept a member as proficient. Review the ritual part in the Ritual Book. Begin committing to memory the first three+ paragraphs of the Initiatory Degree Enquiry to be complete by the end of the third month.
4. Participate in an individual Ritual Practice with your Big Brother as well as a Chapter Ritual Practice. Note: some Chapters do not have Ritual Practices during certain times of the year.

5. If your Big Brother is a member of an Event Planning Committee, ask to accompany him to an Event Planning meeting. Be sure to bring something to take notes.
6. Contribute to discussion during the Business section of a Chapter meeting. You can also give an event report or recap for the Chapter. Note that Chapters do not allow members to vote on Chapter business until they are Proficient.

STATUS CHECK

1. Did you discuss the Proficiency process with your Big Brother and review tips for memorization?
2. By the end of this month, have you committed to memory your first three+ paragraphs of the Initiatory Degree Obligation?
3. Are you comfortable with memorization techniques and following the instructions set forth in the Ritual Book?
4. Are you being active in the events of the Chapter?
5. Are you participating in the discussions of the Chapter Business?

Fourth Month Objectives

Are you having fun with DeMolay yet? DeMolay is geared toward fun and we want to make sure that you are finding a place to fit in and enjoy yourself. You should talk to your Big Brother or Dad Advisor about how DeMolay might be even more fun. This month you will continue to work on your Initiatory Degree Proficiency, become more familiar with the various positions of the Chapter, and begin laying seeds to bring your friends into DeMolay.

Specifically, try to fit in the following:

1. Prior to a Chapter meeting or during refreshment after, talk through all of the various Chapter positions with your Big Brother and about what roles / functions they serve both during a Chapter meeting and outside of the Chapter meeting. You might be surprised.
2. Continue memorizing the Initiatory Degree Obligation. By the end of this month, you should be comfortable with the first six+ paragraphs from memory.
3. Continue to attend Chapter Ritual practices. During this practice, make sure to carve out some individual time to speak with the Ritual Advisor. They might be able to offer a different perspective on memorization and delivery.
4. Bring a Calendar to all Chapter meetings to make sure that you know when you are and are not available.

5. Invite a friend to come to a DeMolay Event. Make sure it is either an event outside a Chapter meeting or that the Chapter meeting is a fun meeting. Carry a petition with you in your wallet and ask your Big Brother about how to approach a friend to invite them to an event.

STATUS CHECK

1. Did you discuss Chapter Roles with your Big Brother or other Chapter Member?
2. By the end of this month, have you committed to memory your first six paragraphs of the Initiatory Degree Obligation?
3. Are you having enough fun in DeMolay that you think you are comfortable asking your friends if they are interested?

Fifth Month Objectives

DeMolay is unique in that we are a youth led organization and we are serious about our commitment to having DeMolays, like you, plan and execute the Chapter programs. This month, you and your Big Brother will start recruiting one of your friends into DeMolay. Oh, and keep up the good progress on your Proficiency.

This month, try to:

1. Continue memorizing the Initiatory Degree Obligation. By the end of this month, you should be comfortable with all nine paragraphs by memory, including the sign and grip of the Degree.
2. Schedule a trial run of the Obligation with your Big Brother. He should give you points of emphasis and final thoughts as you finalize your preparation for your First Proficiency.
3. Recruit one of your friends into DeMolay. Talk with your Big Brother about your friends, then pick one of your friends that you would want to join DeMolay. Talk with your Big Brother on how to bring your friend to a event like, game night, paintball, dances or fencing.

Your Big Brother should show up to the same event that you and your friend is going to participate in, while at the event you and your Big Brother will talk about how great DeMolay is and why your friend should join. Make sure that you bring a petition and have fun.

You and your Big Brother can also invite your friend to someone's house and have a more casual activity. You and your Big Brothers goal is to recruit at least one of your friends by the end of the sixth month.

STATUS CHECK

1. Are you ready and confident in your First Proficiency?
2. Did you get together with you Big Brother to begin discussing bringing in one of your friends into DeMolay?

Sixth Month Objectives

You are in the home stretch. By this point in the program you and your Big Brother should have you on your way to finalizing your First Proficiency and begin working on your Second. Following completion of your proficiencies, you will begin engaging in the various other programs and opportunities that DeMolay has to offer including the Leadership Correspondence Course, Membership Recruitment, DeMolay Leadership Conference, becoming a Chapter Councilor, becoming a Big Brother yourself, and so much more. Completion of this program is a giant leap in the right direction and you can and should be proud, however don't let your activity and interest lapse merely because you do not have a Big Brother pushing you toward growth.

During this final month:

1. Memorize the DeMolay Degree Obligation. By the end of this month, you should be comfortable with the whole obligation from memory, including the sign and grip of the Degree.
2. Meet with your Big Brother to practice your Obligation in its entirety.
3. Prove up or finish proving up on both Degrees.
4. Complete your first Leadership Correspondence Course.
5. Meet with your Big Brother regarding what you liked and did not like about the Big Brother Program. What can be changed / improved upon? What didn't work.

This evaluation is vital to the future success of the Program.

6. Continue working with your Big Brother on recruiting one of your friends.
7. Remember that just because the Program is complete, it does not mean that your Big Brother is not there to help or guide you.

STATUS CHECK

1. Have you meet with your Big Brother to work on your Obligation?
2. Did you finish both Proficiencies? Congratulations, you are a voting member!
3. Did you complete the First Leadership Correspondence Course?
4. Have you recruited one of your friends yet?
5. Did you provide feedback regarding the program to your Big Brother and Chapter Advisor?