

Hiram's Lighthouse



PROVIDING MASONIC *LIGHT* FROM TORONTO EAST DISTRICT

DDGM:

RW. Bro. Malcolm Parish

ddgm@torontoeastdistrict.com

District Secretary:

W. Bro. William (Bill) Willis

secretary@torontoeastdistrict.com

Toronto East District

www.torontoeastdistrict.com

This Week in Toronto

egoodwin@rogers.com

Grand Lodge Website

Contents Page

Events Calendar

Around and About

(News & Notices)

This Month in History

Nature & Science

Nullius in verba

... by the Lighthouse Beam

Hiram's Lighthouse - June 1, 2019

Grand Lodge Merit Award Winner for District Newsletter 2008

FROM THE DESK OF THE DISTRICT DEPUTY GRAND MASTER

I am indeed proud of my District as we come to the end of a very meaningful and enjoyable year for myself and a well travelled District Secretary. We started the year with a couple of financial problems which were addressed very quickly by the diligent work of the Past Masters and our District Secretary. My plans to organize a secretaries association proved fruitful and an Awards/Service night has been arranged for Thursday, June 26th at York Temple. Work has also begun on a common computer program to assist all the secretaries of the District. My call to hold a District Friend to Friend night was answered by our F2F District Chair and a very successful F2F day was held at Chisholm Temple with over 80 persons in attendance.

I found the ritual work in most Lodges to be above average. Lodges which were revisited last year had put an extra effort into becoming better at ritual work, gratitude to my predecessor.

Attendance at social events was down this year, but the Lodges who traditionally hold social events did manage to create enjoyable evenings. It is well known that my edict is Family, Work and then Masonry, so I am pleased to report of a very successfully run "Family Evening" Gala.

No Lodge went dark in my year, but our Lodges do need to look at the work they are doing to stay open. Some Lodges are just bleeding money, and although they have enough now, they won't in quite a short amount of time. Some Lodges have lots of money and yet have not had an applicant for some time. Those Lodges need to look at the Lodges who have used F2F programmes, whether Grand Lodges or their Lodges version to increase membership.

It has been an Honour to represent the Grand Master and the respect shown to both myself and the District Secretary is heart warming. I have been told by Past DDGM's that my work has just started, looking forward to pressing forward with the latter.

Please remember that the formation of Grand Lodge is put in place by

you, it's your Grand Lodge. Attempt to attend the Grand Convocation at the Royal York in July and place an educated vote. Attend the "meet and greet" evenings and ask questions of those perusing an office.

Thank you to all the Brethren who have made this year the most worthwhile Masonic year of my life.

God Bless

R.W. Bro. Malcolm J Parish
District Deputy Grand Master
Toronto East District 2018—2019

Events Calendar

June 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	Mimosa 576	3 Canada 532	4 Brougham Union 269 West Hill 670	5 Alpha Tuscan 384 Doric 424 The Beaches 473	6 Wexford 683	7
8						
9	Scarbrough 653	10 Universe 705	11 Friendship 729 Imperial East Gate 543 Markham Union 87	12 Coronati 520	13 Birch Cliff 612	14
15						
16	Acacia 430 Caledonia 637	17 Riverdale JR Robertson 494	18	19 Doric 424 Alpha Tuscan 384	20 Wexford 683	21
22						
23	24	25	26	27	28 Birch Cliff 612	29
30						

EVENTS

...Now here's a Lodge in



**Grand Lodge of Masons of Massachusetts
186 Tremont St,
Boston, MA
02111 USA**



Around and About
(News & Notices)

7th Annual Golf Day

Sunday, June 9, 2019
 Cost: \$140 per player
 Registration 10:00 AM
 72 Golfers - 18 Teams

Enjoy a complete program of special events, 18 holes of golf (including cart), contests, lunch, prizes for each player and an exciting awards banquet... All for just \$140/player (dinner only at \$35/person)

- Two longest drive contests
- Closest to the pin challenge
- Closest to the line accuracy challenge
- Opportunities to get ahead of the other teams
- And surprise twists to add to your challenge

Tel: 416.655.2155 with questions
<http://bit.ly/7thgolfdays> for registration

Sponsorship proposals welcome.

Contact us at ontario227oes@gmail.com to discuss your ideas.



Remington Parkview Golf and Country Club
 6400 Steeles Ave East
 Markham, Ontario
 L3S 3J5
 Phone: 416.293.2833

Supporting **Voice for deaf and hard of hearing children** *
 - 4 Person Scramble



This year's event will be held **Sunday, June 9th** at the well-manicured Remington Parkview Golf and Country Club in Markham, Ontario.

Registration begins at 10 am, with tee-off starting at 1130 am.

The cost for this event is only **\$140 per golfer**. This price includes 18 holes of golf, riding cart, box lunch, buffet dinner and various awards.

There will be an awards presentation and dinner directly after golf.

To help us properly plan for this event, please register by going to <http://bit.ly/7thgolfdays>

***Proper golf attire must be worn at all times.** Shoes with soft spikes or running shoes are the two options for footwear on the course. No cut-offs, gym attire, sweat pants or beach wear is permitted. No steel spikes are allowed on the course. All participants must be at least 10 years of age.*

***Voice for deaf and hard of hearing children** is an organization that advocates on behalf of deaf and hard of hearing Children and their families. They run a weekend camp every summer, so the children can spend time with others who are hearing impaired. The parents at this time have learning sessions to help them understand the issues their children experience. Just \$240.00 will send a child to camp for the weekend.



TO REGISTER, send the following information, with payment, to ontario227oes@gmail.com or call 416.655.2155 for mailing address.
 (payment accepted via email transfer, cash or cheque)

REGISTER BEFORE JUNE 1 2019

NAME: _____ PHONE: _____
 EMAIL: _____
 PAYMENT VIA: _____ (ettransfer, cash or cheque)
 GOLFING WITH A GROUP? Please include names of other team/group members.



Caledonia Lodge No. 637
HERITAGE & STRAWBERRY NIGHT

Monday, June 17, 2019

- Scottish meal including haggis with salad & desert (strawberries)
 - Door prizes
 - Entertainment

York Masonic Temple
1100 Millwood Rd, East York, ON M4H 1A3

Additional details to follow. Contact our Junior Warden for ticket information.

Mark Wilson J.W. (2018/2019)
WBroWilson@outlook.com

This Month in History



Birthday - Undersea explorer Jacques Cousteau (1910-1997) was born in Ste-Andre-de-Cubzac, France. In 1943, he helped invent the first underwater breathing apparatus, called the Aqualung. He is best known for his Emmy Award winning television series, *The Undersea World of Jacques Cousteau*, which premiered in the U.S. in 1968.

June 10, 1652 - In Massachusetts, silversmith John Hull opened the first mint in America, in defiance of English colonial law. The first coin issued was the Pine Tree Shilling, designed by Hull.

June 24 - The Nativity (sometimes feast) of St. John the Baptist occurs near the Summer Equinox. St. John the Baptist is one of the two St. Johns referred to in Masonic ritual. The other St. John being St. John the Evangelist.



Please take the time to log in and review the new Grand Lodge website.

www.grandlodge.on.ca

Wolves Know How to Work Together



Dogs have evolved to be friendly and tolerant of humans and one another, which might suggest they would be good at cooperative tasks.

Wolves are known to cooperate in hunting and even in raising one another's pups, but they can seem pretty intolerant of one another when they are snapping and growling around a kill.

So researchers at the [Wolf Science Center](#) at the University of Vienna decided to compare the performance of wolves and dogs on a classic behavioral test.

To get a food treat, two animals have to pull ropes attached to different ends of a tray. The trick is that they have to pull both ropes at the same time. Chimps, parrots, rooks and elephants have all succeeded at the task.

...wolves did very well and dogs very poorly. In recordings of the experiments, the pairs of wolves look like experts, while the dogs seem, well, adorable and confused.

The researchers reported their findings in the Proceedings of the National Academy of Sciences.

With no training, five of seven wolf pairs succeeded in mastering the task at least once. Only one of eight dog pairs did.

With individual training intended to show the animals that if both ropes were held in the mouth, they could

get the treat, three of four wolf pairs succeeded multiple times. Two of six dog pairs succeeded — once.

Dr. Marshall-Pescini said both wolves and dogs were raised in exactly the same conditions at the center, where they live in groups with a lot of human contact but are not kept as pets. The reason for wolves performing much better, she said, might be that in the wild they must cooperate in bringing down big game and sharing it if they are to survive.

Dogs, whether they are free-ranging, foraging at garbage dumps or looking for discarded food, don't need teamwork.

But defining tolerance, which is supposed to aid cooperation, is tricky.

"Wolves argue a lot around food," she said. "But in the end they eat together." As for dogs, she said, "They don't even argue about it." An earlier study of free-ranging dogs, she said, showed that the dominant dog ate first and other dogs waited.

What you can learn about teamwork from these animals' traits



Teamwork can be described as the process of working collaboratively with a group of people in order to achieve a goal. It involves subordinating personal prominence to the efficiency of the whole...We survived the worst of times because we worked together and supported each other. The basic ground for survival was to 'be together or perish'.

1. Trust from Meerkats

They have adopted a very smart survival strategy, which is based on mutual trust. One member is assigned the job of guard while the mob feeds. As soon as they spot any danger, they alert the whole clan, which then has enough time to run for safety. The amount of trust the mob places on each other is

massive; one slip of alerting the mob can be the difference between life and death, but they still do it with a high rate of success.

Learning: Similarly, trust in each other is the most basic requirement in a team. You cannot grow or achieve much individually until you trust your team and work together.

2. Communication from Wolves

Wolves have a highly evolved social structure with roles defined for each member of the pack. They utilize every channel of communication at their disposal – right from their bone-chilling howl to miniscule eye movements. Researchers say that wolves pay close attention to all types of communication. Their power of observation is honed so finely that they record even the most subtle changes in each other's behaviour.

Learning: This is the kind of approach that works wonders in teams as well – understand each other well and communicate so effectively that the scope of miscommunication becomes absolutely less whenever there is task at hand.

3. Coordination from Killer Whales

Killer Whales are the most dangerous predators that roam the seas. They understand the power of collaboration and coordination to increase their success rate in finding preys.

Learning: Coordinated efforts play a major role in completing any task, simple or complex. Irrespective of who gets more recognition for the same task, what matters is the bigger picture of completing a task which is going to add value to your organization.

4. Conflict resolution from Chimpanzees

Chimpanzees, who have been in conflict with each other at a previous occasion, are likely to be near each other in a conflict against another. This close proximity allows the exchange of grooming, hugs and kisses, which serves to diffuse the chances of future conflict. After fights, the chimp who comes off worse in a conflict is the one who initiates reconciliation.

Learning: Since teams are composed of people with different personalities, there are always chances of conflict occurring over differences. We must remember that conflict does not only affect the people involved in the argument, but also the entire team, thereby creating negativity. It is essential to understand the importance of resolving conflicts and maintaining amiability.

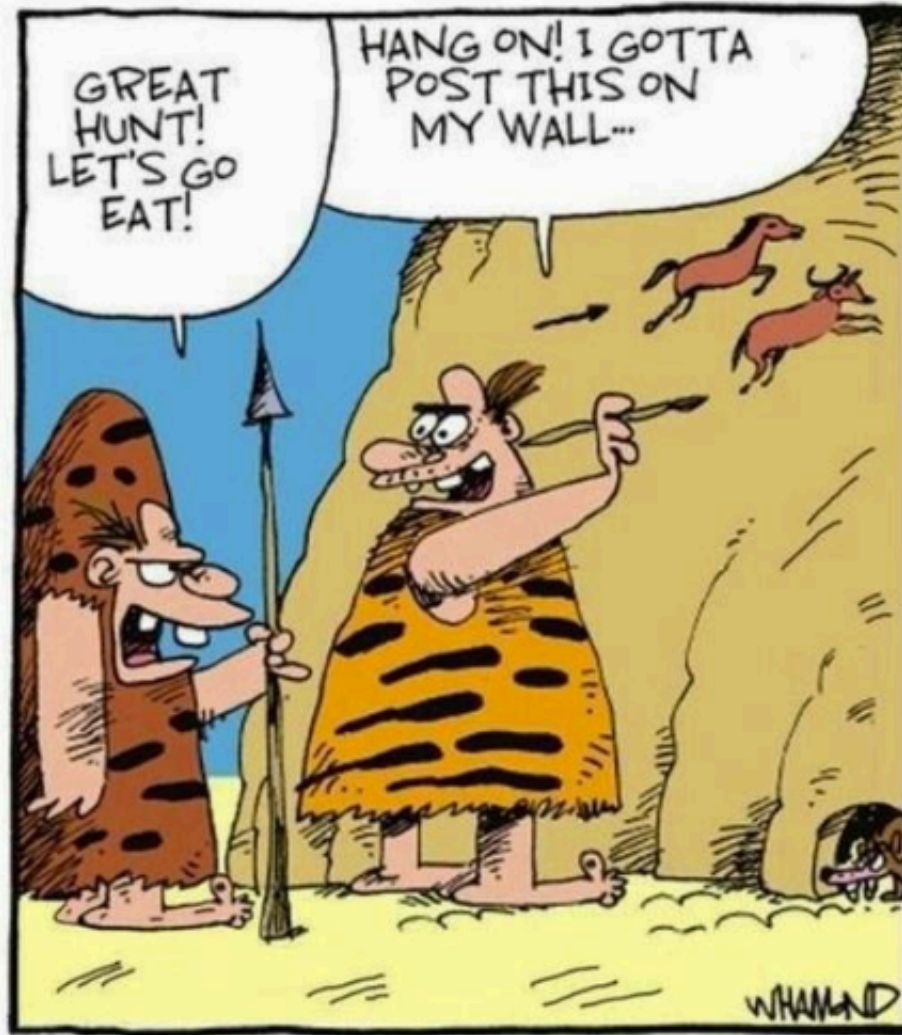
5. Empathy from Elephants

Elephants are one of the most intelligent animals and are very social too. They have an innate ability to remember and act empathetically towards other herd members. If any member of the herd is injured or sick, the others will try to pick them up with their trunk. If a member is dead, the rest of the herd mourns for the one gone.

Learning: When you empathize with your team members and understand their joys and sorrows, you tend to create bonds which are very important for the team to perform better. Making an effort towards going that extra mile always reaps benefits at some point or the other.

Early Humans Used Brain Power, Innovation and

Teamwork to Dominate the Planet



Early Facebook

The study of our human nature encompasses a variety of fields ranging from anthropology, primatology, cognitive science and psychology to paleontology, archaeology, evolutionary biology and genetics.

Representatives of each of these disciplines gathered February 19-22 at a workshop, "Origins of Human Uniqueness and Behavioral Modernity," staged by Arizona State University's Origins Project to discuss recent advances in their respective fields.

Led by ASU professors anthropologist Kim Hill and paleoanthropologist Curtis Marean, co-organizers of the event, the panel of scientists agreed to adopt a working definition that human uniqueness is the "underlying capacity to produce complexity," and to think of behavioral modernity as "the expression" of those capacities.

The expression of capacities, Hill and Marean said, can be summed up, namely, as exceptional cognition, culture and cooperation. Each of the three C's was a topic of focus for the scientists. One of their goals at the conference was to pinpoint specific markers of these expressions, and then use them to identify

the [emergence of humans](#) within the paleoanthropological record.

Cognition

The beginning of human cognition, for example, is the result of the development of a larger brain, which can be represented by artifacts—stone tools, weapons—or productions that signify greater abilities for thinking and innovation, said archaeologist and paleoanthropologist John Shea of Stony Brook University.

Culture

Accordingly, the researchers discussed how an [oversized brain](#) led to culture, a product of thinking and social learning facilitated by language, creativity and innovation. The passing on of knowledge from generation to generation is metaphorically referred to as a cultural "ratchet effect," which creates greater complexity of culture over time.

Cooperation

Whether demonstrated by situations of hunting, foraging, child rearing or migrating, humans with culture, in pursuit of shared goals, had much to gain through cooperation. [Cooperating](#) humans would lead to greater survival, greater reproduction and colonization.

Leadership Development

What Everyone Should Know About Teamwork

***Luis E. Romero** is an MIT-trained Economist, certified coach, professional speaker and published author*
We all know already that teamwork is the key to success in most realms of life and business.

However, teamwork is a challenge in and of itself. It requires that people manage their egos, develop humility, communicate effectively, resolve conflicts and, above all, commit to one another and to a common goal. Anyone who has worked on a team knows that the only way to do so successfully is by assessing oneself honestly and becoming the best person one can be. In this regard, not only does teamwork increase performance, it also promotes the development of better citizens and societies.

In order for a group of people to become a high-performing team, its members must undergo five transformational stages, which were masterfully described by [Jon Katzenbach](#) and Douglas Smith in what they called "The Team Performance Curve," presented in their book [The Wisdom of Teams](#). The five stages are:

1. Working Group

A working group is nothing more than a collection of individuals who make independent contributions to a common objective, thus requiring low levels of integration and alignment.

2. Pseudo-Team

When the members of a working group first decide to become a real team, their collective performance will tend to decrease as a result. This may seem counter-intuitive at first, but it actually makes a lot of sense. Working groups do not require that their members be fully integrated and aligned strategically and operationally. They operate under the premise that its members work individually and, later, someone else, a coordinator, will be responsible for integrating the results of their work.

3. Potential Team

Once a certain level of familiarity and camaraderie develops among the team members, they start to agree on preliminary objectives, work methods, communication protocols, etc. Also, as they start to reach agreements, they also start to develop a culture of their own. This allows them to feel comfortable with one another, anticipate each other's moves and have a glimpse at what they could achieve together.

4. Real Team

After establishing common objectives, work methods and communication protocols, newly formed teams develop a culture of their own and start to function like a unit. They visualize a shared future, motivate each other, learn from each other, resolve disputes and perform their jobs in ways that strengthen the overall system.

5. Extraordinary Team

When a team develops a culture based on humility, hard work, excellence and learning, its members become able to translate both their victories and their failures into inputs for continuous improvement. Additionally, each member starts to develop unique, specialized skills that increase the team's inventory of competitive advantages. Furthermore, they periodically reinvent themselves and the way they work, thus quickly adapting to, and sometimes generating, industry trends. All this allows them to achieve extraordinary results with increased frequency, thus becoming an extraordinary team.

The evolution from stage 1 to stage 5 is an arduous one that only a few get to complete successfully. In a way, these five stages also describe the development of human consciousness, sustainable economies and democratic societies.

7 Team Building Lessons We Can Learn From Animals



The Cattle Egret: Teamwork for the Win

The Cattle Egret is often seen perching on cattle or other grazing mammals. The egret eats parasites off

of the cattle's body and often warns about oncoming predators. Cattle shake up grass and dust, disturbing insects for the egret to eat ([TIFR](#)).

Tip: Teamwork between different departments can foster success while communication between different departments builds stronger relationships.

Canada Geese: Leadership is Flexible

The flying V formation is used by Canada Geese for migrating long distances. If the leader at the apex of the V gets tired or sick, another goose will take its place ([Emerald Research Register](#)). This ability to rotate leadership shows how important it is, not only for leaders but for a whole team to be flexible and watch out for each other.

Tip: Be alert and aware of the needs of your team members. Flexibility and delegation when it comes to leadership are key to a successful team.

Honey Bees: Structure Makes Teams Efficient

Bees are often used as shining examples of teamwork in the animal kingdom; this isn't without reason. A hive of honey bees can consist of up to 60,000 bees. Each bee has a specific job that contributes to the overall success of the hive. ([MAAREC](#))

Tip: Structure and delegation of work is critical to productivity. Delegate work evenly and efficiently among team members. Ensure everyone knows the importance of his/her role.

Dolphins: Communicate, Communicate, Communicate

Communication in the dolphin world is key to survival. From vocal calls to tail slapping, dolphins use multiple methods of communication to direct, lead, and protect each other.

Tip: Clear communication is crucial to the overall success of a team. Sharp communication, whether written or voiced, brings teams closer together in high-stress situations and is key to a fully functioning team.

Wolves: We're In This Together

Wolves are known for traveling in tight knit packs that have very strict social rankings, forcing them to be expert communicators. The wolf's howl isn't just for communicating over long distances or distinguishing between packs. Some scientists believe that wolves howl communally to help strengthen social bonds and camaraderie. ([Wolf Country](#))

Tip: Fostering camaraderie and encouraging employees to get to know each other will create stronger and more successful teams. Also, howl together.

Orcas: Learn the Ropes

Orcas, one of the most famous predators of the deep blue sea, are experts in working together to accomplish everything from hunting to teaching their young. Scientists have documented elder orcas nudging and coaxing the younger whales to test out hunting techniques. ([Nature](#))

Tip: Encouraging employees to try new things and learn from each other helps to enhance learning and build stronger teams.

Spotted Hyenas: Problem Solving Teams

Spotted Hyenas are pack animals with food on the brain and, according to a Duke University anthropologist, their problem solving skills rival that of some chimpanzees. A group of hyenas were presented with a food reward and two ropes; the animals soon discovered they needed to tug the ropes in unison to get the food. ([Duke](#))

Tip: Group work can be the key to successful projects. Teams or groups of workers may be able to address certain problems better together than individually. Make sure your teams understand how working together can create productive and prosperous projects.

Quiz - What animal leader are you?

Nullius in verba



Leadership: Leading Brethren in Freemasonry

Dr. Lionel Boxer and Stephen Lourey



“If you want to go fast, go alone.
If you want to go far, go
together.”

~ African Proverb



Leadership Lessons From 'Animal House'





USC Marshall

School of Business

Kenneth Perlman *Adjunct Professor of Management and Organization USC Marshall, is a consultant, facilitator and presenter with 25 years' experience consulting to executives and teams at Fortune 500 companies.*

Ken Perlman discusses the very real fear of leading many managers have, and how to get past it.

During his Oscar presentation Sunday, Bill Murray slid in a clever tribute to [Harold Ramis](#), who died last week. Remembering Ramis' work – he wrote or starred in so many great comedies featuring endearing, unsavory underdogs – I remembered the infamous scene (below) from "Animal House" where Bluto tries to rally the troops, gives a rousing speech, runs out the door, and nobody follows. That, I realize, is one of our client's biggest fears.

We help our clients evolve from managers in control of everything to leaders that inspire their people. Transitioning from an overseer – making sure that nothing fails, no balls are dropped, and no issues are left unresolved – to the leader who empowers and motivates can be daunting. As each make this switch, most clients have a moment of real insecurity, wondering, "What if, at the end of my motivational 'rally cry,' I run out the door - and nobody follows?"

These successful people are exceptional at managing, defending, rationalizing, justifying, controlling, documenting, supervising, budgeting, allocating – all the things that got them the job. We ask them to flex a new, different muscle. We ask them to lead, to set direction, to motivate others, and to create an environment where their people will step up to the challenge without being told what to do or how to do it.

Their fearful vision plays like the scene in "Animal House": The team is demotivated, the group just got put on "double-secret probation" by Dean Wormer, they're not showing results, they're not winning. This is where Bluto (John Belushi) tries to rally the troops with an emotionally engaging and not-entirely-factually-accurate motivational speech, and it doesn't work. In the end, Bluto's approach doesn't just fail, it's embarrassing – well, it would have embarrassed anyone except Bluto.

But once our clients get over the fear of being Bluto – out front leading with nobody following - they realize that being inspirational is simply a matter of setting direction and communicating importance. Here's how they do it:

STOP trying to manage:

- "How" to do it: directing, allocating, budgeting
- When it's going to get done
- Who's going to do it

START asking people:

- “Who **wants** to help make this happen?”
- “How would **you** do it?”
- “What are **you** willing to do to get it done today?”

This is how you shift toward motivating to generate impact. When someone raises their hand, give them permission, give them protection, encourage them. When those people come to you to ask for something – a little help, a resource, or a budget – give it to them. Whatever their plan is to get it done – let them.

As soon as two, three, or four people start taking those first steps – and you make their effort public and visible – you show others what success looks like. People won't just start to follow you, you'll see followers getting out in front of the leader – going in the direction you wanted them to go.

Administration

NOTICE: Hiram's Lighthouse is currently looking to expand its Editorial Board, should you or someone you know be a good candidate, please contact the editor at hramslighthouse@gmail.com with a brief bio.

ADMINISTRATION:

Hiram's Lighthouse is your newsletter. It is published on the last day of every month. If Hiram's Lighthouse does not have the content you would prefer, it is because the editor does not have that content available. If you want something more, please submit it. Please feel free to offer suggestions, submissions for ... by the Lighthouse Beam, book and film reviews, and topics of Masonic interest.

We also ask all Secretaries and Worshipful Masters to inform their lodge members of the existence of the newsletter and how to subscribe to it.

Anyone wishing to get on the subscription list should personally send a message to hramslighthouse@gmail.com including your full name, lodge and lodge location with a subject of Newsletter.

To get a notice into the newsletter at least one month before the event, send a message to hramslighthouse@gmail.com with all the information and we'll run it every month until the function is past.

Moving? Changing service providers? Remember to send in your new snail-mail and email addresses to both your lodge secretary and Hiram's Lighthouse - hramslighthouse@gmail.com

Editor's Desk
Hiram's Lighthouse
hramslighthouse@gmail.com
Toronto, ON, Canada

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