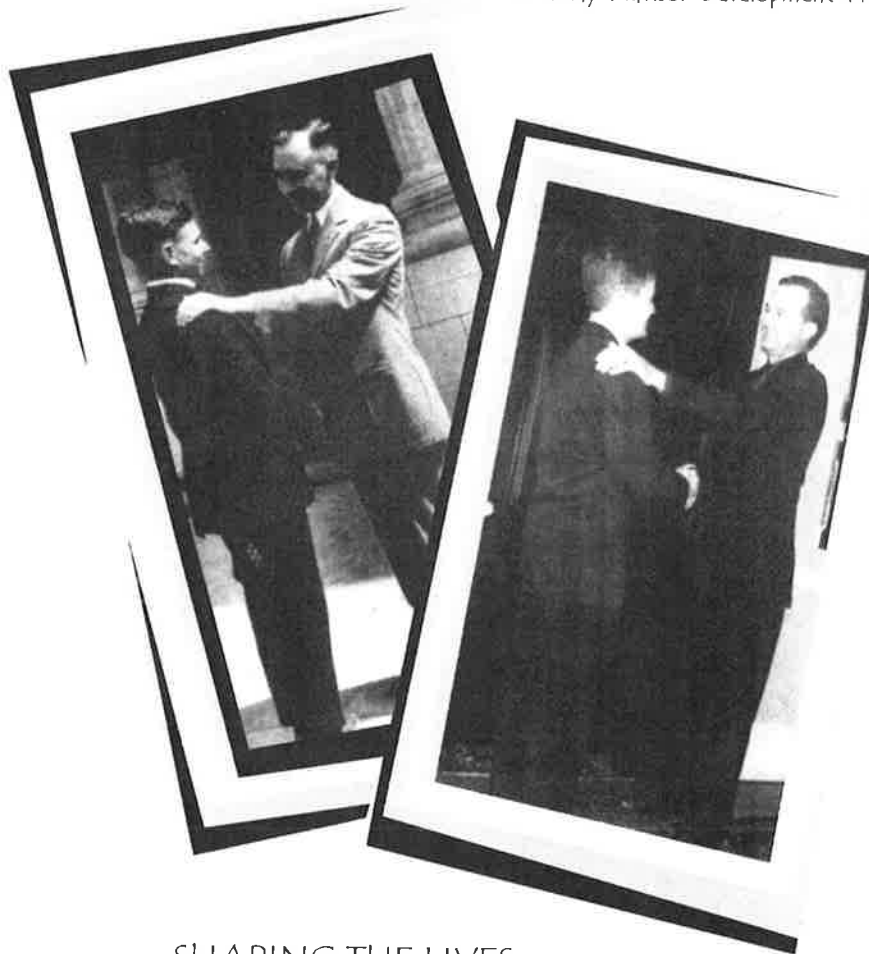

D.A.D.

DeMolay Advisor Development Program



SHAPING THE LIVES
OF YOUNG PEOPLE FOR DECADES

Quick Start

D.A.D.

**DeMOLAY ADVISOR DEVELOPMENT
AND CERTIFICATION PROGRAM**

QUICK START

(Phase I)

Shaping the lives of young men for decades.

WHAT IS DEMOLAY?

DeMolay offers young men between the ages of 12 and 21 an experience that is fun, educational, challenging, motivational, supportive, inspirational and everlasting. The basic life principles that are instilled within each DeMolay demonstrate the uniqueness of the organization. Among those values that are taught and rewarded are: love of parents; reverence and respect for others, their beliefs, opinions, and the things they hold sacred; courtesy toward all; lasting friendship; faithfulness; cleanness in thought and action; and patriotism.

By providing DeMolays with opportunities to develop, practice and refine their leadership skills through a member-led chapter, the young men of DeMolay will be more capable of achieving their maximum potential as they mature into adulthood. In their adult life, DeMolays will be expected to provide positive, constructive, and principled leadership in their home, in their work and in their communities.

THE AIMS OF DEMOLAY

DeMolay has four aims in working with young men. The are:

- a. Character Development.
- b. Leadership Development.
- c. Responsibility and Accountability.
- d. Mental, Moral, and Emotional Fitness.

THE METHODS OF DEMOLAY

The Aims of DeMolay are accomplished through the following methods:

1. The Chapter Concept.
2. Youth led – Not adult led.
3. DeMolay Ideals as expressed in our ceremonies.
4. A Balanced Program of activities, events and projects.
5. The Obligatory Days.
6. Honors and Awards.
7. Leadership Training.
8. A Positive Adult and Youth Association.

OUR NAMESAKE

Jacques DeMolay is the namesake of the organization. DeMolay was a French Knight who suffered great hardships but showed great loyalty to his friends and fellow Knights. The DeMolay Degree, performed by DeMolay members, is a dramatic and historical portrayal of the trials, tortures and martyrdom of Jacques DeMolay and teaches unforgettable lessons of loyalty and toleration.

THE ROLE OF ADULTS IN DEMOLAY

The key to providing members with a successful DeMolay experience and achieving the aims of DeMolay is quality advisors and volunteer adult workers. Finding qualified advisors and volunteer adult workers is paramount in building a successful DeMolay chapter because of the positive and everlasting influence adults can have on youth.

You might recall an adult who made a significant difference in your life. You could most likely describe a situation which, at the time, due to the inexperience of youth, the circumstances seemed nearly hopeless but were miraculously turned around by a caring and understanding adult. Advisors and volunteer adult volunteers can make a significant difference in the lives of young men.

Young people learn best by example. Advisors and volunteer adult workers have the potential to inspire DeMolays to higher levels of commitment, involvement, service and accomplishment.

As an organization, DeMolay believes that young people deserve the very best! The goal of DeMolay is to recruit and train the very best advisors and volunteer adult volunteers in order to provide DeMolays with mature, experienced adult leadership to ensure a successful transition from childhood into adulthood. We hope you will join our efforts in serving the youth of DeMolay.

THE TIME COMMITMENT

DeMolay does not want any person to make a 24-hour a day, seven days-a-week commitment. There are some advisors and adult volunteers who have only a few hours per month to devote to Chapter activities while others may want to devote all their discretionary time to DeMolay. Whatever the commitment, advisors and volunteer adult workers determine how much they want to be involved in Chapter activities. DeMolay is willing to work within the parameters set by its adult volunteers, but don't be surprised if you catch yourself devoting additional time to DeMolay.

How much time? There are no rigid requirements. Each Chapter is significantly different and needs vary by the season of the year. You may invest whatever time you have available. We believe, "the greater the investment, the greater the dividends." Having worked extensively with volunteers, DeMolay knows that volunteers must not overextend themselves less they cease any involvement. The Advisory Council Chairman works closely with all advisors

and volunteer adult workers to make certain that no advisor or adult worker takes on too much, too quickly and becomes overextended.

A dedicated and involved advisor and volunteer adult worker is capable of making a significant difference! The more qualified advisors and volunteer adult workers who are involved in DeMolay, the more young men we can serve.

IT'S YOUR DECISION

You alone must ultimately decide if DeMolay is an organization that is right for you. To assist you in making a sound decision, please consider the following:

1. Many young people are forced to face the "teen years" alone.
2. Young people will get involved in "fun" activities.
3. Between the ages of 12-21, young people are strongly influenced by their peer group.
4. Young people can think and act responsibly when given the opportunity and are guided by caring adults.
5. Young people should develop leadership skills and learn to make independent decisions.
6. Young people are easily bored if they are not actively and constructively involved.
7. Young people do not always have supportive parents at home who are willing to listen to what they have to say.
8. Valuable lessons can be learned by studying positive adult role models.
9. The basic life principles taught by DeMolay should be instilled in all young people. (Love of parents, reverence, courtesy, lasting friendships, faithfulness, cleanness, and patriotism.)
10. Young people will not have access to the DeMolay experience if Chapters are unable to locate qualified advisors and volunteer adult workers who want to make a difference in the lives of young people.

GETTING INVOLVED

If you like what you've seen, heard and read about DeMolay, then, you are encouraged to express your interest in becoming an advisor or volunteer adult worker.

- Attend a chapter activity to become better acquainted with DeMolay, the young men in the chapter and advisors and adult workers.
- Complete a DeMolay Adult Worker Profile Form. DeMolay is committed to providing a safe and quality program for its members. This form is designed to show that you possess the qualities necessary to work with and be responsible for the young men of DeMolay.

- Commit one year of service to DeMolay. Involvement in DeMolay is not a lifetime commitment. There will be no attempt to push you into DeMolay. You should get involved only if it is good for you!
- Determine the specific duty that matches your interests. Enjoyment and satisfaction are greater when assignments are matched to the volunteer's background, occupation and interests. The Chairman of the Chapter Advisory Council will work with you to choose a role in which you will be comfortable and in which you can make a contribution to the DeMolay Chapter and its members.
- Participate in the DeMolay Advisor Development Program. This is a training program that provides advisors and volunteer adult workers with the "basics of DeMolay."
- Ask for help. Don't be afraid to ask when you don't know something. You can be assured that another advisor or adult worker will be able to answer your questions or help you work through difficult situations.
- Improve your performance. Jurisdictional and chapter training sessions and advisor updates are conducted periodically.

ADVISORS AND VOLUNTEER ADULT WORKERS MAKE A DIFFERENCE!

We sincerely hope that you will become a DeMolay Advisor or Volunteer Adult Worker. There are thousands of young men searching for a positive experience during their teen years. Adults can make the difference in the lives of young men. You will not be disappointed. **INVEST IN THE FUTURE! INVEST IN DEMOLAY TODAY!**

DeMolay International is an incorporated non-profit organization which has been granted 501(c)(3) tax exempt status by the Internal Revenue Service.

DeMolay, one of the world's largest fraternal youth organizations, is for young men between the ages of 12 and 21. The over 1,300 Chapters around the world have influenced the lives of over one million young men.

DeMolay is governed by DeMolay International which provides standards, rules, regulations and programs for all DeMolay Chapters. The leadership of DeMolay consists of noted leaders in the national Masonic community and men with life-long experience in DeMolay. The Jurisdictional Executive Officer is responsible for the governance and operation of all Chapters in his jurisdiction.

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