



Moose Diversity Statement

“The Moose Fraternity is committed to cultivating and preserving a culture of inclusion and connectedness. We will only be able to grow today as an organization, and provide meaningful help to others, with a diverse group of members, employees and partners that are representative of the communities and individuals which we serve.

Therefore, we do not discriminate against any member, potential member, employee or applicant for employment based on race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.”

By **SCOTT HART/CEO**

As we begin 2023, we have seen a lot of progress within the Moose Fraternity in just a few short years, that has helped make us more relevant in today's society. We eliminated smoking in all of our lodge homes. We have brought both the women and the men together into one unified membership where all have a voice and a vote. And we have empowered women to take on leadership roles throughout the Fraternity to make us stronger as an organization.

These changes have helped the Fraternity grow and prosper, as we have seen an increase in membership for only the third time in the past 30 years. In order to continue this growth, however, we need to remain relevant to potential members who are also changing. These individuals represent multiple generations with different expectations and values than those that existed when we were founded, and even those that existed only a few short years ago.

One part of those values has been inclusivity, where all individuals are welcomed and respected. The Moose has long considered itself non-discriminatory, but has never articulated that value with a formalized statement. Therefore, the Moose International Board of Directors recently approved a diversity statement that represents the Fraternity's views on inclusion for members, volunteers and staff:

This statement will appear on our website, our membership application, and in our employee policy materials. More importantly, the statement will guide our actions moving forward so that we accurately represent the varied individuals that make us the strongest fraternal organization that exists today. ■



QuickBooks On Line Project Migration Is Nearly Complete

By **DAVE SMOOT**/Assistant Director, Membership

Can you believe it? The QuickBooks On Line (QBO) Project is two years and four months in the rearview mirror – and we survived it!

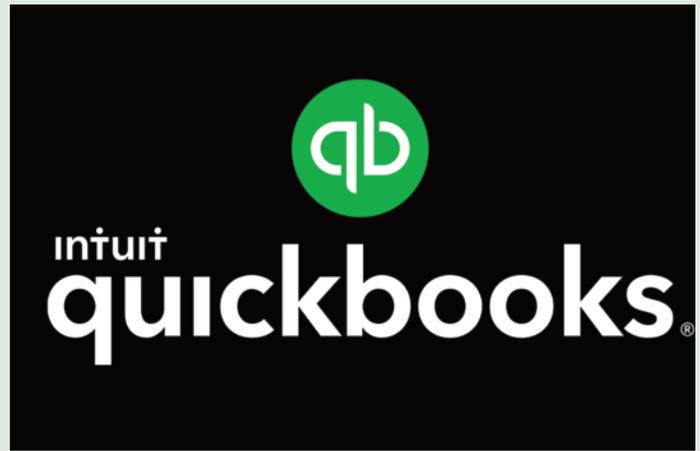
Back in September of 2020, Moose International contracted for more than 2,500 QBO subscriptions to be utilized for lodges, chapters, Moose Legion jurisdictions, and Moose training. This did not include the Canadian Moose units; these subscriptions are handled directly by the respectful unit's association. The migration of the various units' QuickBooks from desktop versions to the new QBO versions consumed many months of coordinated efforts by field staff and unit leadership.

By early 2021, we had nearly all U.S. units migrated to QBO. Unfortunately, several units, even after migration, failed to use the QBO program and we had to go back and migrate them again. You must use QBO. The Canadian units are now also fully-migrated to QBO.

There was one group of units missing from the QBO migration project – have you figured out who? If you guessed associations – you're right. We purposely delayed the associations to allow us to complete all the other units first.

However, beginning in December, 2022 we began migrating the associations. Missing from this migration project is the anxiety experienced during the lodge, chapter, and Moose Legion migrations – proving we have become accustomed to QuickBooks On Line; in fact some association leadership has been pushing to get migrated. Who among us living through the early migration project would have thought that this would happen?

Waiting allowed us to repurpose closed lodge subscriptions for our associations; and all the subscriptions are now assigned and being migrated – the entire project is scheduled for completion in early February. The completion of associations will put all units of The Moose



on QuickBooks On Line. FYI – we heard the Elks have followed our example for their units.

Speaking of closed units, we have also been able to cancel subscriptions to over 200 QBO programs previously assigned to units which have unfortunately closed. The majority of these subscriptions have been identified through the coordinated efforts of the Women of the Moose offices at headquarters. The QBO Program requires constant management; coordinating training updates and managing the individual subscriptions.

We have witnessed great progress with the QBO Project, with more users realizing the benefits and ease of use; we are seeing interest in training on the additional features available using QBO. Our forthcoming refresh of the FRS Program and updates to the Moose Training open the door to train and promote using more of the benefits and features of QBO. Stay tuned and be ready to “rock” your unit leadership with great management tools to maximize your financial operations. ■

Lodge Reporting, Remittance & Submission Deadlines

Following is a list of upcoming deadlines for lodges to file reports, remittances or submissions or other key dates in the Moose calendar. The list can be found online at www.mooseintl.org under the “The Moose” tab in the Members Area.

February

24: Moose Journalism Awards - deadline for Website entries.

March

3: 2023 Moose Journalism Awards - deadline for Publication (print or e-mail) entries.

10: Verify previous month's QB accounts are reconciled.

14: Entry Deadline for Moose International Steel Tip Dart Tournament. Tournament takes place at Hopewell, VA Lodge 1472, April 14-16.

15: Mail MONTHLY Moose International A/R Payment and Endowment Fund Remittance.

15: Moose Charities Rocker Fundraiser submission deadline.

29: Entry Deadline for 2023 Moose International Bowling Tournament. Tournament takes place at Dubuque, IA Lodge 355. First weekend is April 29-30.

April

7: Moose International Offices Closed.

10: Verify previous month's QB accounts are reconciled.

12: Loyal Order of Moose's 135th Anniversary.

15: Mail MONTHLY Moose International A/R Payment and Endowment Fund Remittance.

30: Fiscal Year End.

May

1: QUARTERLY Form 941 Employers Federal Tax Return submission deadline for Jan - Mar (U.S. Lodges Only).

3: Enter New Officers into LCL web .

6: Entry Deadline for Moose International Pool Tournament. Tournament takes place at Wilson, NC Lodge 989, June 6-10.

10: Verify previous month's QB accounts are reconciled (Final April 30.)

15: Mail MONTHLY Moose International A/R Payment and Endowment Fund Remittance.

15: Heart of the Community Report - deadline for QUARTERLY submission.

15: Lodge Safety Inspection Form - deadline for ANNUAL submission to avoid Compliance Modifier.

16: Entry Deadline for Moose International Bar-B-Que Cook-Off Competition. Competition is at Mooseheart, IL Lodge 2655, June 16-17.

23: Pre-Registration Ends for the International Moose Convention. ■

MEMORIAL BIBLES

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MOOSE
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Formerly "Moose Docket," "Action," "Moose Leader," and "Women of the Moose Official Bulletin"
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Know your duties as an officer and your chain of command

By **RICK KING**/Chief Compliance Officer

Being an officer can be a daunting task, especially if it is your first time on the board or if you are a new member to The Moose. Officers are often confused or afraid to make the wrong decision and don't know where to turn with questions. Well-meaning board members will often look to lodge elders or past leaders and ask their opinion on how to handle a situation. This can often lead to some poor results due to the past officers having outdated knowledge of the General Laws or passing along incorrect information taught to them.

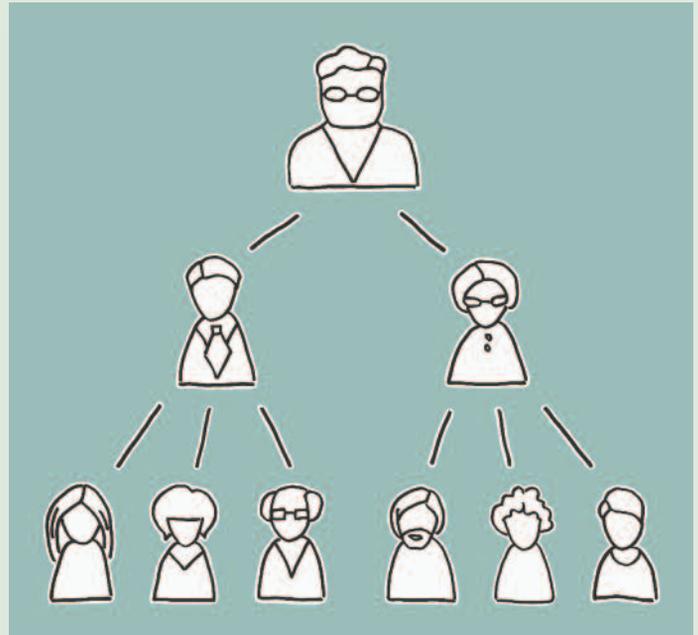
As an officer you should know your chain of command, which is your Territory Manager, Regional Manager and the Moose International offices. The Moose offers a helpdesk for general inquiries or you can go to a specific office by phone or email if you know who the contact is. The Moose International website at www.moosintl.org offers a wealth of information such as pamphlets, handbooks, templates for important documents and contact information for Moose International staff. No matter who you reach out to, if they cannot answer directly, they will forward the email or call onto the appropriate department.

Knowing what duties an officer must perform can be confusing at times. Again, you should seek help from your chain of command with questions or problems as they arise. Some of the most important tasks an officer must keep on top of are the lodge financials, informing the membership of lodge happenings and keeping decorum within the lodge.

If your President has not filled their committee chairmen to include one of the most important, the financial review committee chairman, the board must help push them along in the task. Once the committee chairman position is filled, this is one of the vital committees that should be doing its tasks.

If you do not hear a report being given in order to be transparent in financials with the membership, the board has a duty to take some action to help move it along. You should speak with the President and Administrator to figure out why the financial review is not getting done and resolve that quickly.

If that does not work, you should notify your Territory Manager of the difficulties. The financial review is in place to protect the lodge and officers and you should make this a priority.



Members want to be informed and it is your duty as an officer to help your members know what is going on. You can do this with a calendar, newsletter, Facebook page and by making announcements in meetings. Invite members to meetings when they mention they want to know more.

Make your meetings a little more fun and engaging if possible. Remember however, no alcohol in the meeting per the General Laws. Be transparent about financials so members feel informed and don't suspect the board of misappropriation if there is none.

Lastly, members want a safe place to gather and The Moose is a family fraternity. It is your duty to enforce decorum in the lodge home. What does that mean? Follow the procedures under Section 48.8 of the General Laws when you are notified of a breach of decorum. If you are unsure of how to handle an incident, use your chain of command or contact the Compliance Office ■

Make 2023 Convention Plans Now!

Join us in Reno for the 2023 International Moose Convention from June 20-23! The Opening Session will take place on Tuesday, June 20 and the Installation of Officers will take place on Friday, June 23. Auxiliary meetings, training etc. may begin beforehand, starting on June 17.

Hotel and registration information is now available. Please check www.moosintl.org for more information.

In the meantime, view presentations and transcripts from the 2022 International Moose Convention in Orlando, FL through the Moose Events/Meetings portal on the main Members Area of www.moosintl.org. ■



Run Your Meetings At Moose Legion Celebrations Properly

By **SHAWN BAILE**/Director, Moose Legion and Higher Degrees

As we head toward the close of another Moose fiscal year, we prepare for the fresh start that comes along every May 1. We complete the nomination and election process, and we install the group of Moose Legionnaires who will lead our units for the next 12 months. A new President takes the helm, hopefully with a vision for his Moose Legion, and plans to ensure that membership and fundraising goals can be attained during the year.

A major responsibility for the Moose Legion President during his year as the presiding officer is to make sure that meetings at celebrations are organized and run properly. Several years ago, the agenda for celebrations was changed to include a business meeting, which should only be attended by Moose Legionnaires who are in good standing in their respective lodges and the Moose Legion, followed by the conferral ceremony and information session, which are open to good standing Moose Legionnaires, their significant others, qualified candidates, family members of qualified candidates, and invited guests, including Official Visitors. Let's look at each of the meetings a little more in depth.

Business Meeting

- These meetings are extremely important, especially since they typically only occur on a quarterly basis. This is the time for approvals of previous meeting minutes and expenditures, for approving recommendations from the Board of Directors, and for hearing reports from the various committees within the Moose Legion jurisdiction.
- During the annual celebration, the election of directors takes place during the business meeting. The election is the first item on the agenda, and if there are any contested positions, announcement of the election results is the final item of business on the agenda.
- All materials should be prepared in advance of the meeting. Minutes should be clearly written or typed. Committee chairmen should have reports to present. Since celebrations are held quarterly, there should be no reason for any chairman to not have a report to offer.
- Only members of the Moose Legion jurisdiction that is meeting may make motions or seconds, and vote on matters brought to the floor. Visiting members may not participate.



Conferral Ceremony and Informational Session

- This will be the first “official” interaction between the Moose Legion and any candidates in attendance. All Moose Legion directors should carry themselves properly in order to make a favorable impression.
 - The roll call of lodges represented and number of Moose Legionnaires in attendance is taken.
 - The conferral ceremony should be presented clearly and in a dignified manner. There should be a different individual reading each part if the lodge does not have a ritual staff that presents the ceremony from memory.
 - Following the conferral ceremony, information is presented to the attendees. None of these items are official business, and therefore, no motions should be requested and no votes should be taken.
 - During the annual celebration, the installation of directors is the final item on the informational meeting agenda, immediately preceding the 9 O'clock Ceremony and closing.
- There are proper times and places for fun at Moose Legion celebrations, but the meetings and conferral ceremony are neither. Remember that these meetings are for conducting affairs properly to assure all actions taken by the Moose Legion are legal and new members are conferred according to our rules. ■

You're Never Too Old To Learn Something New

By **BARB McPHERSON**/Grand Chancellor

Living at Moosehaven has brought a lot of opportunities to learn new things about this magnificent facility and as we wind down our 100th year of service to the senior members of our organization, a 2017 article in the local newspaper sparked my interest. It focused on how “Moosehaven came to the rescue.”

This article talked about a time when the economy and population of Orange Park, FL were in severe decline and the leaders of the Loyal Order of Moose were eagerly searching for a place to create a program similar to that of Mooseheart. Their intention was to create a slower paced way of life in a healthy climate that would allow the men, some with wives, to contribute to their upkeep and thrive.

After a two-year search, the original 21 residents arrived in November of 1922 and settled into the Marion Hotel with an adjoining 18 acres. After six months, the population had grown to 54 and the residents were doing all the work. They cared for a dairy operation that provided all of their milk and eggs, with some surplus to sell to the local residents.

For struggling Orange Park, it was great to see new people moving into town for a change and Moosehaven proved to be a good neighbor. Moosehaven is even credited with guaranteeing one-half of the required pre-subscriptions to bring electricity to Orange Park from Jacksonville in 1924. Without our help, electricity in Orange Park would not have been possible.

Moosehaven purchased the town's first fire engine and paid the local women's club to cater luncheons and dinners for visiting dignitaries and convention goers. This allowed the women's club to pay for their clubhouse and donate funds to their local schools and community projects.

The article stated, “The leadership of the Loyal Order of Moose demonstrated a remarkable ability to anticipate and successfully adapt to change in the needs of their membership and the community.”

With all of our successes, I believe we are still doing that today and each of you have helped to make it happen! ■

Larry Meade Discusses His New Role At Moose International

By **LARRY MEADE**/Asst. Director of Membership/Lodge Development

Larry Meade is currently Moose International's Assistant Director of Membership, in charge of Lodge Development. Previously a Regional Manager and Territory Manager, Larry discussed with Moose Leader some of the various responsibilities his job entails.

Some of your job involves lodges moving from old facilities to newer ones. What is the overall goal as you assist a lodge in navigating this process?

The goal of assisting a lodge's move is to ensure that it is moving into an area that will continue to have their current members renew as well as encouraging new members within that community to join. It is also highly important to "walk the walk" when it comes to community service.

All lodges, new ones, or ones that relocate MUST embed themselves in their communities. This can be addressed by joining the Chamber of Commerce and going to the Township Council meetings. There, you can easily find out what the community wants and/or needs. You can also find a new audience of prospective members for the lodge

How important is finding a good location for a new lodge building?

Like anything else, location is extremely important. We would want to have a new lodge in an easily accessible, yet, highly visible area. This is another reason why heavy demographical research is necessary. Even if the location is optimal, it may or may not be demographically suited for a new lodge. A multitude of factors have to be considered before committing to a new location. Is it a lease? Is it an outright purchase? Mortgaged? Re-build? Is it affordable?

Are there specific/typical challenges that need to be overcome? Have these challenges changed over time?

There are always challenges. First, we need to determine if the town/city where we plan to locate/relocate in actually wants us there. Meeting with the Chamber of Commerce is a great way to promote our Fraternity as a community asset as opposed to a local bar. Once the township leaders and business owners understand what we do, they are highly likely to welcome us into their town. Consideration should also be given as to other fraternal organizations (including our Moose lodges) within the area. Licensing/permitting and other regulations may vary state by state.

The perception of The Moose in many areas is that of an all-male, Caucasian-led club. Our perception has to be changed in order for us to continue to gain new members from every demographic. We are an



all-inclusive fraternity and unfortunately many non-members don't yet understand that.

How exciting is it to know that new Moose operations are being developed nationwide?

It's great to have enthusiastic members who want to grow the organization within their communities, up to and including new facilities for their members. It is also exciting to know that we are looking to expand our footprint throughout the U.S. with newer and modern facilities that will attract more members

What are some of the ways in which you remain involved as the process moves forward, even after the facility opens?

Well, we have a target date to open **The Antler Lodge** in Virginia by the end of this fiscal year. This is the first lodge in a pilot project. We have been working on this project since September, 2021 and I have been hands-on with it since the beginning.

Once we are fully operational, I will continue to oversee The Antler Lodge by directly working with The Antler Business Manager and the New Lodge Development Manager.

It will be bittersweet when the time comes to leave The Antler Lodge. We must move forward and open and operate more lodges like The Antler to continue with this new paradigm to remain relevant with the people, the members and the times. ■