The Supreme Council has designated funding in the amount of $250,000 to be utilized for a Moose Disaster Relief Fund (MDRF) beginning July 1, 2019. The Fund will assist lodges impacted by natural disasters in the form of property damage and loss of business due to temporary closure.

The Fund addresses emergency situations that have received an official disaster declaration by either the state/province or the President or Prime Minister. Funds can be used to restore property, pay urgent expenses, reimburse deductibles or fund other items as approved by the MDRF Committee due to loss of business during closure.

Examples of natural disasters include, but are not limited to: tornadoes, hurricanes, earthquakes, floods, wildfires, etc.

Although the hope is that the fund will rarely be used, lodges and chapters can find more information about the Moose Disaster Relief Fund in the Programs and Events section of the Moose International website (www.mooseintl.org).

Leaders Must Respect Fraternity’s Tobacco Ban

By MIKE RIOS/ Director, Membership

As a result of Moose International/Supreme Council considering encouragement from the membership, the overwhelming majority recently voted at the Las Vegas Convention to cease smoking in our Moose lodge homes. The ban includes all tobacco products — including smokeless tobacco and vaping and further includes the use of cannabis products.

Our world has changed and that has been shown in the votes taken on a smoking ban, which have shifted in less than a decade from a “no” majority to a “yes” majority. In Las Vegas, that majority easily surpassed the two-thirds majority needed.

The question now is how this vote will be accepted. What we ask is that you respect the decision of the membership at the same level that the previous decision was acknowledged and accepted. I personally feel that if we use the excuse that the lodge is going to close as a result of this, we are looking for an excuse to fail or we are catering to a few in order to keep things the same.

Instead, we should be looking at the positives of this vote. We could consider working on a plan to adapt and overcome vs. giving up. We could go back in our membership records and contact those who dropped because of the smoke and let them know what’s going on.

I never want to be controversial but it’s time that we tell it like it is. 

OUR PAST CANNOT SUPPORT OUR FUTURE! If you TRULY LOVE the Moose and believe in what we do, I know it’s not an issue for you. I ask the lodge leadership to work to accommodate all of our members and be sincere in your considerations. We can make this work! We are part of a bigger plan. It’s NOT all about “US”!

Facebook Birthday Fundraisers Supporting Moose Charities Are Awesome!

By PAM AMUNDSEN/Executive Director, Moose Charities

Happy Birthday to you!
Happy Birthday dear supporter!
Happy Birthday to YOU!

You do not look a day older! As a matter of fact, I’ve read supporting your favorite cause removes wrinkles. Just kidding… I really would love to personally contact each of you when you choose to support Moose Charities when you celebrate your birthday on Facebook.

Although we do not receive an official notification from Facebook identifying you as a fundraiser and we do not receive specifics about the generous donations from your friends and family, we DO receive a check from Facebook through a third party company approximately once per month in one lump sum without any details. This does not allow us to recognize you and your friends/family who have donated.

Please understand that your fundraising efforts on behalf of your birthday is an awesome idea and very much appreciated!
Congratulations to the Class of 2019 conferred at international convention and to those conferred at association conventions this fall. Your records were reviewed and you were deemed worthy for advancement. Now follow and honor your pledge as we “Create our Future” for generations to come.

Members ask: “What are the guidelines for recommending Moose Legionnaires to be considered for advancement to the Fellowship Degree of Honor?” This article will briefly detail the basic information. The “Recommendation Forms” will include “fill in the blank” spaces and will be e-mailed to lodges near Oct. 1 in an Official Communication.

Fellowship recommendation committees are to meet in November in each lodge. All “active status” Fellows are to be sent an invitation. Active status means dues are current in both the Lodge and Moose Legion. Each Fellow has a vote and a simple majority decides all questions.

Additional detailed instructions including deadlines will accompany the forms. A listing of potential members (based on some basic criteria) that you may consider their worthiness of will be available through Territory Managers. You should consider members who have given substantially to the Order by service on committees, in offices, as sponsors, those who contact expired members and also to those who have volunteered over an extended period of time. Listing of details and longevity of service are important to the approval process.

There are some minimum requirements including the following four items that “must” be achieved by Sept. 30:
- Must be a member of the Loyal Order of Moose at least the past five consecutive years — and
- Must be a member of the Moose Legion at least the past one year — and
- Must have sponsored five or more lifetime applicants into the Order (a Lodge or Chapter) including at least one of them reported since May 1 of the prior year (roughly the past 1 ½ years) — and
- Must have credit for sponsoring at least one applicant into the Moose Legion during their lifetime.

There will be 16 questions on the form. The minimum need is that at least seven questions need satisfied by “yes” answers with specific corresponding details provided. The questions include:
- Is he a member of the 25 Club?
- If a 25 Club member — Is he a member of a higher division?
- Has he served five or more years as an appointed and or elected Lodge Officer? (We are looking for officer positions only — not committees.)
- Has he served or is he presently serving as the Lodge Governor?
- Has he served or is he presently serving as the Lodge Administrator?
- Has he served on Standing and or Special Lodge Committees, other than the House Committee?
- Has he volunteered in the Social Quarters or the kitchen as cook, dishwasher, server, etcetera over a period of several years?
- Has he volunteered for clean-up, fix-up and repair projects within the Lodge building facility?
- Has he volunteered for clean-up, fix-up and repairs projects outside the Lodge building facility, but still on the Lodge property?
- Has he volunteered for Heart of the Community initiatives and programs (formerly known as Community Service) in the name of the Moose?
- Has he been a member of the Moose Charities League of Guardians?
- Has he served the Association as an appointed or elected officer (including district service)? Note: Lodge officer positions do not qualify this question.
- Has he served as a Moose Legion Jurisdiction Director?
- Has he been elected or appointed as an officer of the Council of Higher Degrees?
- Has he been active in working Member Retention? If so what has he done?
- Has he attended association mid-year conference, annual or International conventions?

Details on each “yes” answer must be provided to demonstrate the worthiness of the member being recommended. These are just the basics; additional details of worthiness may be included in a written resume.

Remember, activity outside the Moose is not part of the consideration process. Details provided are to describe the member’s Moose service and accomplishments in the name of the Moose and/or for the benefit of the Moose, through the various entities of the Order. Please contact your Territory Manager with questions.

Invitations and or Degrees can be pulled if confidentiality is not maintained. Don’t risk it. Please start to plan now for the November meeting. A good member who lacks in some area is simply an opportunity for some mentoring by current degree holders.

Remember — all recommendations are just that and must be kept confidential. There is no guarantee of approval. Please do not discuss outside the meeting do not tell a member they are being recommended. If approved, they will be sent a confidential invitation for the next conferral. The matter remains confidential until they appear to be conferred.
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How the General Laws Changes Affect You

By BARB McPHERSON/Grand Chancellor

As announced during the 2019 International Conference in Las Vegas, several changes to the Women of the Moose became effective Aug. 1.

With reference to Section 34 – MOOSEHAVEN RESIDENT now reads: All Moosehaven residents are exempt from paying dues to their primary chapter. This will bring this section of the General Laws into alignment with that of the Loyal Order of Moose.

Section 35 – LIFE MEMBERSHIP now includes a new dues structure. This changes the Women of the Moose General Laws Section 35 from a flat cost of $400 to:

- a. Any active co-worker may purchase a Life Membership in her chapter by paying to Moose International the appropriate sum listed below. One-half of the funds will be maintained by Moose International; one-half shall be remitted to the member’s chapter in which she is purchasing the Life Membership.

The fees are as follows, based on current years of membership.

Length of membership

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By ANN PRICE/Risk Manager

The Lodge Administrator did not believe a bartender when she told him that her supervisor (Social Quarters Manager) often made sexual remarks directed at her and other bartenders. The bartender was fired after making numerous complaints of sexual harassment. The bartender filed a lawsuit against the lodge and its officers for failure to properly investigate her allegations and wrongful termination. The case ultimately settled at $105,000. There was no investigation conducted. The lodge Administrator refused to meet with the bartender in relation to her complaint.

This case is just one example of how a poorly-conducted investigation can harm a lodge’s reputation. In the last five years, 32% of lodge claims are due to sexual harassment. Of this percentage, only 1% completed an investigation. Here are some ways to ensure proper investigation:

- Make a Plan — Good investigators will first create a plan that answers these questions:
  - Who will investigate?
  - What will be investigated?
  - What evidence needs to be collected?
  - Who will be interviewed?

- Be Objective — Don’t form an opinion till the investigation is complete.

- Maintain Confidentiality — Do not discuss in Social Quarters or General Meeting.

- Credibility of the Witnesses.

- Avoid Aggressive Tactics.

- Quick & Thorough – Time is of the Essence.

- Reach a Conclusion — Document factual findings.

- Follow Up – Submit the findings to the board, who will determine what disciplinary action to take. The Board of Officers should be able to determine how people in similar situations have been disciplined.

Although investigating sexual harassment complaints can be challenging, it is essential in order to prevent a lawsuit which translates to large monetary awards. Regardless of your perception of how small or petty a complaint may be, all complaints must be investigated. Over 50% of lodge sexual harassment lawsuits can be prevented by completing a proper investigation. Download the complete PowerPoint presentation from the Moose International website, under Forms & Documents. ■
Scott Fuchs Trains Service Dogs At Moosehaven

By MARINA MATHEWS/Director of Communications, Moosehaven

Scott Fuchs, Director of Environmental Services, volunteers as a foster parent to train service dogs for warriors in need. K9S FOR WARRIORS is dedicated to providing service canines to our warriors suffering from Post-Traumatic Stress Disorder, Traumatic Brain Injury, and/or Military Sexual Trauma as a result of military service post-9/11. The goal is to empower them to return to civilian life with dignity and independence. K9S FOR WARRIORS is the nation’s largest provider of service dogs for disabled American veterans.

Fuchs learned about the K9S FOR WARRIORS program at the Moosehaven Chili Cook-Off and decided to volunteer as a foster parent for a puppy. With approval from Executive Director John Capes Scott’s trainee was able to come to work every day with Scott as the training program operates 24 a day, every day of the week. Moosehaven has been fully supportive of Scott’s role as a foster parent.

After completing an online questionnaire and a home inspection by the organization, Scott was approved as a foster parent. Some of the requirements for approval are a fenced yard, safe home environment and the commitment to take the dog with you everywhere you go. Most of the dogs are animals rescued from shelters, breeders or surrendered by owners. Once approved, the program emails pictures of the dogs available for fostering and trainers are allowed to choose a foster puppy or adult dog.

The animals typically stay with the foster parent for about 7 – 9 months. During this time they are learning basic commands and social skills. After this initial training, the dog has two weeks of intensive training with the K9S FOR WARRIORS program and then they are paired with their veteran warrior. This part of the process takes anywhere from 1 – 3 months working together before they graduate from the program.

K9S FOR WARRIORS also works with the prison system to allow inmates to train puppies. Once trained, the puppies are given to a trainer to socialize them before they are formally trained through the program with their veteran. The breed of the animal is taken into consideration because the size, temperament, dander and other traits all play a part of deciding which animal works best for each veteran.

When asked if it was difficult to part with the puppy or dog once his part in the training is complete and Fuchs said it is not and in fact, he is now training his third dog for the program. He plans to continue volunteering as a foster parent and Moosehaven is proud of his participation with this worthwhile organization.

The K9S FOR WARRIORS service dog program is unique and offers an innovative approach to recovering from the invisible wounds of war. Two lives are transformed with each pairing: the veteran reduces his/her risk of suicide while the rescue dog receives a newfound purpose. Find more information at www.k9sforwarriors.org.
2020 International Moose Sports Tournaments

TEXAS HOLD’EM
Golden Nugget, Las Vegas, NV
January 12-15, 2020

BOWLING
Cedar Rapids, IA 304
March 28-29, April 4-5, 2020

STEEL-TIP DARTS
Belleville/Swansea, IL 1221
April 17-19, 2020

POOL
Duncan, OK 2202
June 23-28, 2020

HORSESHOES
Iowa City, IA 1096
July 10-12, 2020

For additional information on events, please visit the Moose International website at www.mooseintl.org/members/index.php/sports/ or call Camille Ruffino at (630) 966-2213.