

# 2025-2030 LONG RANGE PLAN

**Prepared: April 2025**

**Prepared By:**

V.W. Bro. Brent Patroch, Committee Chair

Bro. Sean Mathews

W. Bro. Mike York, Master

**Presented to Lodge:** May 5<sup>th</sup>, 2025

**Adopted on:**

## BRIEF

### OBJECTIVE

The goal of this long-range plan is to establish a clear vision and direction for The Tuscan Lodge over the next five years.

### CURRENT STATUS

At the time of this report, The Tuscan Lodge is in a strong and healthy position, with high member participation, consistent performance of degree work, and all officer chairs filled by brethren of the appropriate rank (without past masters occupying progressive chairs).

### FUTURE CONSIDERATIONS

Although The Tuscan Lodge is currently thriving, it is essential to maintain this strength in the years ahead while also addressing areas that could benefit from improvement.

### KEY GOALS

The committee has identified the following primary objectives:

- Promote personal growth among members.
- Encourage continued member participation.
- Prevent officer burnout.
- Enhance the Lodge's reputation.

### SCOPE OF THIS REPORT

This report outlines key goals rather than specific actions. The next steps will involve developing strategies to achieve these objectives.

## LODGE SNAPSHOT

### MEMBERSHIP & GROWTH

- Current membership: **128 members** (including **26 Life members**).
- **9 new members** initiated within the past 2 years.

### MEETING ATTENDANCE

- **2024 Meetings** (Excluding O.V. & Installation):
  - **15 meetings held.**
  - Total attendance: **347 members + 41 visitors = 388 total.**
  - Average attendance per meeting: **23 members + 3 visitors (2.73).**
  - **O.V. March 2024: 30 members + 13 visitors.**
  - **Installation Dec. 2024: 31 members + 5 visitors.**
- **2023 Meetings** (Excluding O.V. & Installation):
  - **13 meetings held.**
  - Total attendance: **235 members + 36 visitors = 271 total.**
  - Average attendance per meeting: **18 members + 3 visitors (2.77).**
  - **O.V. March 2023: 17 members + 14 visitors.**
  - **Installation Feb. 2024: 31 members + 73 visitors** (amalgamation + installation).

### RECENT MILESTONES & ACHIEVEMENTS

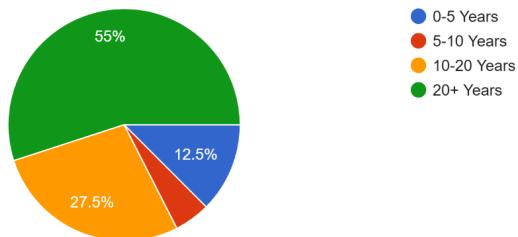
- **Lodge Developments:**
  - Amalgamation of **St. Paul's Lodge No. 107 & The Tuscan Lodge No. 195.**
  - **Five-year Master** – W. Bro. Patrick Queenan.
  - **DDGM London West District (2022-2023)** – R.W. Bro. Allan Spicer (St. Paul's, pre-amalgamation).
  - **Grand Steward (2023-2024)** – V.W. Bro. Les Lawson.
  - **DDGM London West District (2023-2024)** – R.W. Bro. Chris Collision.
  - **Grand Steward (2024-2025)** – V.W. Bro. Brent Patroch.
- **Recent Lodge Events:**
  - Continuous Cornerstone Program Designation.
  - **Annual Events:**
    - Spirit Tastings.
    - Golf Tournament.
    - Strawberry Social Ladies' Day.
    - Blood Donor Clinics.
- **Recent District Achievements:**
  - **Traveling Gavel Victories:** Since 2023, **Tuscan Lodge has remained virtually undefeated**, consistently attending official visits with no fewer than **10 members**.
  - **Leadership in the Masonic Association of London:** For several years, Tuscan Lodge members have occupied most executive committee positions.

## SURVEY RESULTS

Survey was sent out to membership of the lodge electronically in January of 2025. Members were given 1 month to complete the survey. Of 128 members, 40 completed the survey.

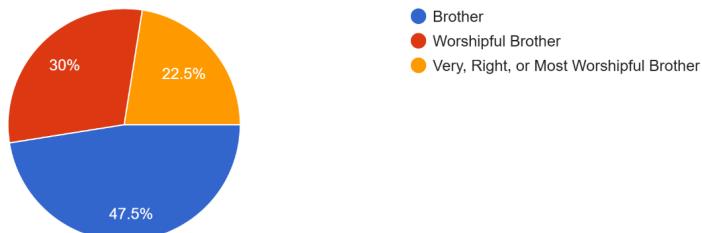
How long have you been a Mason?

40 responses



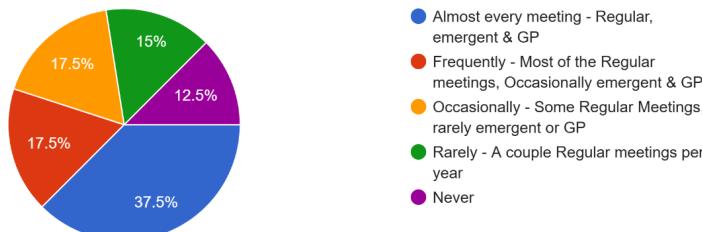
What is your current Masonic Rank

40 responses



How often do you attend Lodge?

40 responses

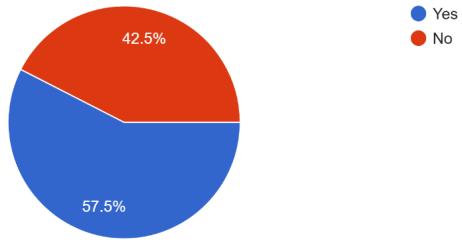


**What keeps you from attending Lodge more frequently? 35 responses**

**Summary of top comments**

Busy / Time Commitment	At conflict with member
Family Priority	Distance
Mobility / Health	

Are you (or have you ever been) an officer of The Tuscan Lodge?  
40 responses



**(If Yes) Why did you become an officer?** 25 responses

**Summary of top comments**

Give back to lodge	Self-improvement / personal growth
Learn more about Masonry	To get involved

**Have you received any benefit (Masonically or personally) from being an officer? If so, what is that benefit?** 28 responses

**Summary of top comments**

No benefit	Personal growth
Friendship	Personal satisfaction

**What would you say to someone thinking of becoming an officer?** 34 responses

**Summary of top comments**

Just do it	It's a big time commitment
It's rewarding	

**Excerpts:**

- Being an officer in The Tuscan 195 is very rewarding. There's expectations that you have to live up to. You will have support and mentorship in different forms. The duration of the commitment may seem daunting but looking back at your accomplishments will make you feel proud. You will be a better man.
- The Tuscan lodge is very different than my previous lodge. You are not hurting for membership. Stepping up to be an officer is a rewarding experience when you have the membership to support it. Masonry does take up a lot of time being an officer and you need to be prepared for that. Being an officer is a very rewarding and it enhances your masonic journey.
- Make sure you have the time to commit to being in attendance every meeting (if you can) and knowing it will be could be a long journey, but fulfilling

## Ranked Questions

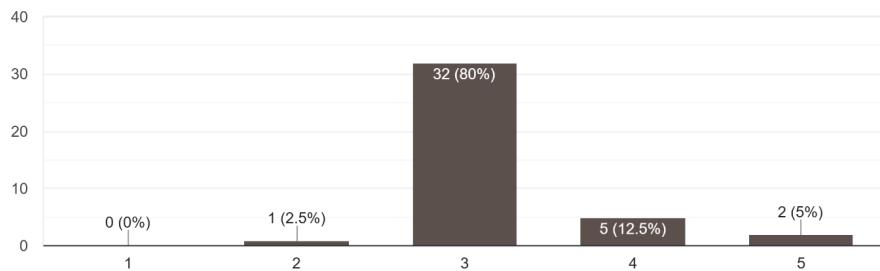
1 – Not Enough / Inadequate

3 – Satisfactory

5 – Too much / Impeccable

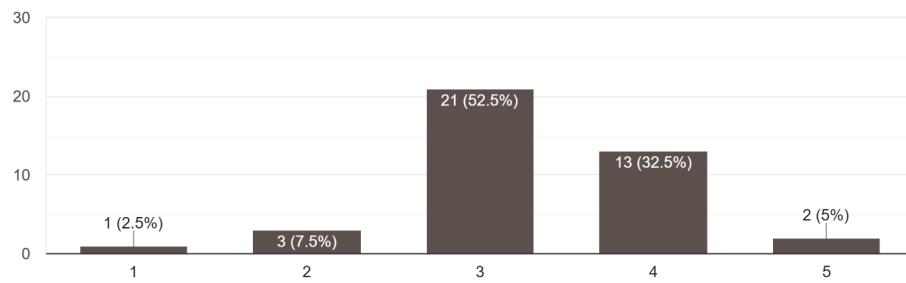
### Frequency of Degrees Performed

40 responses



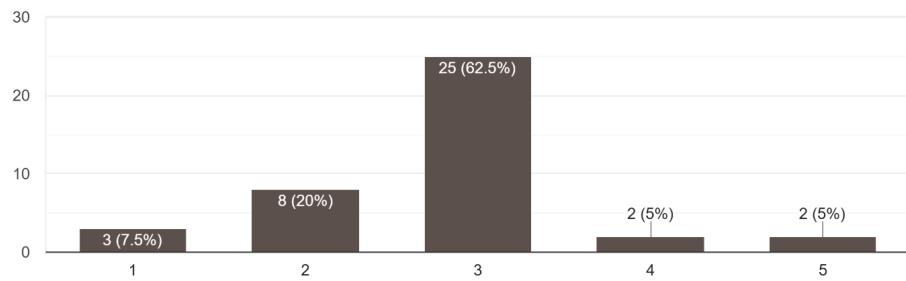
### Quality of Ritual Work

40 responses



### Frequency of Masonic Education

40 responses



## Ranked Questions

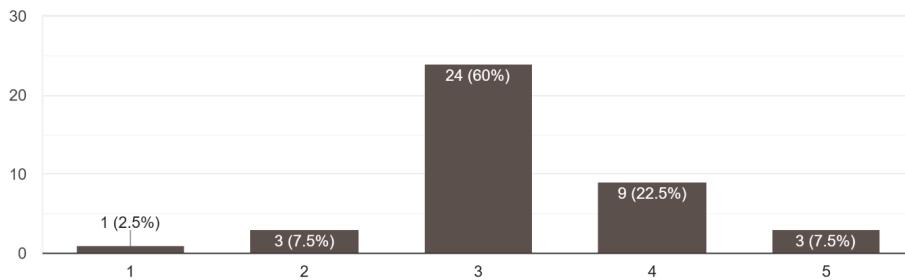
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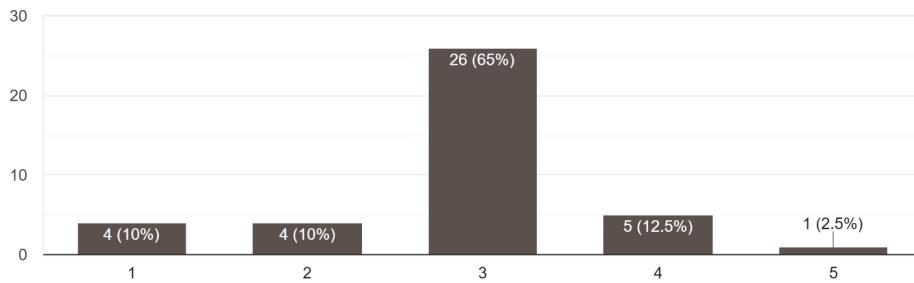
### Quality of Masonic Education

40 responses



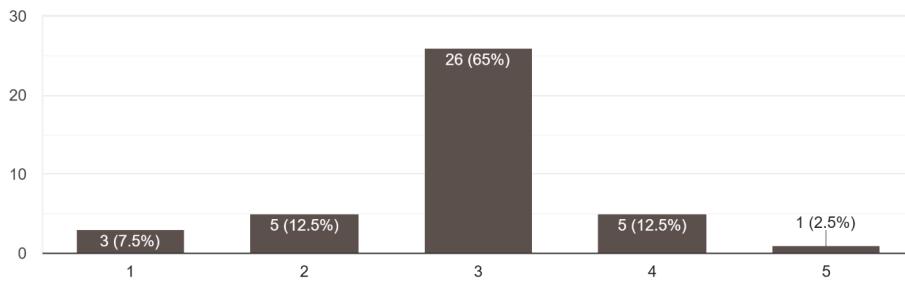
### Frequency of Donations to Charities

40 responses



### \$ Amount of Donations to Charities

40 responses



## Ranked Questions

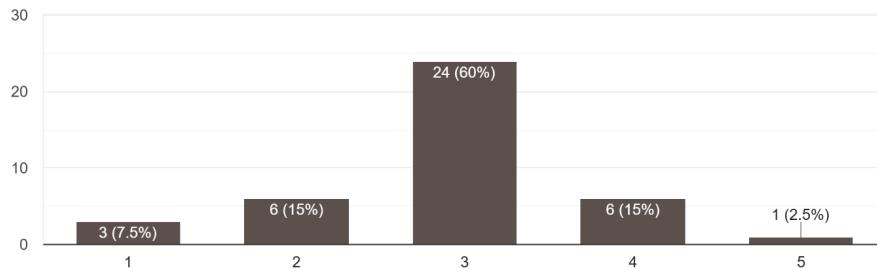
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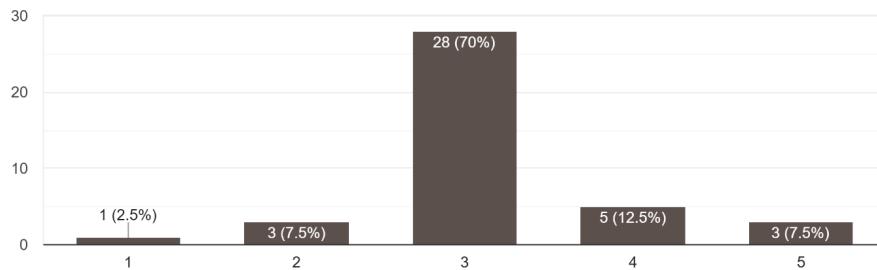
### Volunteer Opportunities / Community Outreach

40 responses



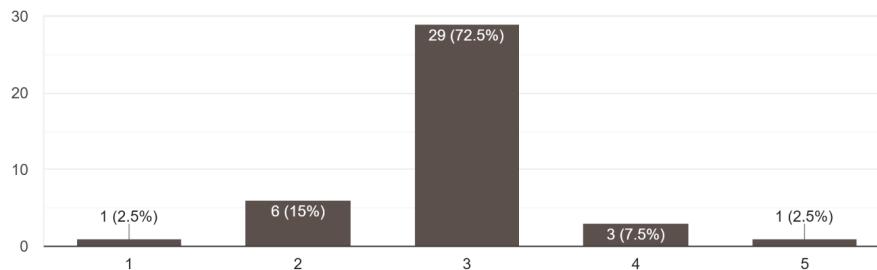
### Tuscan Social Events

40 responses



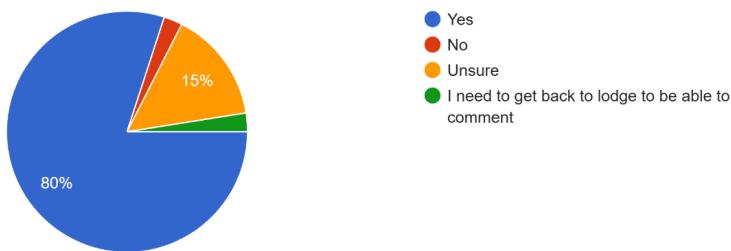
### District Event Participation

40 responses



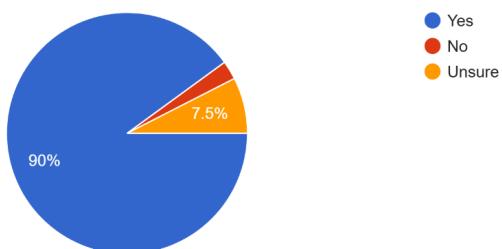
Are you happy with the direction the lodge is moving in?

40 responses



Do you feel the lodge is strong & healthy?

40 responses



**Do you have any suggestions, comments or concerns regarding the Lodge?** 21 responses

#### Summary of top comments

More education	Overall happy
Higher standard when proving degrees	Youth recruitment
Get new members involved ASAP	

## LANG RANGE PLAN GOALS

### GOAL 1: STRENGTHEN AND EXPAND MASONIC EDUCATION PROGRAM

The Tuscan Lodge is committed to the ongoing development of its Masonic education program. While educational components are already part of Lodge meetings, there is an opportunity to build this into a core element of every gathering.

Survey results show that many members have experienced meaningful personal growth through Masonry—gaining confidence, leadership skills, and lasting friendships. At the same time, some expressed concerns about the demands of ritual work during meetings. A more structured and engaging education program can help improve participation, increase understanding, and ease concerns related to ritual expectations.

Masonic education offers value to both the audience and the presenter. Members benefit from the knowledge shared in lectures, while those leading sessions build skills in research, writing, public speaking, and self-assurance.

Importantly, education sessions need not be limited to traditional Masonic topics. Including broader subjects that align with the values of Freemasonry—such as character development, leadership, and community engagement—can further enhance their relevance and impact.

## MEASURING SUCCESS

- Increased positive sentiment in member surveys
- Positive feedback from visiting Masons
- Higher attendance and engagement during meetings, including thoughtful discussion and debate

## GOAL 2: DISTRIBUTE RESPONSIBILITIES MORE EFFECTIVELY

One ongoing challenge within The Tuscan Lodge is the burnout experienced by a small group of brethren who take on multiple roles. This can lead to unnecessary stress and a decline in the overall quality of Lodge events and operations. To maintain a sustainable and vibrant Lodge, it is essential to distribute responsibilities more evenly among members.

To support the long-term health of the Lodge, it is important to cultivate a culture of shared responsibility. Distributing duties more evenly not only lightens the load on individual members but also creates opportunities for broader engagement, leadership development, and stronger community within the Lodge.

Encouraging participation at all levels—whether in planning, organizing, or assisting—fosters inclusivity and ensures that no one brother feels solely responsible for the Lodge’s success. A more collaborative approach strengthens continuity, improves the quality of events, and supports the sustainability of leadership over time.

## MEASURING SUCCESS

- Lodge events and committees are organized by a broader range of members
- Increased engagement and enthusiasm from both newer and senior members
- Improved quality and execution of Lodge activities

## GOAL 3: STRENGTHEN MEMBER OUTREACH AND CONNECTION

The Tuscan Lodge benefits from a dedicated core of active members. However, many brethren are unable to attend meetings regularly due to age, health concerns, distance, family responsibilities, or professional obligations. While these members may not be physically present, they remain an important part of the Lodge’s fabric and continue to hold a place within the Masonic community.

Maintaining meaningful connections with all members—active or not—is essential to the strength and unity of the Lodge. A thoughtful and consistent approach to communication can help ensure that every member feels seen, heard, and included, regardless of their ability to attend in person.

By reaching out regularly and fostering open lines of communication, the Lodge can better understand the evolving needs of its membership, create opportunities for engagement in ways that suit individual circumstances, and reinforce the sense of belonging that lies at the heart of Freemasonry.

## MEASURING SUCCESS

- A more accurate and complete membership database (including family/spouse information)
- Consistent outreach and personal communication with all members

- Improved connection, recognition, and participation among less active or distant members

## GOAL 4: ENHANCE DISTRICT PARTICIPATION

The reputation of The Tuscan Lodge within the London Districts reflects not only the health of our Lodge but also our commitment to the broader Masonic community. Active district participation fosters connection, collaboration, and a shared sense of purpose among brethren across Lodges.

Ongoing engagement with district events and initiatives helps reinforce our identity as a welcoming, active, and supportive Lodge. It provides an opportunity to lead by example, contribute to collective success, and strengthen bonds of fellowship beyond our own walls.

By maintaining a visible and positive presence within the district, both in person and through our communications, The Tuscan Lodge can inspire participation, uphold Masonic values, and continue to be recognized as a vital and respected part of the London Masonic landscape.

### MEASURING SUCCESS

- Consistent involvement in district events and activities
- Strengthened relationships and collaboration with other Lodges
- Continued recognition as a supportive, engaged, and welcoming presence within the district
- Positive visibility through social channels and community outreach

## GOAL 5: STRENGTHEN COMMUNITY OUTREACH

The public perception of Freemasonry plays a key role in attracting new members and demonstrating our commitment to service. By remaining active and engaged within the local community, The Tuscan Lodge can help promote the values of Masonry and showcase its relevance and impact in everyday life.

Meaningful outreach not only reflects positively on the Lodge but also strengthens the connection between Freemasonry and the community it serves. A consistent and visible presence in charitable and volunteer initiatives reinforces our principles through action and fosters goodwill beyond the walls of the Lodge.

As we continue to serve, support, and participate in local efforts, we contribute to a stronger public understanding of Freemasonry's purpose—and open the door to new relationships, opportunities, and growth.

### MEASURING SUCCESS

- Ongoing and active participation in community service and volunteer initiatives
- Public recognition or acknowledgment from local media or community partners
- Strengthened public awareness and improved perception of Freemasonry
- Increased interest and inquiries from prospective members

## SUMMARY OF STRATEGIC GOALS FOR THE TUSCAN LODGE

The Tuscan Lodge is committed to strengthening its foundation through purposeful growth, engagement, and leadership. The following five goals outline key focus areas that support the long-term health, inclusivity, and impact of the Lodge—both within and beyond the Masonic community.

### **Goal 1: Strengthen and Expand Masonic Education**

Enhancing the Lodge's educational program supports personal development, enriches the Masonic experience, and fosters deeper understanding among members. A more integrated and engaging approach to education benefits both presenters and participants while reinforcing the value of Freemasonry in daily life.

### **Goal 2: Encourage Shared Responsibility**

To avoid burnout and promote sustainable leadership, the Lodge aims to distribute duties more evenly among members. Fostering broader participation strengthens engagement, builds confidence, and ensures high-quality outcomes across events, committees, and operations.

### **Goal 3: Strengthen Member Outreach and Connection**

Recognizing that not all members can attend regularly, the Lodge seeks to maintain strong connections with all brethren, regardless of circumstance. Open, consistent communication reinforces a sense of belonging and ensures that every member feels valued and included.

### **Goal 4: Enhance District Participation**

The Lodge's reputation within the London Districts reflects its vitality and commitment to Freemasonry. Continued engagement at the district level fosters collaboration, encourages cross-Lodge support, and reinforces The Tuscan Lodge's standing as an active and welcoming presence.

### **Goal 5: Strengthen Community Outreach**

A visible and consistent presence in the local community helps promote the principles of Freemasonry through action. By supporting charitable initiatives and volunteer efforts, the Lodge not only gives back but also builds stronger public awareness and goodwill.