

<b>PRO-INVOLVEMENT LODGE</b>	<b>ANTI-INVOLVEMENT LODGE</b>
<p><b>Social Atmosphere</b>            Good “Fit” between members/atmosphere            Close friendships, prior and developed            Close family ties in lodge            Good fellowship (welcoming/activities)            Attention/recognition for members            Productive tension between equality/status            Social bonding/trust in shared activity            Reverse onus of trust between members            Development of Masonic identity</p>	<p><b>Social Atmosphere</b>            Poor “Fit” between members/atmosphere            No close friendships in lodge            No family ties in lodge            Poor fellowship (ignored/meaningless)            Little or negative attention to members            Imbalance between equality/status            Little social bonding/trust: negativity            External social standard of trust            No Masonic identity</p>
<p><b>Organizational Factors</b>            Balanced/diversified membership policy            Dues structure reflecting significance            New initiates can attend/vote on business            Tactful/fair encouragement to take office            Strong emphasis on the lodge experience            Common activities/community integration            Little conflict/ability to solve if emerges            Good relationship with Grand Lodge            Good relationship with the Shrine            Complementary intergenerational relations</p>	<p><b>Organizational Factors</b>            Imbalanced/narrow membership policy            Selling Masonry “too cheap”            Cannot attend/vote until after third degree            “Arm twisting” to take office/ burnout            Boring, poorly managed business meetings            Insularity/little community integration            Conflict/contentious dynamics            Poor relationship with Grand Lodge            Poor relationship with the Shrine            Aging/dying members or generation gap</p>
<p><b>Educational Issues</b>            Effective formal and informal mentoring            Effective approach to “learning by doing”            Targeting interests            Informal venues for learning</p>	<p><b>Educational Issues</b>            Mentoring neglected or poorly implemented            “Baptism of fire” seasoned by negativity            Boring speeches            No informal venues to learn</p>
<p><b>Other Commitments/Involvements</b>            Complementary relationship            Much free time in members’ social context            Support/indifference of significant others            Support/accommodate men-only policy</p>	<p><b>Other Commitments/Involvements</b>            Conflicting relationship            Little free time in members’ social context            Opposition from significant others            Oppose/unwilling to accommodate policy</p>
<p><b>Moral/Ethical</b>            Lodge as firm foundation/moral haven            Lodge as venue for self-improvement</p>	<p><b>Moral/Ethical</b>            Perceptions of immorality/hypocrisy            Lodge not conducive to self-improvement</p>
<p><b>Motivations</b>            Careful screening/accept potentially active            Diverse motivations addressed strategically            Original/emergent motivations addressed</p>	<p><b>Motivations</b>            Accepting virtually anyone            Diverse motivations not addressed            Changing motivations not addressed</p>