

# Grange Organizers Handbook

#### **Preface**

Growth is a key to the survival of every organization. The best intentions, the best actions, if unaccompanied with growth will mean the eventual ends of that organization. The most noble organization will fade away if it does not make an effort to grow. The Grange has had periods of tremendous growth throughout its history. Often great growth came after others had pronounced our demise.

Today, growth is more than just gaining new members. It is also organizing and reorganizing Granges to serve families and communities across the country.

This handbook has been developed with input from numerous sources to help those who desire to share the wealth of this organization with others needing our unique organization. The formation of a new Grange at any level of our organization is a unique process and this handbook should serve as a guideline of tried and true methods, but not to limit the creativity of any organizing teams & Deputies to meet the needs of the people in the community with no Grange.

Organizing or reorganizing Granges will require perseverance but is one of the most rewarding experiences a Grange member can have. Few things will ever equal the satisfaction of sitting in a meeting of a Grange that you helped to create.

# **Table of Contents**

INTRODUCTION	1
SUGGESTED PROCESS FOR STARTING A COMMUNITY GRANGE	2
SECTION I – PREPARATION	3
CHARACTERISTICS OF GRANGE ORGANIZERS	3
Identifying Viable Communities  GENERATING INTEREST.  PROMOTIONAL MATERIALS USEFUL TO GRANGE ORGANIZERS.	5
SECTION II – CONDUCTING AN ORGANIZATION MEETING	9
HOLDING AN INFORMATION/ORGANIZATION MEETING, SUGGESTED PROCEDURES  PROCESS IF LESS THAN 13 PEOPLE ARE READY TO JOIN	11 11 12
SECTION III – NEXT STEPS	14
The First Full Meeting	
SECTION IV – FOLLOW-UP AND MENTORING	16
THE SECOND FULL MEETING IMPORTANCE OF AN INSTALLATION OF OFFICERS OFFICERS MEETING MENTORING	16 17
APPENDIX 1. BASIC TIPS FOR INTERACTING WITH THE MEDIA	18
APPENDIX 2. INFORMATION/ORGANIZATION MEETING SIGN-IN SHEET TEMPLATE	19
APPENDIX 3. NATIONAL GRANGE MEMBERSHIP CLASSES	20
APPENDIX 4.	22
COMMUNITY GRANGE	22
ORGANIZATION APPLICATION	22
APPENDIX 5	31
COMMUNITY GRANGE	
REORGANIZATION APPLICATION	
NOTES	40

#### Introduction

Since 1867, more than 40,000 Community Granges have been started by people seeking to improve the lives of their families and to make their communities a better place to live. Starting new Granges and reorganizing Granges that have become inactive is much easier than you may think.

This handbook is designed to assist members who desire to organize & reorganize Granges. It is the creation of a number of dedicated members who have tried everything in this kit. It is designed to be as simple and direct as possible to aid you to achieve success.

To organize or reorganize a Grange you must either work with your State Grange President/Master, if you have a State Grange, or the National Grange President/Master. Any Community Grange President/Master or any Deputy of the State or National Grange is authorized to be the organizer and must work with the State Grange President/Master to ensure success in their efforts.

This handbook promotes the team-based approach to starting new Granges. Each member of your team will play an important role in the task of creating a new Grange. I urge you to ask questions and work with your State and National Granges.

There is no feeling in the Grange that can equal being part of a team that starts a new Grange. By your using this handbook, I know that you will have the opportunity to experience that great feeling.

Good luck and best wishes in this endeavor.

Betsy Huber, President National Grange of the Order of Patrons of Husbandry

# **Suggested Process for Starting a Community Grange**

There is no uniform process for organizing or reorganizing a Community Grange. Each community is unique in its needs and interests and each group of people will have a different focus in its service activities and legislative priorities.

This handbook is designed to provide Grange leaders with insight and suggestions to assist in organizing or reorganizing Granges in communities throughout the United States. This handbook should be used to train <u>teams</u> of Grange members who have been commissioned to organize Granges and then by them as a reference in their duty.

Membership teams should be coordinated in their efforts. Consistency, persistence and patience are the hallmark of successful teams in this effort, along with long-term follow up. As membership teams go into the field, they will be building a network on which to create future growth.

The following sections provide suggested steps on how to lay the groundwork for organizing or reorganizing a Grange up to the point of holding the initial organizational/informational meeting.

### **Section I – Preparation**

#### Characteristics of Grange Organizers

- Grange organizers should be personable, knowledgeable, resilient and able to handle change easily.
  - o Be comfortable with talking to strangers.
  - o Be comfortable being told no or not receiving much response.
- Grange organizers should be able to speak about the features, advantages and benefits of Grange membership easily to potential members.
  - o Have a knowledge about Grange programs, processes and policies.
  - Be comfortable sharing your Grange story and why someone else should join the Grange.
- Grange organizers should have an intimate knowledge of the details of the organization process.
  - If a question arises that an organizer does not know the answer to, they should feel comfortable reaching out to local, State and/or National Grange leadership to find a suitable answer.
- Grange organizers should have a working knowledge of the of Grange law at the State and National level.
  - National Grange Digest of Laws
  - State Grange By-laws
  - Suggested By-laws for Subordinate/Community Granges
- Grange organizers should actively work with State Grange leadership identifying outreach opportunities, following-up on leads gathered and prioritizing areas to develop Subordinate/Community Granges.
- Grange organizers should be comfortable leading an organizational meeting.

#### Establishing & Prioritizing Growth Areas

- The most efficient way to pinpoint communities where a Grange organization should be attempted is by already having interest from community members.
- State Grange membership teams should be participating in events that promote the Grange.
  - This allows them to collect information from persons interested in having a Community Grange in their area.
  - When contacts are collected, State Grange leadership should reach out and initiate a conversation about attempting a Grange organization.
- It is also possible to pick a community based off of a set of factors or conditions and attempt a Grange organization.

#### Preparation

- Work with the contacts you are given to:
  - o Identify the needs of the community.
  - o Identify the role a Grange would play in the community.
  - o Identify a core group of individuals to form the core of the Grange.
  - Cold scouting a community or area will involve more work than going into a community where there is interest.
- Give Grange information to interested individuals and work with them to build a group interested in learning about forming a Grange.
- Have a good understanding of the Grange structure
  - National Grange Digest of Laws
  - o State Grange by-laws
  - Suggested by-laws for Subordinate/Community Granges
  - o Organizing/reorganizing requirements
- Gather materials
  - Brochures
  - Membership applications
  - Promotional materials
  - State & National newsletters/publications
  - Charter application
- Identify potential challenges and opportunities in the community for the Grange.
- Identify potential suitable meeting locations
  - o Consider cost, insurance requirements and space.
  - There should be adequate space so that a Grange meeting may be set up in form for when the Grange is organized.

#### **Identifying Viable Communities**

To determine if a community is viable for attempting a Grange organization a number of factors should be considered, including but not limited to:

- 1. Size of the community
  - a. Is the community big enough?
  - b. Is the population growing or shrinking?
  - c. That is the age demographic breakdown of the community?
- 2. Local Interests
  - a. What topics/problems/issues are at the forefront of community unrest?
  - b. What activities are there for children and families?
  - c. What activities/projects/services could a new Community Grange take the lead on in the community?
  - d. What does the community need?
  - e. Read the local paper, visit Facebook and other social media pages for the community, go talk to people who live in the community.

#### 3. Meeting Places

- a. Where would a potential new Community Grange meet?
- b. Is there an adequate hall or building with relative privacy?
- c. Will this space allow for growth as well as use for fundraisers/activities?
- d. Schools, Community Halls, other Lodge Halls, Community Buildings and Libraries all make good meeting places for Granges.

#### 4. Strong Prejudices

- a. Has a Grange been in this community before?
- b. Is there a large portion of the community that has a negative image of the Grange?

#### 5. Other Organizations

- a. Are there other community-based organizations that are strong in the area?
- b. If not, why not?
- c. Are there opportunities for partnerships in the community?

The best way to assess the factors is to make a connection with community leaders and residents. They will have the best insights into their communities.

#### **Generating Interest**

Ideally, a core group of persons will have formed who are interested in being part of the organization process for a Community Grange. The organizing team should work with this core group to promote and generate interest in a new Grange.

Before going out into the community, organizers should be familiar with and understand the "Four Steps of Successful Recruitment"

#### **Step 1: Set the Stage for a Conversation**

- Be an ambassador for the Grange, not a salesperson.
  - o Wear a Grange pin, button or article of clothing with an emblem on it.
  - o Prominently display a Grange emblem.
- Talk about Grange projects and activities.
- Use the Grange as a positive example when discussing current events.
- The goal of setting the stage is to get someone to ask "What is the Grange?" or a variation of the question.
- Begin a conversation about the Grange.

#### **Step 2: Listen to Their Interests & Needs**

- In conversation, spend time learning about the person, their interests and needs.
- Briefly answer their initial question (What is the Grange?) with a sentence or two.
- Ask leading questions of the person to incite conversation.
- Learn what is important to them.
  - o Do they have a family?
  - What do they do for a living?
  - What are their concerns in the community?
  - What do they value?
  - Are they looking for a way to become involved in their community and/or make a difference?
- Through your conversation, you will identify the way the Grange applies to their life.

#### **Step 3: Fill the Need**

- This is where you share with them how the Grange can fill the need they expressed in Step 2.
- If they are concerned about their community:
  - Share how Grange members direct the activities and community service projects.
  - o Local members determine how to help address local problems.
- If they are frustrated with government:
  - Share the grassroots structure of Grange policy making.
  - o Share Grange legislative priorities.
- If they have children:
  - o Share the family-focused nature of the Grange.
  - o Share information about the Grange Youth & Young Adults program.
  - o Share information about the Junior Grange program.

#### Step 4: Invite them to Participate/Ask them to Join

- After sharing how the Grange can fill their needs it is time to invite them to become part of the Grange.
  - o "Would you like to be part of organizing a Grange in this community?"
- Gauge their interest in becoming part of the organization of a new Grange.
  - o Ask directly and actively listen to their answer.
- If they say yes:
  - o Invite them to the organization/information meeting (if date and time have been set).
  - o Collect their contact information.
  - o Let them know you're excited for them to join the Grange family.
  - o Follow-up with them before the meeting to remind them about the date, time and place and offer to assist them if needed.
- If they're not sure or want to think about it:
  - o Ask if you can have their contact information.
  - o Invite them to look at Grange websites & social media.
  - Ask if you can let them know about organization/information meetings.
  - o Give them your Grange business card and thank them for their time.
- If they decline and don't want to share their contact information with you:
  - o Thank them for their time.
  - Offer them your Grange business card
  - o Ask if you can invite them to future Grange events.
  - Remember that you have planted a seed that may result in a new member sometime in the future.

A brochure detailing the Four Steps of Successful Membership Recruitment can be purchased from the National Grange.

To spread the Grange message, generate interest in a new Grange and spread the word about an organization/information meeting:

- Use the network of the core group to build interest in the community.
- Learn about local issues.
  - o Talk with core group.
  - o Learn from community members.
  - o Read a local newspaper and listen to a local radio station.
  - o Connect these issues with how the Grange can help.
  - o This will be useful in building interest for a new Grange.
- Talk to community leaders
  - o Business owners
  - o Elected officials
  - o Extension Service Agents
  - o Agricultural Education Instructors

Schedule appointments when possible, drop in meeting are also effective

- Visit local businesses
  - Feed Stores
  - Chamber of Commerce
  - o Economic Development Agency
  - o County Extension Office
  - o City Hall
  - Local Banks
  - o Local media
  - o 4-H clubs & FFA Chapters

If you are asked to give an interview or comments to a media outlet, helpful information can be found in Appendix 1 "Basic Tips for Interacting with the Media"

- Participate in community events
  - o Fairs
  - o Festivals
  - o Farmers Markets
- Set date, time and place for a meeting.
  - Work with core group to set this.
  - Depending on the level of interest from the core group, this might result in the organization or reorganization of a Grange or could be an informational meeting to generate more interest.
- Utilize the internet & social media platforms
  - o Creating a Facebook <u>page</u> for the new Grange can be helpful.
    - Share information about Grange programs from State & National Granges.
    - Share information about meetings.
    - Share how Grange can help address issues.

- Create a basic flyer advertising the meeting, listing important information.
  - Date, time & place
  - Website/Social Media
  - Contact person & information
- o Look for community message boards to post information.
  - Post basic information
  - Share the flyer
- o Look for Facebook pages & groups that are for the specific community.
  - Post basic information
  - Share the flyer

#### Promotional Materials Useful to Grange Organizers

- Grange Membership brochure
- Grange Youth brochure
- Junior Grange brochure
- Grange Member Benefits brochure
- Grange Rip Cards
- National Grange Declaration of Purposes brochure
- Good Day! Magazines
- State Grange brochures
- State Grange publications

A thorough amount of time should be put into informing the community about what the Grange can do and building a core group of potential Charter members. Having a core group of potential Charter members who are willing to spread the work in their community will be an invaluable assert.

The next section will go through the steps of hosting an information/organization meeting for a potential new Grange.

# Section II – Conducting an Organization Meeting

After laying the groundwork and building a core group, it is necessary to hold at least one meeting for the interested public to learn about the Grange in detail and for them to discuss how a Grange would serve their community. It is possible that a Grange would be ready to proceed with organization after the first meeting, but likely multiple meetings will need to be held.

#### Holding an Information/Organization Meeting, Suggested Procedures

- 1. Pre-Meeting
  - Get in touch with any contacts you have collected to remind them about the meeting.
  - Get insurance if the location requires it. Contact your State Grange or the National Grange regarding a certificate of insurance.
  - Bring materials for people to take home.
  - Have an adequate supply of membership applications, as well as a blank Charter application.
  - Prior to the meeting beginning, the organizing team should mingle and greet guests, learn about them and their interests. Make them feel welcome.
  - A sign-in sheet should be near the entrance to the room, with one person from the organizing team at the table to welcome attendees and make sure to sign in.
    - o An example sign-in sheet is in Appendix 2.
- 2. Welcome & Introductions
  - At the appointed hour, the person leading the meeting should begin by welcoming
    everyone, thanking them for their attendance and explaining the purpose of the
    meeting.
  - The site where the meeting is being held should also be thanked.
  - After the welcome, any Grange representatives should be introduced. Depending on the size of the group, the attendees could also introduce themselves.
- 3. Explain the Grange (an overview)- approx. 5 minutes
  - Items covered should be:
    - o A brief history of the Grange
    - o Principles from the Declaration of Purposes
    - o The structure of the Grange
    - o Grange ritual and traditions
    - Values of the Grange (Mission & Vision statements)
    - o Grange programs, activities & services
  - A short PowerPoint presentation should be assembled to have a visual aid.
    - o For a stock presentation, contact the National Grange Membership Director by email at membership@nationalgrange.org
- 4. How the Grange Benefits You and the Community- approx. 5 minutes
  - Explain the benefits of membership.
  - How the Grange can help fix local issues.
  - Explain how the Grange can benefit the community.
  - Explain how the Grange benefits individuals and families.

- 5. The Organization Process- approx. 5 minutes
  - Explain the organization process (what it takes to organize a new Grange).
  - Explain the initiation process (both the short obligation and full Degree work)
  - Explain the various classifications of membership (see Appendix 3)
  - Explain dues and fees of Grange membership
    - At this point it is the per capita owed to the State & National Granges which will inform the decision of what their Grange will need to collect.
  - A timeline of a new Grange's needs in its first year.
    - o Tax filings (filing for EIN & State tax identification)
    - o Insurance
    - o Bonding
    - o Monthly meetings
    - o Activities/projects
    - State Grange activities & meeting(s)
    - o Membership renewals & dues collection

#### 6. Question & Answer

- Give everyone a chance to ask questions.
- If you don't know the answer, don't give false information.
  - Get the name and contact information of the person and return the answer to them by the next day.
- Be sure to discuss with the organizational team the information that needs to be covered in the Q&A.
- Often a well answered question will make the difference to a potential new member.
- 7. Invitation and Break- approx. 5 to 10 minutes
  - Invite everyone to join and pass out membership applications.
    - o Applications should already be completed by the core group of members.
  - State that you will be taking a short break for refreshments and encourage attendees to keep asking questions.
  - Have one member of the organizational team ready to collect applications. Point that person out to the group.
  - Everyone should be encouraged to add their name to the Charter application.

#### 8. Reconvene

- Take more questions.
- Take an informal straw poll of the group and see how many have or will complete a membership application.
- The next step will depend on how many people desire to join.
  - To organize a Grange, the minimum requirements are at least 13 people (age 13 years 6 months or older) of which there must be at least four (4) of either sex.
- The fee to organize or reorganize a Grange is \$50.00.

A stock PowerPoint presentation is available for these meetings. Contact the National Grange Membership Director by email (membership@nationalgrange.org)

#### Process if Less Than 13 People are Ready to Join

- Work with those who filled out applications to:
  - Set the next meeting date.
  - o Discuss how to increase the visibility of the new Grange.
  - o Discuss potential individuals to invite to the next meeting.
  - o Discuss where to promote the meeting in the community.
- Provide materials to the core group to promote the Grange.
- Wrap-up in a positive manner.
- Encourage all attendees to promote the next meeting.
- Have core group repeat some of the groundwork steps.
- At the second meeting:
  - o Have the core group from the community take the lead.
  - o Follow a similar format to the first meeting.

#### Process if 13 or More People are Ready to Join

- Collect applications.
- Obligate the new members.
  - Communicate some of the Unwritten Work including the Signs of the 1<sup>st</sup> through 4<sup>th</sup> Degree, the Annual Password, Voting Sign and Use of the Gavel.
  - o Present each new member with a copy of the Declaration of Purposes and a membership pin.
  - This step is extremely important as it will be the first step in the Grange journey for these new members. Don't take shortcuts with the Obligation ceremony.
- Have new members choose a name for the new Grange that will appear on the Charter Application
  - o This should be conducted as the first "official" action of the new Grange using a motion and the Voting Sign.
  - o If a Grange has previously been in the community, give the new members the option of taking the old Grange's name and number.
- Elect officers
  - o Explain the duties of each office.
    - A handout is useful to have ready to give to the members.
  - Commonly a new Grange will elect the "Charter officers" (i.e. Master/President, Overseer/Vice President, Lecturer/Program Director, Secretary and Treasurer) and a Chaplain.
  - o Can elect a full slate of officers if they so choose.
  - The Charter officers will begin to lead the new Grange including collecting applications and dues (Secretary), promoting the new Grange in the community and developing ideas for programs and activities (Lecturer).
  - o Election should be conducted using ballots.
- A Deputy, member of the organizing team or State Grange representative will install the officers that are elected so that they can being leading the Grange.

- Set dues & membership fees
  - o Annual dues for individuals, family plans & associate members.
  - o Application fees for individuals, family plans and associate members.
  - o State & National Grange dues should be figured into the total.
  - o The dues retained by the Community Grange should service their projected needs.
- The Master/President should appoint a committee to begin drafting a set of By-Laws with the assistance of the organizing team.
  - A Subordinate/Community Grange by-laws template is available and recommended for use.
  - The by-laws should be adopted before the Charter Application is submitted to the State Grange for its approval.
  - o It is possible for this to be done on the same night.
- The charter members should take a vote to close the Charter Application that night or hold it open until the next meeting.
  - The more members a Grange has to start with, the more stable they will be financially.
  - o If by-laws have not been written and adopted, the Charter application shouldn't be closed.
  - Once the Charter application is closed, no more names can be added to the list of Charter members.
- Set the next meeting date and encourage all members to promote the new Grange and the next meeting.

#### Determine if it is an Organization or Reorganization

- This will determine which application will be completed and submitted.
- In an organization, the members choose the name for their Grange and the National Grange will assign them a number.
  - o The Community Grange Organization Application is in appendix 4.
- In a reorganization, the Grange will take the name and number of a former Grange that has been previously closed or inactive.
  - Check with your State Grange to determine the name and number for the former Grange.
  - The Community Grange Reorganization Application is in appendix 5.
- The application fee is \$50.00 for both an organization and a reorganization.

#### When the Charter Application is Closed

- Complete the Charter Application in full.
  - o Charter applications are available from your State Grange, on the National Grange website, or by contacting the National Grange Membership Director.
- Take pictures of the group of Charter members for social media.
- Send the Charter Application, by-laws and the \$50.00 fee to the State Grange for their review and approval.
  - o The State Grange will forward the application to the National Grange.
  - Some State Granges will pay the Charter Application fee for the new Community Grange.

There is not a "cookie-cutter" format or process for organizing a Grange. You will encounter a new challenge or twist each time you work through the process. Remember to be confident and always support the structure of the Grange. Use these experiences as learning tools each time you organize or reorganize a Grange.

#### **Section III – Next Steps**

#### The First Full Meeting

When the new Grange is ready to have its first full (regular) meeting, the organizing team should work with the leadership of the new Grange to start them off on the right foot for future success. The organizing team should work with the new Grange's leadership to:

- Send a reminder of the meeting date, time and place to all those who submitted applications and attended the last meeting.
- Set the agenda using the Order of Business from the Subordinate Grange Manual.
  - o Make sure appropriate reports from officers are prepared.
  - Since a new Grange won't always have a full slate of business, a suggested Order of Business is below.
- Determine how the Grange will be opened & closed and by whom.
  - o Traditional ceremony or Alterative Ceremony
  - o New Grange's officers, organizing team or visiting Grange officers?
    - The new Grange's officers should be asked to assist in the ceremonies so that they may begin learning.
- Determine who will obligate new members.
- Arrive early and help arrange the meeting hall.
  - The organizing team or State Grange should provide a Bible and flag for use during the meeting.

#### Suggested Order of Business

If all items are not covered at this meeting it should serve as a guideline in listing factors that must be taken care of at this or subsequent meetings. The meeting should be run by the Master/President that was elected during the organization meeting. The organizing Deputy can also run parts of the meeting if necessary.

- 1. Opening the Grange
  - a. An experienced group of officers assembled by the organizing team, the Pomona Grange officers or the officers from a neighboring Community Grange can give a good first example for the new Grange.
  - b. The organizing Deputy or member of the organizing team should explain to the group what they are about to witness.
  - c. Give the instructions for the Use of the Gavel and Saltation.
  - d. If a visiting officer team opens the Grange, following the completion of the Opening Ceremony, the Master/President that was elected at the organization meeting should assume the chair for the remainder of the meeting.
- 2. Secretary will call the roll of Charter Members and Charter officers.
- 3. Minutes of the previous meeting, if any, are to be read, corrected and adopted
- 4. The Master/President should ask if there are any applications for membership
  - a. A member of the organizing team should answer any questions that arise.
  - b. If the Charter Application is still open, then the names of the applicants should be read
  - c. If the Charter Application has been closed, then the applications must be voted upon.

- 5. The Master/President or organizing Deputy should administer the Obligation or Welcoming Ceremony
- 6. Election of officers
  - a. A description of the duties of each officer position can be helpful (available in the Grange Resource Binder).
  - b. Election should be conducted using nominations and paper ballots.
- 7. Secretary's & Treasurer's Reports
  - a. The Secretary should report on the status of the Charter application and how many applications had been received.
  - b. The Treasurer should report on the monies that have been received by them.
- 8. Reports of Committees
  - a. The committee on By-Laws should give a report of its progress.
    - i. If the by-laws are to be voted on, they must be adopted by a two-thirds (2/3) vote.
  - b. If any other committees had been appointed, they will report at this time.
- 9. Other Business
  - a. As time permits, a discussion should be held to outline potential projects for the Grange and to identify potential recruiting opportunities.
- 10. Select a time for an Installation of Officers.
- 11. Closing the Grange
  - a. An experienced group of officers assembled by the organizing team, the Pomona Grange officers or the officers from a neighboring Community Grange can give a good first example for the new Grange.

The first full meeting is not intended to be a dictatorial showing-off of the Grange's ritual, instead a teaching opportunity for the new Grange to begin to establish their foundations and good business practices.

#### **Section IV – Follow-up and Mentoring**

#### The Second Full Meeting

- At this meeting, the Grange should meet completely on its own for the first time.
- What happens at this meeting will have a tremendous bearing on the future of the organization.
- It is best to have visitors who want to help, but don't need to be recognized.
- The new Grange must be given the opportunity to develop its own personality and traditions.
- The regular Order of Business from the Subordinate Grange Manual should be followed.
- If the officers of a new Grange learn to conduct an efficient and impressive opening and closing ceremony, they will develop pride in their accomplishment and respect for the ritual.
- It is advisable for the new Grange to begin planning community service projects and educational programs as soon as possible.
  - o It may work well to have a different State Grange or Pomona Grange committee member present at each meeting to offer suggestions in the area.

#### Importance of an Installation of Officers

- The Installation of Officers will be the new members first exposure to Grange ritual outside of a regular Grange meeting.
- A full Installation of Officers should be held soon after the Grange is organized.
- It should be carefully planned in conjunction with the membership of the new Grange.
- If the installing team is well drilled and has its parts well in mind, it all moves like clockwork.
- The Installing Officer should carefully study the installation instructions contained in the most recent edition of the Subordinate Grange Manual.
  - o In many cases the organizing Deputy will act as the Installing Officer.
- It is appropriate to send formal invitations to the State Grange, Pomona Grange and neighboring Subordinate Granges.
  - The presence of other Grange officers from the various levels of the organization shows the new Grange that they have a support system around them.

#### Officers Meeting

- There are a number of items where a new Grange and its officers will require some mentoring.
- To kick-start this mentoring process, the organizing team should host a meeting for the newly elected officers of the Grange.
- This meeting should be held after the organization and can even be held in conjunction with the Installation of Officers.
- At this meeting, good business procedures should be stressed.
  - o The business part of a Grange meeting should be conducted in a business-like manner
  - Using good parliamentary procedure will ensure that meetings are efficient and avoid the wasting of time.
- A copy of the Subordinate Grange Manual should be provided to each officer so that they can start familiarizing themselves with how to open and close the Grange.
  - o A set of ten Manuals is included in the Charter kit from the National Grange.
  - o If desired, the new officers could do a walkthrough of the Opening and Closing ceremonies with the organizing team.
- The new officers should also feel free to ask any other questions they may have as they go through the other portions of the Subordinate Grange Manual.
- The charge of the Overseer from the First Degree should be read.
  - Remember that the purpose of training is to help and encourage; a harsh word can cause a member to quit.
- The Use of the Gavel, Voting Sign and Salutation should be reviewed.
- The duties and responsibilities of each officer should be reviewed.
  - o It should be stressed that there are no unimportant officers, and each can play a role in the success of their new Grange.
- The organizing team should go through the Grange Resource Binder with the officers.
- Time should be given to go over relevant sections of the State Grange By-Laws and the National Grange Digest of Laws.
- Having copies of the latest State and National Grange Journals of Proceedings available to go through resolutions from past years.

#### Mentoring

- As a new Grange progresses and grows, a member of the organizing team should be available to them as a resource.
- A mentor should be as involved with the new Grange as the new Grange desires.
  - Mentors should go to meetings and activities as long as it does not interfere with the direction the new Grange has set for themselves.
- It is the responsibility of the organizing team or organizing Deputy to see that any monies owed to the Grange from National, State or Pomona be applied for and received by the new Grange.
- The organizing team should urge the new Grange to qualify for each of the four \$100 coupon payments that they may be eligible for from the National Grange.

#### Appendix 1. Basic Tips for Interacting with the Media

- Reporters are usually on deadline, so be mindful of their time and schedule. Don't be late.
- Be polite and avoid conflict during the interview.
- Always remember that everything is on the record, unless stated clearly beforehand.
- Be clear, coherent, concise and prepared with well detailed arguments, statistics, figures and/or facts.
- Thoroughly understand the interview topic beforehand and prepare any necessary notes you may need.
- Try to keep the conversation on track by sticking to the overall planned topic.
- Remember that the media is searching for a good story. Journalists are always looking for a unique angle to a story, and you can try to provide them with that angle.
- Always tell the truth.
- Remember that media biases exist. Use them to your advantage or prepare to combat them and still achieve your goals.
- Know a little about the reporter/outlet before you speak to them. Do a quick search for past articles they have written to gauge their position on the issue. This will help you to develop a well thought out response.
- Try to avoid acronyms or jargon.
- Reporters are not necessarily experts. Don't assume they will know everything about your issue.

For more information on how to interact with the media, refer to the National Grange Communications Handbook.

# **Appendix 2. Information/Organization Meeting Sign-In Sheet Template**

Name	email	Phone	Preferred Contact

#### **Appendix 3. National Grange Membership Classes**

#### 1. Individual (Fraternal) Membership

National Grange Digest of Laws (NGDL) 4.6.5: Subordinate Granges – Individual Membership – A person fourteen years of age (thirteen years and six months) or more, with an interest in the purposes of the Order may be proposed as a candidate and be elected to membership in a Subordinate Grange as follows: [section continues]

#### 2. Family Membership

**NGDL 4.6.6**: Subordinate Granges – Family Membership – A family whose members are fourteen years of age (thirteen years and six months or more) with an interest in the purposes of the Order may be proposed as candidates and elected to membership in a Subordinate Grange

- (A) The process of election to membership and becoming a full member for all members of the family shall be the same as for an individual.
- (B) A family shall consist of a couple and their dependents, or a single person and their dependents. Dependents are defined as children, grandchildren, great grandchildren, foster, adopted or step-children under the age of 23, who live as a member of the same household or in absence due to illness, education or military service. Legal dependents of any age shall be considered part of their legal guardians' family.
- (C) At such time as a member no longer qualifies as a dependent or becomes a single member the status of the member shall be as an individual with no interruption of their membership.

#### 3. Affiliate Membership

NGDL 4.6.7: Subordinate Grange Affiliate Membership - A Fourth Degree member may not be a member of more than one Subordinate Grange at the same time except that Fourth Degree members may be elected to membership in one additional Subordinate Grange as an Affiliate Member. A proposal for Affiliate Membership, including proof of the member being in good standing in their original Grange, and election thereto shall be the same as provided in Section 4.6.5 above except election to membership shall be majority vote by paper ballot. Such Affiliate Members shall pay the applicable membership dues and be entitled to hold office and vote in the additional Subordinate Grange, provided that Affiliate Members are clearly designated as such in reports to the Secretaries of State Granges and the National Grange, and further provided such Affiliate members shall not hold the office of Master in two Subordinate Granges at the same time.

Subordinate Grange Affiliate Members are eligible to hold office in State Granges and participate in contests sponsored by the National Grange. Neither of these two benefits of the Order may be exercised by such Affiliate Members in more than one Subordinate Grange, State Grange at the same time.

#### 4. Associate Membership

**NGDL 4.6.13**: Associate Members - A person or business with an interest in the advancement of agriculture and improvement of rural life may become an Associate Member. The qualifications and procedures for attaining Associate Membership shall be provided for in the By-Laws of the State Granges having jurisdiction.

Such Associate Members shall pay dues as prescribed in 4.8.2 (E) and be entitled to receive State Grange information publications and participate in State Grange services as provided for by the State Grange having jurisdiction; provided, however, that Associate Members shall not be entitled to vote on matters of Grange policy or participate in National Grange sponsored contests

#### 5. Junior 1+ Membership

**NGDL 4.6.2**: If no Junior Grange is available, an individual between five and fourteen years of age may be proposed as a candidate for membership and elected an individual Junior member of a Subordinate/Community Grange

Appendix 4.

Community Grange

Organization Application



Address

#### COMMUNITY GRANGE ORGANIZATION APPLICATION

#### The National Grange of the Order of Patrons of Husbandry

Instructions to organizing President or Deputy

Presidents or Deputies organizing Granges should send a paper copy of this application to the Secretary of the State Grange who will send the application AND charter fee to:

The National Grange 1616 H Street NW Washington, D.C. 20006-4999

The new Grange will receive all necessary documents and a Grange kit. In the meantime, they can be electing officers, appointing committees, preparing their meeting place and balloting for candidates. The Grange kit will be sent to the President of the new Grange unless otherwise instructed. The Charter will be issued by the National Grange and forwarded to your State Grange for delivery, recording and presentation to the new Grange.

**REMEMBER:** Charter members are those persons whose names are on the application and whose fees are paid at the time of organization (see National Grange Digest of Laws Section 1.4.1 and 4.3.1).

The list of charter members should be completed when this application is sent in. \_\_\_\_\_ The undersigned have organized a Community Grange in the Town or Township of county/parish of and most respectfully ask for a charter and the state of necessary documents of a Grange and enclose the fee of \$50.00 for the same. Name of Grange Approved by State President Organized by President or Deputy Address Date of Organization Total \_\_\_\_ Male Number of Charter Members Female Check here if this is a historic Grange name & number out of use for an extended period of time OFFICERS ELECTED E-mail President Phone \_\_\_\_ Address E-mail Lecturer Phone Address E-mail Secretary

Phone

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# Appendix 5. Community Grange Reorganization Application



#### COMMUNITY GRANGE REORGANIZATION APPLICATION

The National Grange of the Order of Patrons of Husbandry

Instructions to organizing President or Deputy

Presidents or Deputies organizing Granges should send a paper copy of this application to the Secretary of the State Grange who will send the application AND charter fee to:

The National Grange 1616 H Street NW Washington, D.C. 20006-4999

**REMEMBER:** Charter members are those persons whose names are on the application and whose fees are paid at the time of organization (see National Grange Digest of Laws Section 1.4.1 and 4.3.1).

The list of charter members should be completed when this application is sent in.

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Reorganized by		Date of R	eorganization	
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Approved by State President				
Number of Charter Members	Total	Male	Female	
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