



Livestream Schedule

Friday, Nov. 17

8:30 am -

Opening Session by
NGYOT

3:20 pm -

Officer Installation

7:30 pm -

National Grange Hon-
ors Night

Saturday, Nov. 18

9:00 am -

Leadership Dialogue

11:00 am -

Lecturer Workshop

8:00 pm -

Evening of Excellence

Dive into our social
media and stay up to
date on the launch of
our brand new Grange
podcast.



Follow the Fellows on social
media, and stay up to date
with the happenings at this
year's Convention.

Instagram:

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PATRONS CHAIN

The Official Newsletter of the National Grange

Grangers seek to expand their knowledge

STAFF REPORT

On Thursday morning, November 16, 2023, a series of workshops was held for attendees at the 157th Annual National Grange Convention.

Grow Your Intellectual Property

The first workshop of the day was with the United States Patent and Trademark Office (USPTO). They presented an informative workshop about patents, copyrights, and trademarks for intellectual property. Elizabeth Dougherty, Eastern Director, led the standing room only audience through the differences between the different forms of intellectual property and how to protect them.

Intellectual property is the creative intangible products of the mind, including the ideas, music, art, inventions that we create and bring into the world. According to Dougherty there are on average 650,000 patent applications received each year by the USPTO and about 1 million patents are in process at any given time. The process of getting a patent can last up to 20 years depending on the complexity of the application. When a patent has been applied for, but has not been received it is pending. Once a US patent is received it is good for 20 years. Patents fall into three categories - Utility, Design, and Plant.

Utility patents apply to how something works. Design patents revolve around the ornamentation of the object and Plant patents focus on plants that have been asexually reproduced.

While they fall under the Library of Congress and the United States Copyright Office, Dougherty presented information about copyrights that last 70 years beyond the author's/creator's life.

Copyright protects original works of authorship, including literature, songs, computer software, and architecture.

Dougherty called out the National Grange for

its strong protection of our trademark. To maintain a registered trademark it must be used in business and renewed every 10 years indefinitely.

Participants were directed to the USPTO website www.uspto.gov for additional free information about intellectual property. There you will find lots of great tools such as the IP Identifier which helps you identify what type of protection your intellectual property needs or

Innovational for All the USPTO's online invent series. If your Grange members know a small business owner, entrepreneur, or inventor who does not have reliable internet you can invite the USPTO to have a Patent & Trademark Boot Camp, a two-day in person training session about patents and trademarks. They are looking to collaborate with organizations, like the Grange, to help communities. For additional information: www.uspto.gov/bootcamp.

There is truly something for everyone at the United State Patent and Trademark Office including inventor trading cards and Women's Entrepreneurship (WE), an online community to support and foster women's innovation and entrepreneurship. Take a look, perhaps you too will be inspired and we will see a Granger on Shark Tank in the future.

Building a MemberSHIP

"What are the simple actions we can do NOW that will add value to our members?" Scott Lyle, Western Region SHIPmate from Washington State challenged the participants of "Building a MemberSHIP



SHIPmates Scott Lyle and Kelly Riley speaking about SMART goals.

Photo by Lindsay Schroeder

Continued on page 3

Vaccination clinic a success

BY KATIE SQUIRE
Senior Communication Fellow

Thursday’s vaccine clinic added to our successful collaboration with McUlsky Health Force, the American Society of Consultant Pharmacists and PharMerica to offer updated COVID and influenza vaccinations earlier this Fall at the Big E in West Springfield, Massachusetts.

This clinic offered our members attending the convention and the Niagara Falls community the opportunity to get the latest vaccines for COVID and/or influenza free of charge.

In addition each person having a vaccination received a sweet treat of a \$10 Dunkin’ gift card.

Participants were asked to fill out two forms and a survey prior to receiving a vaccination and were asked to bring proof of insurance or a Medicare/Medicaid number. For out of area participants they also offered to photograph and send a copy of the vaccination information for their personal medical records.

A large pop-up tent emblazoned

with the Grange name and logo was set up to receive the participants with comfortable seating available for waiting your turn.

My experience included a thorough check for possible allergens in the vaccines. This revealed I could not take the influenza vaccination as it contained something I am allergic to and could cause a reaction.

In addition, I was asked to stay at the booth for about 15 minutes after the injection just to make sure that there was no reaction.

The visit offered the opportunity to speak to Nona Bear, a 2022 Recipient of the Grange Advocacy Champion of Rural America. She pointed out that these outreach events are important in rural America.

“During the height of the pandemic vaccinations and vaccines were available in many places, but now the vaccines are not readily accessible in rural areas,” Bear said.

She looks forward to continued collaborations with the National Grange to help meet rural health needs.

**Bus Loading for the
General and Youth Tour
Friday November 17th
9:45 am load
to leave at 10 am**

**The General Tour
will load at the
3rd Street Entrance
of the Sheraton hotel**



**The Youth Tour
will load at the
Old Falls Street Entrance
of the Sheraton hotel**





**2024
NATIONAL GRANGE
CALENDAR**

featuring the
Heirloom Program

\$10

**NATIONAL GRANGE
CALENDAR**

**VISIT THE FELLOWS IN THE
BUSINESS CENTER
TO PURCHASE**

... raising the anchor on Grange” workshop. This inaugural class of SHIPmates not only challenged us to ask the question: How do we increase and maintain membership? But gave the tools to analyze and work on these issues.

SMART goal writing was the tool participants utilized during the session Thursday morning. SMART goals are: S – Specific, M – Measurable, A – Achievable, R – Realistic, and T – Timely. Groups formed around the room to identify an issue within their own Granges to address using this tool.

Matt Clark, New Hampshire, outlined a perfect example of a SMART goal to tackle the issue of inactive membership. The goal: Convert “...at least 10% of inactive members to active members by the end of Q2 2024.”

Action steps outlined:

1. Reach out to inactive members and ask why they don't attend
2. Ask members and inactive members their interests and what they want from their Grange
3. If a problem is identified with initial outreach, deal with it immediately, and
4. Schedule events that speak directly to the interest of members.

The SHIPmates compared the strategy for working through the issues to a chain. By linking the actions together in the “chain” we only work toward making a stronger Grange.

The action steps to each “link” in our chain are pick, think, and write it. Pick ONE issue within your Grange to focus on, think about how we can make this stronger (use SMART goals), and write it.

Putting these goals in writing will help for future understanding of the goal, and how you chose to make it achievable. Once outcomes are achieved, you then move on to the next “link.”

While each Grange is unique, the struggles around our membership numbers is universal. We would like to thank the SHIPmates for their workshop and the time they have spent (before, during, and assuredly after) convention for helping the entirety of the Grange, especially each local Grange, overcome membership issues and grow into the future. Because our Grange future is bright!

Revitalizing the Grange for your Community

In recent years, the Grange has seen growth in membership. This is happening in pockets of regions all

over the country.

This workshop on revitalizing the Grange shared the stories of Granges that were close to, or had already, turned in their charters but now have turned themselves back to vibrant parts of their community.

The panel was hosted by Philip Vonada, National Grange Communications Director, and consisted of Jenn Nauss of Eagle Grange (PA), Aili McKean from Wallingford Grange, and Judy Doyle from Granby and Riverton Granges - both from Connecticut, and Amanda Brozana Rios, National Grange Membership and Leadership Development Director.

Vonada introduced the panelists and encouraged the audience to participate

Nauss started by talking about Eagle Grange #1 in Pennsylvania. She talked about how the Grange was formed two years before the State Grange was formed. While planning for the 150th celebration for the State Grange, they found Eagle Grange was struggling and was down to a handful of active members including affiliate members.

With no regular attendance or activity, Eagle Grange was ready to turn in their charter. Nauss as well as the History committee for the State Grange wanted to help save the first Grange for Pennsylvania.

“It’s a wonderful group of people who were very dedicated to wanting to see the Grange grow and revitalize in our community,” Nauss remarked. From hosting a candidate’s forum to giving Eagle Grange a much-needed “facelift.”

Nauss is one of many who are so dedicated they drive up to two hours to make it to events and meetings at Eagle Grange. Grangers and people of their community want to see this Grange thrive. Through all the tried and trepidations, now show success in growing membership for 4 consecutive years.

McKean spoke next about Wallingford Grange #33 in Connecticut in 2020, the Grange closed when the pandemic was occurring all over the country. After the pandemic, they remained closed. The building was in desperate need of repairs. Among the records, McKean found what some Grangers are far too used to: the same five people doing everything.

During the summer, a call went out to Facebook asking if you want to save this Grange, come to the local library. By November, they became fully

organized and had the people power to achieve goals for Wallingford.

Collectively, they applied for the American Rescue Plan ARPA grant. They were awarded \$182,000. A small portion went toward renovations like roof repair; the rest is planned to be used so that the building will be handicap accessible. Wallingford Grange is filled with an eager group of people who are still learning but are excited about what the Grange holds for them.

Judy Doyle was the last to speak on her “double duty” journey with Riverton Grange #169 and Granby Grange #5. Doyle is an affiliate member for Granby Grange. She, as well as many other affiliates to that Grange, publicized the Grange heavily. During the revitalization, there was a bit of a friendly competition between Doyle’s and McKean’s Granges to see who could get the most members.

“Working with other Granges in the community makes a big difference. You can see what others are doing and they can support you,” said Doyle.

Toward the beginning of the revitalization, Doyle helped start a garden at the Grange and posted about it on social media as well as the local paper, “Every month, we were in the local paper talking about all the stuff that we were doing which brought a lot of new members in.”

Other activities included a Duck Race, a fundraiser where rubber ducks were purchased that floated down a river. The first handful of people won prizes. Brozana Rios encouraged members to participate long-distance in projects that other Granges are doing.

Final remarks were made about the hard work and dedication it takes to want to revitalize a Grange. It’s not something that happens overnight.

“It would be a lie if we said it’s all easy. I would just say don’t give up... dont hang up your hat the first time something doesn’t go the way that you hope that it will,” Nauss added as closing thoughts.

The panel’s insight and experiences hopes to kickstart Granges all over the country to light a new flame of inspiration of what a Grange can do any community willing to give it a try.

Welcome to our new Delegates



BY MANDY BOSTWICK
Senior Communication Fellow

Meet Theodore Powell, III
Home Grange and State: Coventry Grange #75, Connecticut.
How long have you been a Grange member: 27 years
Family Information: Theodore has a daughter who has been a member for 27 years. Two granddaughters who just officially joined and two other grandchildren who are JR+1 members.
Profession/Job: Theodore is a retired nuclear engineer and pheasant farmer.
What is your favorite thing about the Grange: Seeing what we can do for the community. Theodore also likes the Take a Vet Fishing program that was started by JR+1 members.
What do you hope to accomplish at this year’s Convention/what excites you about this year’s Convention: “This is my first one as a delegate. I am excited to meet new people and make acquaintances.”
Where do you see the Grange in 50 years: “Continuing to evolve, but we have to continue to change with the times. We are the best kept secret in America”.
Ted is proud that he was an IAFE Heritage Award Winner in 2009 for the Hamburg Fair.



BY KARIE BLASINGAME
Senior Communication Fellow

Meet Toni Hoyman
Home Grange and State: Willamette Grange #52, Oregon. Toni was a member of a different Grange, Marys River Grange that was asked to help out Willamette Grange which she ended up making her primary and she is an affiliate member of Marys River now.
How long have you been a Grange member: 10 years
Family Information: Toni is married to Jay Sexton, President of the Oregon State Grange, they have four boys between them and a number of grandkids.
Profession/Job: Toni is retired from being a research assistant at Oregon State University.
What is your favorite thing about the Grange: Toni’s favorite thing about Grange is the fact that it is an “organization where we can come together to accomplish community good.” There are events for families, things that you couldn’t do on your own that end up benefiting your local community.
What do you hope to accomplish at this year’s Convention/what excites you about this year’s Convention: Toni is excited to understand the Grange process more by participating in the National Grange Session. She is also interested in learning how National helps the State and Local Granges.
Where do you see the Grange in 50 years: Toni sees Grange in 50 years being a bit younger and having a bigger representation in her local community.

Youth learn parliamentary procedure, prepare for debate

BY Gail Switzer and Autumn Whitaker
Outstanding Young Patrons

Thursday morning following the opening of the Grange, the Youth and Young Adults began their workshops preparing for Friday morning’s Grange meeting. This year, the officer team will be presenting a resolution from the Grange Law committee (GL-717-RI, “Junior Grange Membership – Change in The National Grange By-Laws”).

The youth and young adults broke up in groups to discuss their thoughts on the resolution and begin drafting pros and cons of the resolution. Nettie Hartley, National Junior Grange Ambassador from Rhode Island, stopped by and discussed the thought behind the resolution. After discussing in the small groups, the

attendees presented their various thoughts.

After listing the pros and cons, the group discussed various thoughts of lowering the age by using supporting information to elaborate on why they may be for or against the resolution.

Some participants have already experienced a 4-year-old participating heavily in programming without being a member and have seen the various positive and negative outcomes of that. Once discussion wrapped up, the group took a vote.

Approximately 35 people (youth and a couple of state youth directors) voted with the majority rejecting the resolution to simulate what action needs to be taken on resolutions.

The Youth Officer Team and participating youth and young adult members practiced presenting the resolution and providing discussion points both for and against the resolution.

This workshop allowed the youth and young adults to understand the resolution work and how each resolution is discussed on the floor and voted upon, and also prepared them for being State and National Grange Delegates in years to come.

PRO	CON
Increased membership	Maturity level
Increased participation	Attention span
Could develop life skills early (confidence, sitting still, socialization)	Additional planning that is appropriate for age groups (i.e. 4 yr. olds and 14 yr. olds have different skills and interests)
Mentorship opportunities for older juniors (13-14 yr. olds) with the youngest group (4 yr. olds)	Age gap is (Preschooler vs. Freshman in high school)
Additional parent involvement	
Somewhere to go and a place to belong	

Silent Disco



THANK YOU!

The Communication Fellows wish to thank everyone for all of the cards, goodies, and treats recieved. It has really brightened up our workspace. We especially thank Kay & Allen Stiles for the chocolates!

Spotlight on: Nettie Hartley

BY KARIE BLASINGAME
Senior Communication Fellow



Photo by Lindsay Schroeder

Nettie Hartley, 2022-2023 National Grange Junior Ambassador, has spent her year as Ambassador crossing over six states off her list.

She says she was honored to be able to attend five different State Grange Sessions. She enjoyed three regional conferences, three youth or Junior camps, FarmAid, and traveling to

DC for Ag Day with National

Grange Outstanding Young Patrons Autumn Whitaker and Gail Switzer.

She claims that her favorite camp that she attended this summer was the first one she was asked to attend just after she was “sashed.”

Phil Vonada, PA State Grange Junior Director, invited her in-person as she left the stage and told her that a written invitation would be coming soon. While nervous about being at a week-long camp, Hartley shared that everyone was so welcoming, inviting and she loved it. She plans on attending again in the future as a non-ambassador.

One of the larger events that Nettie attended this year as National Grange Junior Ambassador was FarmAid in

Indiana. At FarmAid, Nettie worked with other Grangers to operate a Fruit Stand where concert goers could purchase fresh produce and enjoy it at the event. Hartley was in the state of Indiana for less than 48 hours and most of those hours were working.

The coordinator from FarmAid kept was shocked that Nettie and the three youth from Illinois sold out a specialty fruit, the Paw Paw, that until that morning none of the girls had ever seen, heard of or tasted. They got a knife - as you can not eat the skin of a Paw Paw - and tried it to better be able to explain to customers what it was and what it tasted like. They had Paw Paws leaving the booth in bags as people asked them more about why they were there. Nettie was out front handing out free radishes and having her picture taken with concertgoers who were excited to hear about why she was there and what the organization she was wearing the sash for.

Nettie would like to thank everyone for the support that they have given her throughout the year. Nettie said that one couple who consistently let her know that she was doing a great job of representing the National Grange Junior Department while she was out traveling was Wayne and Debbie Campbell.

Nettie is especially thankful for her parents, her Dad, Walter who as her travel companion took up to five weeks off work this summer to get Nettie where she needed to go, and her Mom, Danielle, who is her rock, who makes sure that Nettie and her Dad don't fight on long road trips and makes sure that everything at home is okay while they were traveling.

National Grange places focus on rural mental health

BY MEAGAN McDONALD
Communication Fellow

Rural Minds and the National Grange are excited to announce the launch of the “Rural Mental Health Resilience” program. This program, a collection of resources for local Grange use, is a direct response to the mental health crisis in rural America. The epidemic touches all Grangers and the communities where they live.

Thursday afternoon’s session featured a panel discussion led by Jeff Winton, the founder of Rural Minds. Travis Carlson, writer and Emmy award-winning independent filmmaker, and Becky Wiseman, LCSW-R, Family Consultant Case Supervisor for Cornell University’s NY FarmNet Program joined Mr. Winton for a presentation and discussion of *Mother’s Day*.

Mother’s Day is an independent film written and directed by Carlson. This award-winning film is a “one-shot” feature film based on his own experience with his mother’s mental illness. The discussion used clips of the film shown throughout the presentation and Carlson’s life with his mother during her mental health crisis.

Carlson expressed, “Hollywood has not done a good job of representing rural communities... or their mental health challenges.” His passion for telling this story and helping to end the stigma and shame around mental illness in rural communities came across clearly when telling his mother’s story.

Wiseman further expounded on the shame aspect in these communities by relaying a story about needing to meet farmers seeking mental health

treatment in firehouses because of the stigma they felt about meeting at the mental health clinic. Their worry about people in their community knowing they sought mental health treatment sometimes keeps them from getting the help they need.

After this presentation concluded, the conversation moved to a more intimate setting, and four Grangers, ranging generationally from “Baby Boomer” to Gen “Z”, joined the panel to discuss mental health in their communities and local Granges. They began relaying their own experiences with mental health issues and stigma, then moving to questions and discussion from the audience.

The common theme among all is the lack of communication and

the need for mentorship and



intergenerational communication, specifically surrounding mental health issues.

How, as the Grange can we move the needle on this mental health crisis? Chuck Strand, Executive Director of Rural Minds, said “Granges are the network to reach rural America.”

We are the trusted voice in our communities. The opportunity is now available for each local Grange to become a resource for their community on mental health issues.

A beautiful and bountiful set of resources was created jointly by Rural Minds and the National Grange and are now available to all!

Visit RuralMinds.org/resilience to access rural mental health fact sheets, flyers, lists of organizations that provide mental health support and services, and a guide for planning, promoting, and leading community meetings. These are all free for you to download and help raise awareness of the mental health challenges in rural America.

Join us Saturday morning, at 9 am, for another Rural Minds and NY FarmNet Workshop entitled “Talk Saves Lives.” This workshop will give education and training for individuals who face helping someone who is in a mental health crisis. Please consider joining this discussion and utilizing the Rural Mental Health Resilience Program collateral.



openness about mental health issues within their own families. A call to “break the cycle,” of this stigma and lack of mental health awareness was amplified by moderator, Pete Pompper, National Grange Community Service Director.

Panelists also indicated that they had seen a “desperate difference” in the youth since the COVID-19 pandemic.

The majority of the discussion centered around youth and young adult’s abilities in dealing with mental health issues, how to support youth as an adult within the Grange, and



L-R - Becky Wiseman, NY FarmNet; filmmaker Travis Carlson; and Jeff Winton, Rural Minds, present in the afternoon’s session.

Anyone who attended or viewed the workshop or panel discussion are encouraged to take this post-event survey.

You can also take it at grange.biz/RuralMindsPostSurvey



Gaining Go-getter Grangers; National GROW Club Dinner

BY LEXIE SUING
Senior Communication Fellow

Thursday night welcomed another fantastic dinner for the GROW Club. **Go Right On Working** members gather to mingle with familiar faces. This year, seven Ambassadors and Outstanding Young Patrons (OYPs) were inducted into the GROW club.

Robert Beamon, Chair of the GROW Club made announced that due to regions merging in recent years, the GROW Club is proposing that for this term, there be two Eastern Region representatives, but next year, Beamon’s place will change to an “At-Large” position. If adopted, any GROW Club member in the country can be nominated.

Christina Webster, Western region representative, announced the winners of the travel scholarship. Recipients include Logan Knox from Texas and Raimie Freeman from Nevada. The travel scholarship provides assistance for youth who otherwise couldn’t afford to travel to the National Convention.

Nathan Strawder, Great Plains representative, invited this years Ambassadors and OYP to come to the front to take the GROW Club pledge.

This years Ambassadors and OYP include Bryce Danko (PA), Alyvia Fuchs (NY), Desiree Richard (RI), Asheton Medlin (NC), Jacob Roquet (NC), and Garrett Phelps (NY) as Youth Ambassadors, and Ashley Hollman (NC) as OYP.

Finally Samantha Hanson, Midwest representative, came to the stage to ask for nominations for representatives from Northeast Region and the Eastern #2 Region.

Elected were Kathy Gibson (MA) as Northeastern region representative and Jenn Nauss (PA) as Eastern #2 representative.

“As a member of this GROW Club, it is an absolute special opportunity to be a part of this treasured group that has strong memories... I’m really excited for this next generation that is coming through this department to begin new memories with them,” said Samantha Wilkins, bidding goodbye to her current Ambassador team.

GROW Club members believe to Go Right On Working and welcome the new chairs and inductees.



The 2023 GROW Club class takes the pledge to “Go Right On Working.”



AFFORDABLE CONNECTIVITY PROGRAM

Helping Households Connect



ANYONE WHO IS INTERESTED IN SIGNING UP, OR HAS SIGNED UP BUT HASN'T YET HEARD FROM A COMMUNITY NAVIGATOR SHOULD CONNECT WITH THE OREGON INSTITUTE FOR A BETTER WAY AT CONVENTION. IF YOU'RE NOT ATTENDING CONVENTION, CONTACT AMANDA AT MEMBERSHIP@NATIONALGRANGE.ORG FOR YOUR INFORMATION TO BE COLLECTED AND FORWARDED TO THE NAVIGATORS.

Grange Baseball is a Home Run

BY KARIE BLASINGAME
Senior Communication Fellow

Since 2019, the National Grange Youth Department has participated in Grange Baseball where Youth and Junior members can gain knowledge about the Grange and Junior Grange, its history, and impact on rural America.

This change evolved out of the prior Grange Jeopardy contest. Grange Baseball offers the opportunity to expand your knowledge of the organization in many different areas, while enhancing your critical thinking, problem solving, communications and listening skills.

Questions are gathered from: The National Grange roster, youth and Junior programs, past trivia challenges, the Manual and Degrees,

Grange history books, Digest of Laws, Journal of Proceedings, etc. Pretty much all Grange history books have been researched and questions developed from them.

A random generator is used to determine if batters will be answering a single, double, triple or a home run question. Each of these categories has a higher difficulty level and there are different questions for Youth and Juniors.

Participants play on either the Blue Agates or Golden Sheaves. The rules state that the game will last for five innings or one hour. Due to time constraints this year, it was reduced to 2 Outs per inning and a 30-minute time cap.

Junior Baseball players may request help from a pinch hitter (help from the audience) no more than 3

times over the total length of the game. Statistics will be kept on each individual player. For anyone not participating, team cheering sections are highly encouraged.

This year on the Blue Agate team had JC Junkman, Shae Smith, Reagan Hartsell, Lucy Anderson.

Playing for the Golden Sheaves were Samantha Hanson, Garrett Phelps, Gayle Reyburn, and Bryce Danko.

These eight batters consisted of three Juniors, three Youth and two Young Adults. Both teams played well, and they were able to get through 4 innings of play before the Golden Sheaves edged out the Blue Agates 8-3.

Individual winners will be announced on Friday at National Grange Honors night.

Opinion: Even the Founders Believed in Progress

BY MANDY BOSTWICK
Senior Communication Fellow



{Calls to order and stands during the opening ceremony: each officer, as he takes part, should stand while speaking}
The hour of labor has arrived and the work of another day demands our attention...”

Many of you reading this are probably thinking to yourself, “I haven’t heard that in a while.”, “Ugh, this again?”, or “I’ve never heard that before”- especially newer Grange members.

Many Granges across the country are moving away from practicing the Opening and Closing Ceremonies of the Grange that are housed in the Subordinate Grange Manual. But why? Some say it is because it’s too time consuming. Others say its archaic and out of touch. Whatever their reason is it’s moving us further away from the intended use of the Manual: being the guidebook to running a Grange meeting, and the principles of our organization.

Grange members who have been in the Grange for a considerable amount of time, including those of us who were born into the Grange, tend to forget that our new members don’t know all the ins and outs of a Grange meeting. We have to do better as a whole of teaching our new members, whether they are joining at 13.5 or if they are joining at 42, and not just expecting them to know. Education is one of the core principles of the Grange and if we aren’t even teaching our members the basic of a Grange meeting then we are not upholding our responsibility to create a perpetual organization.

The Communication Fellows and SHIPmates participated in a workshop on Monday that put together a hypothetical situation where a Grange had an issue between “new” vs. “old” Grangers. The new Grangers were under the impression that they were full voting members of the Order, but the ‘old’ Grangers said “no, you’re not. You haven’t been obligated yet.” I thought to myself, wouldn’t we have avoided all of this if we followed the order of business presented in

the manual and conferred the degrees, obligated them, or performed the Welcoming Ceremony. Furthermore if the ‘old’ Grangers were upholding their own obligation they would remember that they pledged to not “knowingly wrong or defraud a Brother or Sister of the Order or allow it to be done by another if within my power to prevent it. I will endeavor to be a true and faithful Patron of Husbandry, perform the duties enjoined in this Order and aid others in the performance of the same.”

Another reason to use the opening and closing is keeping our organization at all levels to remain under the IRS’s fraternal and lodge classification. At the 157th National Grange Convention, the Grange Law Committee included in their policy statement “The Grange Law Committee urges that the traditional opening and closing ceremonies or the approved alternative opening and closing ceremonies always be used. At all levels our Granges enjoy the fraternal and lodge classification under the IRS tax status, it is vital that these ceremonies be followed so no Grange jeopardizes their Granges Internal Revenue Service (IRS) status.” But is the reason these short ceremonies are not being used purely apathetic, or is it because new members feel that they cannot connect to the words being spoken?

The Delegate body voted on Wednesday to appoint a committee to update the language and songs of the first four degrees and make the language understandable in today’s society. I agree that we need to update the language of the ritual to bring it into the 21st century, but that doesn’t mean the language is changing in its meaning. I think people fail to realize that when modernizing the language that we are not changing the lessons and values of the Grange. We are making ourselves relevant so we can continue to grow our organization.

Continuing to uphold our values and principals as an organization is vital to keep our identity as the Grange, but it is equally, if not more, important to continue to teach our new members about those values and principals. We must continue to educate new members on why we do these things, but we must listen to them as well to move us forward through the last three quarters of the 21st century so we can be relevant well into the 22nd.

Question of the Day

The Communication Fellows are asking a new question daily during the convention. Drop by our office and write your answers in, or scan our QR Code for Thursday’s Question.



Dad Jokes

Two fish are in a tank.
One says, ‘How do you drive this thing?’

I was addicted to the hokey pokey,
but then I turned myself around.

I’m reading a book on anti-gravity.
It’s impossible to put down.

3D Printed
SLIDE PUZZLE

Only 23 of each
available for sale
\$10 each
see Gene Fletcher



Benefiting the
Grange Foundation
Youth and Junior
Fund

Get yours now and
more fun and
exciting items will
be revealed !

Scenes from the convention

Photos by Lindsay Schroeder



Seven Reasons to take the Seventh Degree

BY MARTHA STEFENONI

Priestess Annalist

Originally published in the Patrons Chain in 2021



1. To complete your journey through the Grange's philosophy and teachings.
2. To receive lessons you can use for self-improvement as an individual and a Grange member.
3. To join the ranks of over 300,000 of your Brothers and Sisters who have received this ultimate degree of the Grange.
4. To extract symbolism from ancient mythology to emphasize modern truths.
5. The Seventh Degree is unlike the previous six and is performed on a stage rather than in a Grange Hall.
6. To learn about how the ancient rites in honor of that noble agriculture are relevant to our lives and our Grange today.
7. To embody the Grange motto, esto perpetua, or "Let it be Perpetual."

The Seventh Degree of the Order of Patrons of Husbandry is the culmination of your esoteric journey in the Grange. The Seventh Degree is intended to represent the ancient ceremonies conducted at the Temple of Demeter (Ceres) at Eleusis in Greece over two thousand years ago. This Degree was brought to the Grange from Italy by Francis McDowell, the first High Priest of the Assembly of Demeter, shortly after the Grange was organized in 1867.

Before the beginning of the First Degree, candidates are instructed that "the chief objective of the Grange is to build a better and higher manhood and womanhood, and to develop a mutual respect and concern through Brotherhood."

We encourage all Grange members who have received the preceding six degrees to witness the Seventh Degree to complete the journey of education of building a better and higher manhood and womanhood.

If you will be taking the degree, you can purchase your registration at the front desk near the Cascades I. You can also purchase your ticket prior to the Degree conferral.

If you have already taken the Seventh Degree, we invite you to attend the performance at 1:00 pm on Saturday, November 18 in the Event Center of the Niagara Falls Conference Center.

The gates of the temple now open to you and the mysteries of the ages will soon be your possession.

Humble leader is key to culture change

BY K. RILEY
Northeast Region SHIPmate
Rhode Island

Here's what we know, change is happening around us all of the time at a relentless rate. Michael Fullan says on the first page of his book *Leading in a Culture of Change*, "if you don't change and adapt you will become obsolete or extinct (2nd ed. 2020).

Yet, even if we know change is necessary, it is really hard to change culture within an organization, but not impossible. Most of us, at some time or another, will be in a position of leadership in our Granges; a committee, a service project, or the Grange itself.

As we practice leadership, we endeavor to provide direction, vision, motivation, inspiration, communication, collaboration and build an environment for our mutual success – if we aren't doing this, we should be. In this book, the reader explores organizational culture, the importance of process in addition to results, and the relationships throughout the change initiative.

Fullan, a global expert on education reform, breaks down leadership necessary to create culture change into 5 components: Moral Purpose, Understanding Change, Collaboration, Deep Learning, and Coherence Making. He calls out the problems of leading in a coercive way – "Do as I say" and also challenges a pacesetter style of setting high standards "Do as I do, now."

These styles lead to resentment and resistance or overwhelmed and burnt-



out members.

Often leadership falls short of success because of over-confidence which has little relationship to competence. Rather this book illustrates that these leadership components when practiced with enthusiasm, energy and hope result in commitment from internal and external members and this brings results.

Digging deeper into each of the components, Fullan packs the pages with lists, examples, and case studies which build credibility for his perspective. He illustrates that the reluctant or inexperienced leader can be the right leader if the components are there, especially being a lead learner throughout the change process.

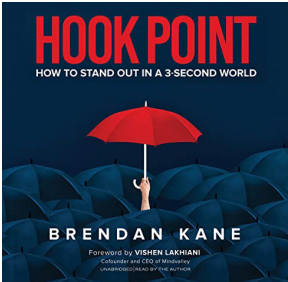
The payoff is a successful change initiative and improved relationships. *Leading in a Culture of Change* is clear, relatable, relevant, and a quick read at only 150 pages.

‘Hook Point’ offers success plan in 3-second world

BY RICHARD STONEBRAKER
SHIPmate Eastern Region

"Hook Point: How to Stand Out in a 3-Second World" offers valuable insights into navigating today's fast-paced, digital environment. The topics covered, such as understanding the 3-Second World, defining a hook point, and strategies for creating effective hook points, are relevant in today's attention-driven world. The emphasis on understanding audience, clarity, visual impact, and emotional connections is also addressed in the book and serves as both practical and insightful.

Exploring case studies of successful hook points, while considering the challenges associated with each one



offers a toolkit that readers can use straight off the bat. Having a well-rounded approach to understanding and implementing the concepts of hook points, not only makes this book an easy read, but also makes it an easy win for introducing new thoughts and ideas into any organization. The book not only explains the theory for those, factual driven folks, but also provides practical guidance on application and measurement of success.

I hope you find the book helpful-it's worth the read!

Second-Class? Yes, say some Grange Youth

BY JOHN NEFF
Midwest Region SHIPmate
Indiana

In today's world of the Grange, how can the youth and young adults of our order be treated better than they are presently. In most cases a lot of young members are unable to have a voice on the floor of their state Granges and/or their subordinate Granges. As they grow up, they are not asked to try and help with a committee or asked if they ever imagined themselves as a subordinate and/or state officer. So, as they head off to college, they lose touch with their Grange due to distance, workload and just being forgotten as they are no longer visible youth.



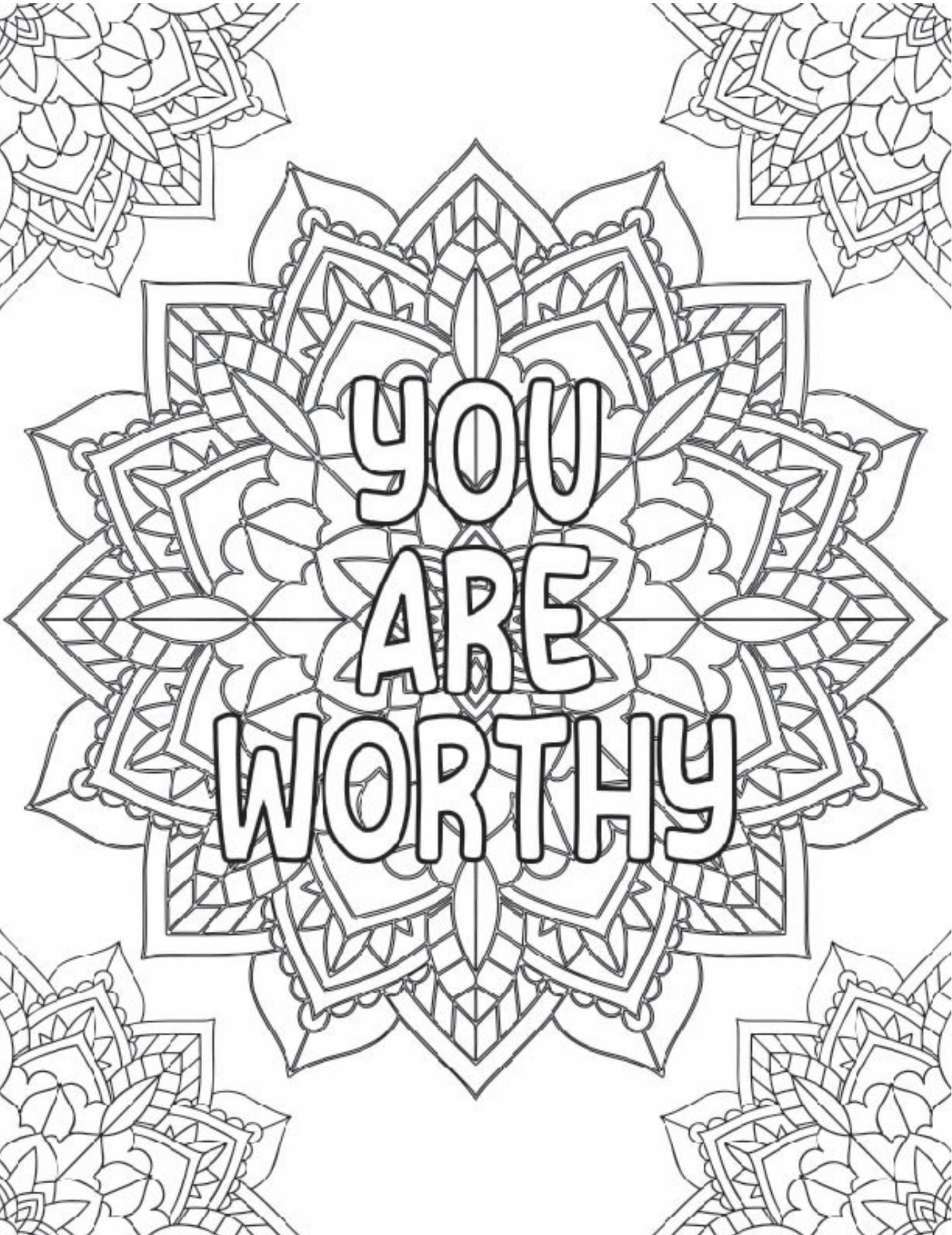
JOHN NEFF

However, most members say that they are the future of the Grange. And to be honest they are the future of the Grange as without them we are an organization doomed to fail. As many members get older, there is no one to take their place. In light of that happening, youth and young adults bring more to the table. Such as new ways of gaining new membership, fundraising and helping to modernize their respected granges move into new age of technology.

Yet they are rarely given any mentorship and shown how to be a presence on the floor. They learn how to use that voice to advocate for what they believe and what is good for the order. It is in no disrespect to their elders but if they don't learn the ways of the grange, they won't be successful in teachings of the Grange. If they can grasp the concepts, it could further their chance of success and the success of their Grange.

We need to value our youth and teach them to keep using their voice and keep our presence in society going for future generations to come.

MESSAGE OF THE DAY



THANK YOU!

The members of the "Grange of the Founders," Potomac Grange #1, DC, for the financial support of this program that made it possible.



WE NEED YOUR HELP!

The SHIPmates have adopted a Herd animal, but we need you to help choose their name. Stop by the Business Center area to cast your ballot from before the Friday morning Youth opening.