

GRAND LODGE DEPARTMENT OF EDUCATION

Of The Improved Benevolent and Protective Order of Elks of the World



ANNUAL STEWARDSHIP REPORT

**Of the proceeding twelve months, as presented during our
118th GRAND LODGE AND 114TH GRAND TEMPLE CONVENTION**

Baltimore, Maryland

From: JOHN R. GOSS, *Past Grand Exalted Ruler*
Grand Commissioner of Education and Director of Assault on Illiteracy

Betty A. Waters, *Past Grand Daughter Ruler*
Grand Directress of Education

To: The Elks Grand Lodge and Grand Temple of
The Improved Benevolent and Protective Order of Elks of the World

Date: August 9, 2017

To the Grand Exalted Ruler and Grand Patriarch of the Grand Lodge of Elks, Dr. Donald P. Wilson, the Honorable Margaret D. Scott, Grand Daughter Ruler, of the Grand Temple, State Presidents, and Subordinate Lodge and Temple Officers and members of this noble body of Elks, Good Morning.

It is with great satisfaction that we report to this august body of Elks our stewardship for the previous twelve months as the leaders of the magnificent Grand Lodge Department of Education.

We continue to believe that the biggest challenge facing our Elk Family and this department in the future is how we continue to maintain our IRS Tax exempt status. It is without question that the primary responsibility of the Elks Grand Lodge Department of Education scholarship programs is to ensure the maintenance of our non-profit organization status. All must meet two Financial Requirements.

FROM EACH DEPARTMENT OF EDUCATION UNIT THAT HAS A BANK ACCOUNT:

- Must obtain an EIN number assigned by the IRS
- Name of the unit Bank and the unit Account number

DEPARTMENT OF EDUCATION ENDOWMENT MANAGEMENT

Upon establishing the Department of Education Endowment, as a Not-for-profit manager and our Department of Education Board of Directors will face numerous questions when making endowment management decisions. How many years must the endowment remain restricted? Can the funds be used

for another purpose in a time of crisis? Are realized gains treated as current income? Is the endowment principal defined as its original sum or is it the original sum plus all appreciations less declines in underlying values? Do the original endowment creators wish the original asset to be retained? Can it be sold? If sold for cash, is there any restraint on the way the cash may be reinvested? Must it be offered to a particular person first before the not-for-profit can sell the original asset?

The total return concept is a relatively new concept in endowment management. Any appreciation in asset value used to be treated as an addition to principal; it is now thought of as income. The Ford Foundation's study of 1969 — "The Law and Lore of Endowment Funds" stated:

"Prudence would call for the retention of sufficient gains to maintain purchasing power in the face of inflation and to guard against potential losses, but, subject to the standard that prudence dictates, the expenditure of gains should lie within the discretion of the Grand Lodge of Elks Department of Education's Board of Directors."

A QUICK EVALUATION OF OPTIMISTIC PROGRAMS

- The Elks Education Scholarship program awards in excess of seventy thousand dollars (\$70,000.00) annually to college bound students.
- The Annual Conference and Workshop has an operational budget in excess of six thousand dollars (\$6,000.00) annually.

A QUICK EVALUATION OF PROGRAMS NEEDED

- Endowed Elk Scholarship funds needed to facilitate partnerships with corporations and philanthropy groups like Bill Gates
- Establish a team of writing and budget for Grant writing to match funds raised by the Elks Department of Education
- Reinstitute the Elks Department of Education Leadership Computer Camp program
- Establish a method for funding the camp residential site and a grant writing team for funding the infrastructure (housing and classroom tools, such as computers and camp related equipment) and staffing (personnel)

Annual Fundraising Efforts

The leadership of the Department has devoted significant time and resources in a three-prong strategy designed to augment resources. The following plans have been instituted to achieve our goals:

1. The total number of **commissions** initiated by the Department of Education in 2015-2017 has increased by 30% over our previous 2009-2010 number. The total revenue stream for commissions was in excess of \$19,000.00.
2. The **Past Grand Honors** for this year was 6 Past Grand Exalted Rulers and 3 Past Grand Daughter Rulers for a total of 9 resulting in total revenue of \$4,500.00 for this year's efforts.

3. **The Elks Bonanza Raffle Fund** operation committee continues to be managed by Brother Elmer E. Moore of Baltimore, MD, Daughter Betty A. Waters of Ft. Washington, MD, Brother Carlton W. Stanley of Cambridge, MD, Brother Daniel Morgan of Bordentown, NJ and Brother John R. Goss of Detroit, MI.

The Founding Members are Bro. Elmer E. Moore, Dgt. Betty A. Waters, Bro. Carlton W. Stanley, Bro. James Yates, Dgt. Agnes V. Fenwick, Dgt. Ida White, Bro. Lawrence P. Robinson, and Bro. John R. Goss.

4. Through this fundraising effort, we have successfully awarded the first place National Winner a \$10,000 scholarship. This year's contest winner hails from Hattiesburg, MS.

Elks Oratorical Scholarship

The Department of Education continues to pursue its goal of increasing the National Oratorical Scholarship to levels competitive with other National Oratorical Scholarship Programs.

During our 2009 Annual Conference and Workshop in Denver, Colorado, we completed an in-depth study of the long-term benefits of the Department of Education establishing a new Elk Scholarship Endowment Fund. We determined that this account would facilitate our compliance with IRS codes governing Corporate America's ability to partner with the Grand Lodge of Elks Department of Education in its fundraising programs for scholarships.

It is our request that the Grand Secretary continues to deposit monies (funds) raised by the Bonanza Scholarship Committee into the separate account established by the Department of Education and managed by the Grand Lodge. This account has accumulated funds in excess of \$135,437.08 as of March 31, 2017.

Since the approval of the Department of Education to establish our Bonanza Scholarship Fund new IRS 501c3 by the 2015 Grand Lodge of Elks Convention in Las Vegas NV, we have appointed an ad hoc committee to achieve and complete the task of forming the Bonanza-Raffle Scholarship Endowment Fund for this Department.

We have one additional request coming from our stakeholders (members of the department) that the Elk Family Education self-assessment (*one dollar*) be deposited on a quarterly basis into a newly established Endowment Fund Account.

Oratorical Competition

Once again, the 2017 National Oratorical Competition was extraordinary. The caliber of the young people presenting their orations, coupled with the hard work and the commitment of Directors and Directresses at the Local, District, State, Region, and the National Competition Committee made for an exciting contest. See page 9 of this report for the ranking of the eight (8) contestants at the National Contest.

- As we take a closer and in-depth examination of the level of our Greater Contest Representation of the Local Lodges and Temples participation in the Elks Oratorical Contest, we discovered that we have approximately 50% of our Local Lodges and Temples Exalted Ruler and Daughter Ruler during his/her elected term of office who have not appointed a local Director and Directress Department of Education for the management of the Local Committee. We encourage full participation at all levels to ensure the realization of a strong contestant pool at every level. Unfortunately, therefore, the anticipated response was not met at every level this year.
- After taking an in-depth examination of the Department of Education Leadership from the Local Lodge & Local Temple, State Associations and Regions, we believe that this deficit of appointment of volunteers to fill these open positions of Directors and Directresses at every level of our Elk organization presents a problem. Ultimately, this is the primary reason that we have this deficit in students from our communities who are locked-out of having access to participate in the Elk's Scholarship program.
- To address this regretful problem, the Commissioner of the Department of Education has written an Elks Leadership Guideline to Acquire Volunteer Workers for the Department of Education at every level.

The Elks Department of Education Primary Method of
Filling Volunteer Leadership Positions
Focusing on the Vacancies in our Department

Staffing decisions are among the most important decisions that non-profit organizations make. Just as businesses and organizations of all sizes and areas of operation rely on their personnel to execute their strategies and advance their goals, so too do non-profit groups. It follows, then, that non-profit organizations need to attend to the same tasks as profit-seeking companies do when they turn to the challenges of establishing and maintaining a solid volunteer work force. To accomplish this, the Grand Lodge of Elks Department of Education is challenged; we believe that our organization has to address the following six personnel issues, as delineated in the Department of Education Administration;

Human-Resources Management Guide:

- | | |
|------------------------------------|---|
| • <i>Assessing personnel needs</i> | • <i>Selecting and appointing personnel</i> |
| • <i>Screening personnel</i> | • <i>Orienting new volunteers to the organization</i> |
| • <i>Recruiting personnel</i> | • <i>Deciding reimbursement or benefits issues</i> |

"An effective non-profit manager must try to get more out of the people he or she has," wrote Peter F. Drucker in *Managing the Non-Profit Organization*.

"The yield from the human resource (*Elk Volunteers*) really determines the organization's performance. And that's decided by the basic people decisions: whom we appoint and whom we discharge; where we place people, and whom we promote. The quality of these human decisions largely determines whether the organization is being run seriously, whether its mission, its values, and its objectives are real and meaningful to people rather than just public relations and rhetoric."

WE MUST ASSESS OUR Elk-ORGANIZATION NEEDS

A key component of any endeavor to build a quality core of personnel is an honest assessment of your current and future internal needs and external influences. Elk Leaders and managers of our organizations should study workload history of the Elks Department of Education, trends in the larger philanthropic community, pertinent changes in the environment in which we operate (loss of membership, Lodge & Temple closings, introduction of a new organization with a similar mission, legislative developments), volunteer personnel demands associated with current and planned initiatives, operating budget and costs, and the quality and quantity of the local membership volunteer pool, both for our staff positions. Moreover, all of these factors need to be studied within the framework of the Elk organization's overarching mission statement. As many of our Elks leaders have noted, adherence to other general business principles (sound fiscal management, retention of good volunteers through good rewards and benefit packages) is of little solace if our Elks organization loses sight of its mission—its reason for being—in the process.

There is writing in *Human Resources Management* that has noted several fundamental business principles concerning assessment of personnel needs that apply to Elk fraternal order non-profits as well.

These principles include:

- Fill positions with people who are willing and able to take on the job.
- Provide accurate and realistic job and skill specifications for each position helps ensure that it will be filled by someone capable of handling the responsibilities associated with that position.
- Provide written job descriptions that are essential to communicating job expectations.
- Select volunteers who are chosen because they are the best available candidates who are far more likely to have a positive impact than those who are chosen on the basis of friendship or expediency.
- Conduct performance appraisals that when coupled with specific job expectations, help boost performance.

"The process of selecting a competent person for each position is best accomplished through a systematic definition of the requirements for each job, including the skills, knowledge and other qualifications that volunteers must possess to perform each task."

RECRUITING, RETAINING, AND SCREENING, THE ELKS ORGANIZATION VOLUNTEER WORKERS

Recruiting

For many non-profit organizations, publicizing its very existence is the most important step that it can take in its efforts to recruit members and volunteers alike. This is especially true if one wishes to encourage volunteers to become involved. Volunteers are the life-blood of countless non-profit organizations, for they attend to the basic tasks that need performing, from our Youth Programs, Elks Oratorical Contest and the paperwork of these goods and/or services to maintain our crucial community service programs. "They supply valuable human resources which, when properly engaged, can be worth tens of thousands of dollars in conserved personnel costs to even the smallest organizations."

Most nonprofit groups rely on two basic avenues to publicize their programs and their volunteer staffing needs: local media (newspapers, newsletters, radio advertising, billboards) and other community organizations (municipal governments, churches, civic groups, other non-profit organizations) Many non-profit groups have found that contact with some community organizations, particularly churches and civic groups, can be particularly rewarding since these organizations already have members that may be predisposed toward lending a hand.

Screening and Selection

The Elks Department of Education must develop an interviewing process; it is another essential component of successful staffing of our needs for volunteers for the Elk community service programs. This holds true for volunteers as well as for officers, directors, and voluntary staff. *Indeed, Larry W. Kennedy remarked in his book that "volunteers should be recruited and interviewed systematically the same way you would recruit paid staff. An orderly and professional approach to volunteer management will pay off handsomely for our Elk organization. What we do in the recruitment phase of our workers will set the standard for volunteer performance. If we are disciplined and well-organized, we will often attract more qualified volunteers."*

Directors and Directresses of our non-profit Elk organizations should make sure that they do the following when engaged in the process of volunteer staffing, screening and selection:

- Recognize that *all* personnel whether they are heading up our organization's annual fundraising drive or lending a hand for a few hours every other Saturday, have an impact on the Department of Education's performance. Certainly, some positions are more important than others but countless non-profit directors can attest to the fact that an under-performing, unethical, or unpleasant individual can have an enormously negative impact on organization morale and/or organization reputation in the community. This can be true of the occasional volunteer as well as the full-time volunteer member.

- Develop and use an application form that covers all pertinent areas of the (volunteer) applicant's background.
- Ensure that your screening process provides information about an individual's skills, attitudes, and knowledge.
- Try to determine if the applicant or would-be volunteer is interested in the organization for legitimate reasons (professional development and/or advancement, genuine interest in your group's mission) or primarily for reasons that may not advance our Elk organization's cause (loneliness, community burnout).
- Objectively evaluate prospective employees and volunteers based on criteria established in the organization's job specifications.
- Be realistic in putting together our volunteer work force. "Directors and Directresses cause most of the problems with volunteers by making unreasonable assumptions about their intentions and capabilities." An Elk organization that sets the bar too high in its expectations of volunteers (in terms of services provided, hours volunteered) may find itself with a severe shortage of this potentially valuable resource.
- We must recognize that would-be volunteer workers bring both assets and negative attributes to our Elks organization. Our Elk Groups should be flexible in accommodating those strengths and weaknesses. "It has been said that if you want people to perform in our Elk organization, you have to use their strengths—not emphasize their weaknesses."

It has been discovered that organizations that pay attention to these guidelines will be far more likely to enjoy positive and lasting relationships with their volunteer work staff than those who fill their human resource needs in haphazard fashion.

ORIENTING STAFF AND VOLUNTEERS TO THE ELKS ORGANIZATION

Training is a vital component of successful non-profit organization management. However, many non-profit Directors fail to recognize that training initiatives should be built for all members of the Elks organization, not just those who are voluntary workers. "Specialized training should be designed for every person in our Elks Department of Education organization, including leadership members and volunteer workers."

"The principles of quality management should be reinforced in each phase of training, with generous opportunities given to the trainees to talk about their questions and concerns." If we select and train our people with well-established and consistently implemented guidelines, we greatly increase the potential for team building. Beyond that, a common objective, a commitment to quality, a sincere concern for the team members, and a dedicated leader can cause wonderful outcomes. When those factors are not present, processes and outcomes can occur that are not so pleasant. Volunteers who

are poorly introduced to an organization's processes or who are not well-managed can create chaotic inconsistency in services. "The additional, time, energy, and money needed to clean up well-intentioned but off-target volunteer efforts can quickly offset any gains provided by their services."

Poor Performers

It has been discovered that many non-profit organizations find that, at one point or another, they must address poor performance by its volunteer members of their organization. The situation becomes more complex when the person is a volunteer, however. The volunteer worker is an essential element of many non-profit organizations, and the primary characteristics of volunteerism—selfless service—make it difficult to remove poor performers. In addition, insensitive handling of one volunteer can have a negative impact on other volunteers upon which your organization relies. Nonetheless, it has been stated that "volunteers should be held accountable just as though they were being paid top dollar to work. This does not mean that we can be careless about people's feelings. Even for-profit business Directors have learned that managing and supervising requires certain social graces and sensitivity to every individual. However, the reluctance of non-profit Directors to hold volunteers accountable to reasonable levels of performance or to terminate bad volunteer relationships can be their downfall."

It has been noted that most non-profits will sometimes have to deal with people "who volunteer because they are profoundly lonely. When it works, these volunteers can do a great deal for the organization—and the organization, by giving them a community, gives even more back to them. But sometimes these people for psychological or emotional reasons simply cannot work with other people; they are noisy, intrusive, abrasive, or rude. The Elks non-profit (*Commissioner and Grand Directress*) executives have to face up to that reality." If all else fails, such disruptive volunteers should be asked to leave. Otherwise, other members of the organization, including the executive, will find that their capacity to contribute is diminished.

Most managers agreed that dismissing an under-performing or otherwise undesirable volunteer can be a difficult task. "The non-profit executive is always inclined to be reluctant to let a non-producer go. You sometimes feel that he or she is a comrade-in-arms and make all kinds of excuses."

It's contended that our Elks non-profit Directors and Directresses should adhere to a basic guideline in such instances:

"If they try, they deserve another chance."

"If they don't try, make sure they leave."

An effective non-profit executive owes it to the organization to have a competent staff wherever performance is needed. "That said, to allow non-performers to stay on means letting down both the organization and the cause." Necessarily, we must be sensitive to the fact that life circumstances may dictate that someone can no longer manage regular volunteer time delegation. This recognition should signify to the volunteer that it is time to resign from the volunteer position. When possible, before leaving the position, the person should actively recruit a strong replacement.

THE 2017 NATIONAL ELKS ORATORICAL COMPETITION

Hilton Hotel, Baltimore, Maryland

August 5, 2017

Standing of 2017 National Oratorical Contest

1st Place Winner	<u>Mr. Derek O. Collins</u>	Hattiesburg, MS Region 5
2nd Place	<u>Ms. Khadega B. Mohammed</u>	Canton, MI Region 3
3rd Place	<u>Ms. Lakia Rolle</u>	Nassau, Bahamas Region 8
Honorable Mention	<u>Ms. Taylor Hall</u>	Beverly, NJ Region 1
Honorable Mention	<u>Ms. Brealauna Leassear</u>	West Palm Beach, FL Region 4
Honorable Mention	<u>Ms. Jelanie A. Williams</u>	Norfolk, VA Region 2
Honorable Mention	<u>Mr. Ryan J. Day</u>	Des Moines, IA Region 6
Honorable Mention	<u>Ms. Xavionna A. Bryant-Davis</u>	West Sacramento, CA Region 7

I.B.P.O. OF ELKS OF THE W. ~ ANNUAL ORATORICAL CONTESTANT JOURNAL OF
2017 ~ STATE, REGIONAL & NATIONAL SCHOLARSHIP AWARDS

National Contest in Baltimore, on Saturday, August 5, 2017

REGION 1 ~ Brother Daniel Morgan, Grand Regional Director & Daughter Emily Johnson, Grand Regional Directress New Jersey, New York, Pennsylvania, New England States & Eastern Canada		
Contestant	Address	Award
Ms. Taylor Hall	Beverly, NJ	\$2,500.00
Mr. La Jason Jamil Lovett	Rochester, NY	\$1,500.00
Ms. Ama Frimpony Ansah	Waterbury, CT	\$1,500.00
Mr. Anthony Laquil Johnson	Philadelphia, PA	\$1,500.00
REGION 2 ~ Dr. William Wallace, Sr., Grand Regional Director ~ VACANT, Grand Regional Directress Tri-State, Virginia, West Virginia		
Ms. Jelanie A. Williams	Norfolk, VA	\$2,500.00
<u>No Contestant</u>	Tri-State Association of Elks	
<u>No Contestant</u>	West Virginia State Association of Elks	
REGION 3 ~ Brother C. Gregory Robinson, Grand Regional Director & Daughter Darlene Smith Grand Regional Directress Ohio, Michigan, Illinois-Wisconsin, Kentucky-Indiana		
Ms. Khadega Baskin Mohammed	Canton, MI	\$2,500.00
Ms. Aubriana Janae	Middletown, OH	\$1,500.00
<u>No Contestant</u>	Kentucky/Indiana State Association of Elks	
<u>No Contestant</u>	Illinois/Wisconsin State Association of Elks	
REGION 4 ~ VACANT Grand Regional Director & Daughter Sylvia Riley, Grand Regional Directress North Carolina, South Carolina, Florida, Georgia, Puerto Rico		
Ms. Brealauna Simone Leassear	West Palm Beach, FL	\$2,500.00
Mr. Jabil El Wilson	Manning, SC	\$1,500.00
Mr. Antonio Morrison	Charlotte, NC	\$1,500.00
Ms. Imani Danila Jessamy	Richmond Hill, GA	\$1,500.00
REGION 5 ~ Brother Howard Austin, Grand Regional Director & Daughter LaVerne Grigsby, Grand Regional Directress Alabama, Mississippi, Arkansas, Texas, Tennessee, Louisiana, Panama		
Mr. Derek Omar Collins	Hattiesburg, MS	\$2,500.00
Mr. Kevin Edward Crear, Jr.	Houston, TX	\$1,500.00
Ms. Chesslyn Alina Owens	Humboldt, TN	\$1,500.00
Mr. Jaleel DaMarcus Washington	Aliceville, AL	\$1,500.00
Mr. Toran Lee Langford	New Orleans, LA	\$1,500.00
No Contestant	Arkansas State Association of Elks	
REGION 6 ~ Brother Roderick Barber, Grand Regional Director & Wilda V. Woods, Grand Regional Directress Midwestern & Missouri		
Mr. Ryan J. Day	Des Moines, IA	\$2,500.00
Mr. Nyjah Hairston	St Louis, Missouri	\$1,500.00
REGION 7 ~ Brother Michael Jenkins, Grand Regional Director & Daughter Marion Dixon, Grand Regional Directress Pacific States, Northwest States		
Ms. Xavionna A Bryant-Davis	West Sacramento, CA	\$2,500.00
No Contestant	Northwest States Association of Elks	\$1,500.00
REGION 8 ~ Brother Trevor Whyly, Grand Regional Director & Daughter Angela Poitier, Grand Regional Directress Bahamas & British West Indies		
Ms. Lakia Rolle	Nassau, Bahamas	\$2,500.00
NATIONAL CONTEST WINNER	Mr. Derek O. Collins	\$7,500.00
THE 2017 NATIONAL CONTEST WINNER - SCHOLARSHIP AWARD		\$10,000.00
The Grand Lodge Dept. of Education - 2017 Total Scholarship Awards – Are Excess of		\$70,500.00

GRAND LODGE DEPARTMENT OF EDUCATION

2017 ROSTER OF BONANZA RAFFLE WINNERS**August 5, 2017**

<u>Ticket #</u>	<u>Name</u>	<u>Address</u>	<u>City & State</u>	<u>Award Amount</u>
1732	Michael Day	2428 SE 5th St.	Des Moines, IA 50315	\$10,000.00
1936	Doris Kelley	P.O. Box 252	Pittsburg, CA 94565	\$500.00
0412	William Wallace	917 Colony Drive	Salisbury, MD 21804	\$300.00
(7 each - \$100.00 - WINNERS)				
0258	Joseph Caulfield	9705 Jacqueline Dr.	Ft Washington, MD 20744	\$100.00
0600	Jerry Coleman	2315 Lakeshore Blvd. Apt 600	Ypsilanti, MI 48198	\$100.00
1418	M Kay Anderson	2624 SE Golden Av	Topeka, KS 66605	\$100.00
2160	Willie Wilson & James Efferson	8463 Bohleen Rd	Falon, Colorado 80831	\$100.00
1814	June Price	2416 Yreka Ave.	Sacramento, CA	\$100.00
0356	Eunice Smith	531 21st St NE	Washington, DC 20002	\$100.00
0516	David & Irene Groves	539 East Susquehanna St	Allentown, PA 18103	\$100.00
TOTAL PRIZE MONIES AWARDED				\$11,500.00

Please allow the officers and members of the Grand Lodge Department of Education an opportunity to express our sincere gratitude to all of the supporters of our annual Bonanza Fund Raising Project.

It has come to our attention that our Elks Annual Oratorical Contest has caused a protracted day that is in need of our Elk Leadership discovering a resolution to this unpleasant schedule situation.

The Grand Lodge Department of Education **PROPOSED a one (1) year trial-revision** to the Elks current schedule of events, and we have attached a **trial-revision** proposal to be tested during the 2018 Elks Convention weekend schedule in Jacksonville, Florida.

The Resolution (ruling vote) by the Grand Lodge & Grand Temple of the aforementioned Proposal:

- While this report being presented to the Body of the Grand Temple on Aug 8, 2017 – **It was adopted**
- While this report being presented to the Body of the Grand Lodge on Aug 10, 2017 – **It was adopted**

Elks Annual National Convention

119TH GRAND LODGE & 115TH GRAND TEMPLE

INTERNATIONAL CONVENTION

Improved Benevolent and Protective Order of Elks of the World, Incorporated

TRIAL - SCHEDULE OF ACTIVITIES

Friday - August 3, 2018

12:00 Noon – 7:00pm	Brothers & Daughters Registration
3:30pm – 4:30pm	Cabinet Meeting for Grand Lodge and Grand Temple
5:00pm – 6:00pm	Department of Education Pre-competition Planning Meeting
6:00pm – 8:00pm	Ritualistic Opening of The Grand Lodge & Grand Temple
9:00pm – 12:00am	Midnight Disco benefiting <u>Sickle Cell Anemia</u> – Dress Code RED

Saturday - August 4, 2018

9:00 am to 10:30 am	Joint Opening Ceremonies of the Grand Lodge and Grand Temple <i>Lovejoy Award - Special People Award</i>
11:00 am to 12:30 pm	Elks Oratorical Contest (Contestants 1-4)
12:30 pm to 1:30 pm	1 st Annual Department of Education Awards Luncheon
1:30 pm to 3:00 pm	Elks Oratorical Contest (Contestants 5-8)
4:00 pm to 5:30 pm	Grand Lodge PGER Degree - Grand Temple PGDR Degree
5:30 pm to 6:30 pm	Antlered Guard Meeting
8:00 pm to 11:30 pm	Grand Charity Ball

Sunday - August 5, 2018

9:00 am to 11:00 am	Joint Memorial Service – <i>Rev. Dr. William T. Wallace, Grand Chaplain</i>
11:30 am to 1:30 pm	Chaplains & Shrine Depart. Luncheon and Annual Fashion Show
2:30 pm to 3:30 pm	Medical Department Program
5:30 pm to 6:30 pm	New Past Grand Candidates Assemble
7:00 pm to 11:00 pm	Past Grand Joint Collaring
11:00 pm to 11:30 pm	Eleventh Hour Toast – The New Past Grands First Toast “You have heard the tolling of eleven strokes”

In conclusion --

— A SALUTE TO THE EXALTED RULERS & DAUGHTER RULERS —

Congratulations on your election to the highest office in your Lodge / Temple. In this position you are one of the most important Members of the Order.

We believe that success of the Elks Department of Education programs is directly connected to your Lodge / Temple actions and achievements. We trust that you are on task by appointing a committee to oversee your Annual Oratorical Contest. This is very critical to our scholarship programs designed to support our youth and the recruitment of new members into this order of Elks.

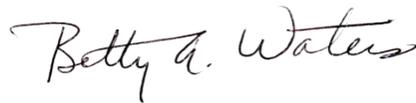
“Education is the most powerful weapon which you can use to change the world.”

Nelson Mandela

Respectfully submitted,



Mr. John R. Goss, P.G.E.R.
Grand Commissioner of Education
Grand Director of AOIP



Ms. Betty A. Waters, P.G.D.R.
Grand Directress of Education

cc: Dr. Donald P. Wilson, *Grand Exalted Ruler*
Hon. Margaret D. Scott, *Grand Daughter Ruler*