



LEVEL 3: UNIT RESOURCES

Respond > Poor Engagement > Lessons Learnt from Resignations

Loss of members from your Unit will invariably be disappointing. Whilst we would hope that the reason individuals leave is shared with the Unit in many cases the reason stated does not match that which was the main / final reason the exit came.

Provinces that operate Retrieval Teams are able to work impartially with members on their exit from Units. The hope is that with engagement, the member may relocate to another Unit or, at minimum, leave Freemasonry with a more positive outlook on the organisation that they may have had.

When you experience resignations as a unit, you can contact your Provincial Team and ask for guidance and support. They may well be able to assist you in an impartial review. However, if you feel able as a unit, this can be done by yourselves.

Many of the themes you would consider have been referenced in the following threads:

- Engage > Continued Support > Fostering Fun, enjoyment and Satisfaction
- Engage > Re-engaging inactive members > Tracking attendance and apologies
- Engage > Re-engaging inactive members > Recognising signs of dissatisfaction
- Shape > Review and Plan > Creating a development plan

The unit should consider:

- Were the members' expectations managed, and did the Unit deliver where it said it would?
- Did the member respond to offers of support and assistance? How were they made?
- How often did the member engage with other members outside formal meetings?
- Was there a pattern that led to the member's exit? In hindsight, this can now be seen and monitored to ensure that no other members follow a similar path.
- Are there issues within the membership that must be addressed to ensure other members don't depart?
 - Meeting dates, times, and venue
 - Festive Boards, quality of food
 - Rehearsals, Mentoring

These points, don't seek to assign blame to anyone but provide areas for consideration and adjustment to better support other and new members.