



VIRGINIA SUPPLEMENT

*Embrace the Challenge
Stand Up—Stand Out—Be Visible
Be Proud to Be A Knight Templar*



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Greetings Sir Knights,

It is an honor to serve the Grand Commandery of Virginia as chairman for the Awards Committee. I hope every commandery is doing their best to achieve one or more of the honors the Grand Commandery can bestow upon its constituent commanderies. Recognition is a powerful and important tool in any organization, but it does not have to be reserved for just one time a year. Every person wants to be recognized and appreciated for their time and work that they do. This can be accomplished very easily by awards and recognition for their efforts. In the business world we often wait until annual performance reviews to provide feedback or show recognition which can be a mixed bag of both kudos and critiques. Leaders should not wait for that one day of the year to recognize those who give their time and energy to improve the organization. Instead, they should recognize them often. This is only possible, if recognition becomes a standard practice. Studies have shown in fraternal groups and businesses that improving recognition practices yield the following results.

First it lowers loss of members or employees and improves retention. When a person feels recognized, they tend to remain active longer and therefore, turnover decreases. Correspondingly, recruiting improves and bolsters the core group. You must not lull yourself into believing that recruiting is the end all. If it stops there, what is there to hold that newly recruited person in your fraternal organization or business?

Second, recognition increases morale and self-esteem. When members are recognized for their work, they become secure and comfortable. This leads to increased participation in the organization and as a result, the organization remains healthy. When people are more productive, they do better work and should continue to receive recognition. It is a constant loop. Productive members and officers equate to successful energized meetings that lead to larger participation. Action begets action! People do not usually quit participating and leave. They do so because of poor leadership. If their leader makes them feel valued, they become happy and do not think about leaving an organization. This concept should be applied to every commandery and commander.

Last, but certainly not least, recognition increases trust. Members that are recognized feel more bonded to their leadership and their work more appreciated. Hence, this affects the trust of the membership because if leaders care about their membership and put them first, then trust in the leader increases. Members become more committed and embrace their organization.

In closing Sir Knights, as you begin to submit nominations for the Pat Myers Award, Membership Cordons, and other awards, please take a moment to recognize those Sir Knights who showed up and gave what they could this year to our magnanimous order. A Recognized Sir Knight stays a Sir Knight!

With All Knightly Courtesy,

S. K. Michael Thomas Huff, PC
Chairman
Awards Committee