



## UTAH SUPPLEMENT

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### May Message

It has been an honor and pleasure to write articles that very few read any longer, but that some still do. However, this will be my last article for the Utah Grand Commander for the Supplemental. I would also like to send my thanks to Tim Stenner for all the hard work he has done over the years for the Utah Grand York Rite. I will miss you Tim and wish you the best in Texas.

Leadership communication is a type of communication most commonly used by leaders to relay information about an organization's culture, core values, mission, and crucial messages to build trust and encourage members. In practice, it involves delivering a shared vision and inspiring others to buy into that vision.” (Knowledge Hub)

The Utah Grand York Rite has tried to install these principles of communication through leadership by ensuring we wouldn't have top down leadership, where we build trust among our members.

The Grand York Rite plan has started with good communication which improves engagement. They have been involved with communicating with each of you through emails, texts or in person. This is extremely important for leadership as it leads to growth and better outcomes. One of the reasons for the communication plan was that we believed that “If they are open and honest about what is going on, positive or negative, and do not silo information, [members] will then buy into that vision, putting their energy into making it a reality.”

(<https://www.valamis.com/hub/leadership-communication#:~:text=Leadership%20communication%20is%20a%20type,to%20buy%20into%20that%20vision%20.>)

The key for communication is to create a collaborative accessible organizational culture. When communication is effective, it leads to better communication throughout the entire organization. The communication plan is created to demonstrate what good communication looks like, which is leading by example, which would make members more likely to adopt a positive outlook and also use positive communication techniques. We understood that top down “My way or the high way” or “Only communicate when and how I tell you” type of leadership tactics does not work in a volunteer organization. The elected leadership team understands that a good communication plan could be a simple yet robust way to answer, train and communicate. In the book Intercultural Communication by John Child he states “When they realize that they do not understand another person, they tend, say Hall and Hall, to blame their confusion on the other's “stupidity, deceit, or craziness”. (24) If you have ever felt like you have been treated by and member of the Grand York Rite Body as “stupid” or “deceitful” or “crazy” this year or before this year we apologize and know that this is a goal of communication leadership we are working on.

Please know that the Grand York Rite Elected Officers Love you! Understand that the Grand York Rite Officers cares about you! I hope you know you can reach out to any of us, and we would be happy to answer any of your concerns or with you on anything you need help with.