

UNITED GRAND LODGE
OF ENGLAND

ANNUAL REPORT
2021



- INTEGRITY •
- FRIENDSHIP •
- RESPECT •
- CHARITY •





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OF ENGLAND

ANNUAL REPORT 2021



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FREEMASONRY – BUILDING TOGETHER

BUILDING FRIENDSHIPS,
SHAPING LIVES, SUPPORTING
COMMUNITIES, THROUGH
TIMELESS TRADITIONS

“We are a unique members’ organisation which has thrived for over 300 years. Having no political or religious affiliations, we comprise members of all ages, races, religions, cultures and backgrounds. We gather in our individual Lodges throughout the country where we have ceremonial traditions which encourage us both to be more tolerant and respectful and actively to fulfil our civic and charitable responsibilities; we also make time to eat, drink and meet together, and form lifelong friendships.”





UNITED GRAND LODGE
OF ENGLAND



UNITED GRAND LODGE OF ENGLAND: AT A GLANCE



The United Grand Lodge of England (UGLE) is the governing body for Freemasons in England, Wales, the Channel Islands, the Isle of Man and a number of Districts overseas.

Freemasonry is one of the world's oldest social and charitable organisations. Its roots lie in the traditions of the medieval stonemasons who built our cathedrals and castles.

For Freemasons, there are four important values that help define their path through life: Integrity, Friendship, Respect and Charity. In today's world filled with uncertainty, these principles ring as true as they have at any point in the organisation's history.



OUR VALUES:

INTEGRITY: BUILDING GOOD PEOPLE

Freemasons are focused on building themselves as people of integrity, and membership provides the structure to help achieve that goal.

FRIENDSHIP: BUILDING TOGETHER

Freemasonry provides the common foundation for friendships between members, many of which will last a lifetime.

RESPECT: BUILDING UNITY

Freemasonry brings people together irrespective of their race, religion, background or any other perceived differences that can divide us as a society.

CHARITY: BUILDING COMPASSION

Kindness and charitable giving are deeply ingrained within the principles of Freemasonry. The organisation provides the structure for members to make positive contributions to their communities and many other charitable causes.



MEMBER NUMBERS

Number of members for period 12 months up to 31 Dec 2021 (*data extracted 17 March 2022*)

175,657

Total members

156,876

England, Wales, the Channel Islands and the Isle of Man

18,781

Overseas (Districts)



PROVINCES, DISTRICTS AND INSPECTORATES

47

Provinces and Metropolitan Grand Lodge

4

Inspectorates
(Malta, Montreal and Halifax, Portugal and South West Pacific)



8

Lodges Not Under Districts

32

Districts





This will be my last annual report as Pro Grand Master and I wish to pay tribute to all those who during the last seven years have devoted so much energy, enthusiasm and time to Freemasonry and to the United Grand Lodge of England.

I likewise wish to pass on my thanks to my fellow Rulers, who have supported me so admirably during my tenure; also to the members of the Board of General Purposes for their care, dedication and guidance on the Craft; and to the Grand Secretary and his staff for their tireless work on our behalf.

Of course, to you, our members, who in your own varied ways give of yourselves to ensure that Lodges run smoothly, dine well and do all those things that make meetings memorable and fun, let me pass on my thanks. Without you, our organisation would be but a mere shadow of what it has become.

Of course, Freemasonry is so very much more than its leaders and its structures. I have had so much fun during my time as Pro Grand Master, and Freemasonry – above all things – must be fun. During the last year,

THE PRO GRAND MASTER



I have been delighted to rekindle the camaraderie of those physical meetings, which were lost to us for a time as a result of the pandemic. It is gratifying to see how many people embraced the opportunity of returning to Lodge meetings as soon as it was allowed, and I am delighted by the obvious enthusiasm I experience whenever I travel to Lodge meetings. It is so very clear that I am not the only one enjoying myself!

As I look back over my time, I cannot help considering myself enormously fortunate in the people I have met, for those who have worked alongside me and for the places and countries I have visited. In this most unsettling of times, as was the case more than 300 years ago when first we met as Brothers, Freemasonry allowed those with radically different perspectives, views and opinions to meet together and celebrate those things that are common to all mankind – things that truly bring us together, not set us apart. This is a philosophy that has been a hugely influential and benevolent force from its very beginnings; and its teachings today, largely unchanged, shape us to be better citizens and better people.

Overall, 2021 was a year when many things slowed down or were prevented altogether, but Freemasonry found new ways to innovate, as it has before across the long span of its existence. In the pages that follow, we look at the great strides we have taken in understanding our membership, and the ways in which we are modernising those aspects of the organisation that allow us to communicate with the public and with potential future members. And we have not only been looking outwards, as The Members' Pathway aims to demonstrate how we might best ensure we attract and engage our members in the future. We also look in detail at one of our Districts, and what it has been up to during the past year, and similarly a Regional

Communication Group of Provinces with their challenges and successes.

LOOKING FORWARD

I have said on many occasions that I am immensely optimistic about the future. In September, RWBro Jonathan Spence will be installed as Pro Grand Master, and I wish him all good fortune. I am mindful of the challenges that we face in terms of public perception and membership, but we have

made great strides during the last few years. Our future lies in building a thriving, coherent organisation, engaged in our communities and true to our core principles. By being proud of who we are and what we do, and by not being afraid to show the world what we have achieved, Freemasonry will go from strength to strength.

As George Washington said, "the grand object of Masonry is to promote the happiness of the human race", and through the myriad of

charitable activities with which we engage, we all do our bit to live our lives in a way that builds a magnificent and memorable legacy.

Looking forward, we present a first look at our '2022 Strategy' – a blueprint for our organisation to follow during the coming seven years, focusing on how we can build together an organisation of which we can be proud. Proud of the good that we do, the friends that we make, the integrity of our members and the impact we have on the communities from which we are drawn.

I warmly commend this report to you. It is another important step in our journey towards greater transparency and public engagement, not only towards greater professionalism, as befits a large members' organisation, but also as a means of reminding our members and the wider world of how Freemasonry makes a difference. 

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**“Freemasonry is
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UNITED GRAND LODGE
OF ENGLAND

Geoffrey Dearing,
President of the Board
of General Purposes

PRESIDENT'S REPORT

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Without a doubt, 2021 was another challenging year for Freemasonry, as we continually adapted to a period where government legislation was still very much in force and impacting our day-to-day lives.

The restrictions imposed meant that we were unable to meet as freely as we would have liked during the year. Home working and the need for continuing tight controls – on both a personal and financial basis – meant some capital projects were postponed once again by the United Grand Lodge of England (UGLE).

Throughout the last two years we have all become used to remote meetings, whereas before the pandemic, Zoom calls were practically unheard of. The restrictions also resulted in the smallest Quarterly Communications in our most recent history. But despite these challenging times, there is a strong sense of pride and purpose, and continued support for Freemasonry at all levels of the membership.

The response from Freemasons in both our Provinces and Districts was one of

support, loyalty and continuing friendships, and we were immensely thankful that we lost few members directly to Covid-19. However, just one loss was one too many and my thoughts go out to both the families and Brethren who lost loved ones and friends during the pandemic. The Board looked at both the best- and worst-case scenarios during this period and, in terms of loss of members from the Craft, the numbers who remained as Freemasons exceeded our best-case scenario, which was enormously encouraging.

Financially, 2021 was a tough year and we ensured income from our members continued to be used strictly to meet the

costs of running UGLE, while the limited number of projects were met from investment income and not taken from membership fees.

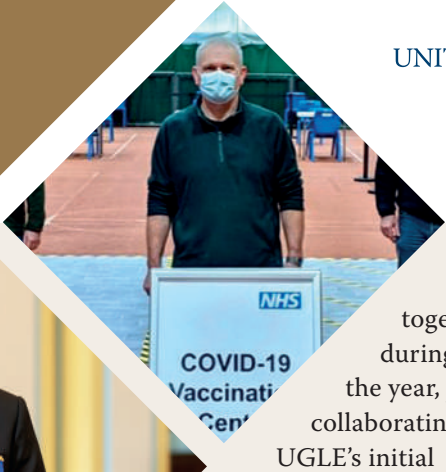
Due to the constraints on our finances during the pandemic, we sadly had to reduce the amount of support for the Museum of Freemasonry for 2022, which led to redundancies that were unfortunate but also unavoidable. I would personally like to thank

those who left the organisation in 2021, in particular the Director of the museum, Vicky Carroll. We are also very grateful for the support of the remaining staff, particularly with the 1723 project.

LOOKING AHEAD

The two core UGLE working parties – the Membership Working Party (MWP), and the Communications and Marketing Working Party (CMWP) – considerably accelerated their successful initiatives during 2021. The two parties grew closer >

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together during the year, jointly collaborating on UGLE's initial National Digital Marketing Campaign (NDMC), in their first-ever cross-party project. The launch of the campaign aimed to modernise communication channels with the public and send a clear message about the world of Freemasonry and what being a member has to offer. Results from the campaign have already started to be seen. Currently, UGLE has a waiting list of 6,000 people expecting to become members. Recent research also showed that one in four people would consider joining the Freemasons today. The change is significant because, in 2018, the result of the same survey was just one in 10. The NDMC involved all 48 regions across England and Wales, and included a new website and social media campaign. The project operated through paid Facebook advertising, which in turn allowed us to reach new audiences. This gave Freemasonry the opportunity to engage with potential new members from all backgrounds and lifestyles. As a result of the initiative, more than one million people saw the adverts on Facebook, creating extensive brand awareness for both UGLE and Freemasonry in general.

However, this was just the tip of the iceberg, with the achievements below being just a taste of the drive, enthusiasm and joined-up thinking that are driving Freemasonry forward through transparency and modernisation:

- ◆ The first steps in creating a new seven-year strategy for UGLE, led by Deputy Grand Master RWBro Jonathan Spence and his strategic team.
- ◆ The creation of a new set of membership booklets, which can be personalised by the Provinces.
- ◆ Earlier in the year, Freemasons rolled up their sleeves and volunteered to help vaccinate the population. Two halls were used as vaccination centres in West Kent. At the Westwood Masonic

Centre in Welling, more than 2,000 people were vaccinated, while the Tunbridge Wells Masonic Centre also opened its doors for vaccinations.

- ◆ Chairman of The Members' Pathway Working Party, RWBro Steven Varley, and his team completely revamped The Members' Pathway project with the launch of the Pathway Cake leaflet, Level One and Level Two brochures. The work centred not only on modernising and improving the original work but also ensuring that, with this relaunch, The Members' Pathway would be successfully embedded into the Provinces, with continuous ongoing support for Provincial Membership Officers, Provinces and Lodges. Great work has also been achieved by RWBro Anthony Howlett-Bolton, who heads up the learning and development team, with the launch of the highly successful Solomon Live webinar series. The series has seen thousands of Freemasons listening to webinars on topics as diverse as Freemasonry and the Armed Forces, female Freemasonry and the question of how relevant Freemasonry is today.

- ◆ The Universities Scheme, under RWBro James Hilditch, continues to evolve, and now sits under the Membership Working Party to help ensure that a joined-up strategy is in place. The Provinces came along in leaps and bounds with their communications strategies in 2021. We have seen huge improvements across the board, with revamped, professional websites, active social media accounts and a surge in positive local press coverage.

In 2021, UGLE increased its value in the media by approximately 20%, compared with 2020, while the Provinces increased their value by nearly 60%.

6,000

UGLE has a waiting list of 6,000 people expecting to become members





THE BOARD

The current members of the Board, together with a list of the committees and working parties on which they sit:



Geoffrey Dearing
President

Standing Committee, External Relations, Risk*,
Membership Working Party



James Long
Deputy President

Standing Committee, External Relations,*
Risk, Investment*



David Bell
Grand Treasurer

Standing Committee, Investment, Property



Sir Michael Snyder
Metropolitan Grand Master



Ian Chandler
ProvGM Surrey

Communications,* Hermes Working Party



Quentin Humberstone
PSGW

Standing Committee, Investment, Property*



Stephen Blank
ProvGM Cheshire
Hermes Working Party



Professor Stephen Tucker
PGSwdB

President of the Committee of General Purposes



Adrian Marsh
PAGDC
Audit,* Risk



Steven Varley
ProvGM Derbyshire
Membership Working Party

**Committee Chairman*



Each year, Leicestershire and Rutland Freemasons hold their Sportsman's Dinner. In 2021, Liverpool, Newcastle and England legend Kevin Keegan was the guest of honour, and the event raised over £75,000 for charity

◆ UGLE launched a new external-facing website, which saw increased levels of engagement from members of the public seeking to learn more about Freemasonry. In May, the Shop at Freemasons' Hall was named 'Best Shop' at the Cultural Enterprises Awards 2021.

◆ The combined efforts of the Covid-19 Response Group – which included representatives from the Provinces and the Masonic Charitable Foundation (MCF) – was a tremendous testament to all the hard work in both the Provinces and Districts, alongside the amazing support of the MCF. Nearly £5m was donated to causes related to the pandemic by UGLE and the MCF.

◆ Freemasons led a project in May 2021 to help up to 33,000 adult, young and parent carers, with donations of more than £715,000. In addition to their support for young carers, the Freemasons provided funding for crisis support, advice and information to almost 3,000 adult carers. The project also assisted 1,050 parent carers with advice and support. Freemasons also donated more than £550,000 to help individuals experiencing mental health issues across the UK.

◆ Freemasons led the inaugural celebration of NHS, Social Care and Frontline Workers' Day on 5 July. At 11am, the UGLE headquarters in Great Queen Street raised the specially designed NHS Workers' Day flag, while a bugler played The Last Post. Nearly 130 Lodges and Provinces made the commitment to also raising the flag.

◆ In April 2021, Freemasons were deeply saddened to hear of the death of His Royal





UNITED GRAND LODGE
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Highness The Duke of Edinburgh. Prince Philip was initiated in 1952 at the age of 31, joining Navy Lodge No. 2612. To honour his memory, Freemasons launched an appeal to raise funds for charities that the Prince supported. The campaign resulted in a three-year strategic partnership and a total donation of £300,000 to the Duke of Edinburgh Award scheme.

- ◆ Peterborough City Hospital was presented with the three-millionth bear from the Teddies for Loving Care initiative, a nationwide scheme that provides teddy bears for children in hospital.
- ◆ The opening of the Café and Bar at Freemasons' Hall provided both members and non-members with a perfect place to relax. UGLE signed the Armed Forces Covenant during a ceremony at Freemasons' Hall on 20 October, led by His Royal Highness, The Most Worshipful Grand Master, The Duke of Kent, alongside Major General Simon Graham, Director Reserves. The partnership supports members of the Armed Forces community and ensures they have the same access to government, commercial services and products as any other citizen. The majority of the Provinces have also signed the covenant at a local level.

In 2022, we will see work commence on UGLE's new membership website. Both the CMWP and the MWP will be working in partnership to create a central website for members. A membership organisation of 175,657 members needs a 'one-stop shop' for Freemasonry, and the new site will actively engage members with personalised content based on their location, membership and any role held within Freemasonry.

A membership website is vital to our ongoing modernisation and will achieve a number of positive outcomes, including:

- ◆ Building a stronger centralised community among our membership
- ◆ Creating meaningful value for the membership
- ◆ Developing an online environment that fosters quality communication with the membership
- ◆ Providing the membership with timely updates to supplement the communication already provided through the First Rising and bUGLE.

None of this inspirational work would be possible without the dedication, skill and commitment of our regional network of



Being a Freemason means something different to each person who joins, but whether looking to make lifelong friendships or develop their own potential, all members share a sense of togetherness that strengthens their ability to succeed and grow

Provincial Communications Officers, Membership Officers, Charity Stewards and Almoners. Clearly these are exciting times and the closer cohesion from the centre, the Provinces and the Lodges in the past few years has led to an organisation with a combined sense of strength and purpose.

2022 AND BEYOND

There is much to look forward to both this year and in 2023, as we celebrate the 300-year anniversary of the publication in London of *The Constitutions of the Freemasons* – the ‘1723 Constitutions’ – whose Enlightenment principles provide the philosophical foundations of modern Freemasonry. The 1723 Constitutions set a pattern for Freemasonry throughout the world. Understanding their context helps to explain the origins of modern Freemasonry and shed light on the relationship between Freemasonry and society today.

Planning for the celebrations has been led by WBro Ric Berman and Deputy President of the Board RWBro James Long, alongside the Head of Special Projects, WBro Tim Myatt. The 1723 microsite is already live for members to visit, while the Shop at Freemasons’ Hall has started the development of special merchandise for the 1723 tercentenary, which should be of interest to Freemasons and non-Freemasons alike.


UGLE’s own celebrations will begin with an especial meeting of Grand Lodge, to be held on 31 January 2023, to which we will invite overseas Grand Lodges. ‘Inventing the Future: the 1723 Constitutions’ will consist of three days of lectures, seminars and debates, which will take place at Queens’ College in Cambridge on 22 to 24 September 2023.

In 2022, we will enjoy an outstanding Prestonian lecture from Dr John Hawkins, who will give a fascinating account of the historic relationship between the Royal Family and Freemasonry. Dr Hawkins provides a booklet accompanying the lecture and will be speaking at this year’s June Quarterly Communication.

This dovetails perfectly with the once-in-a-lifetime event that is the Queen’s Platinum Jubilee, which will see Freemasonry at the heart



of the celebrations during a special four-day bank holiday weekend on 2 to 5 June 2022. The nation will come together to celebrate Her Majesty The Queen’s 70-year reign. UGLE will appear in the official Platinum Jubilee Pageant commemorative album, which charts the Queen’s 70-year reign and explores how Her Majesty has provided the country and Commonwealth with a lifetime of leadership. In addition, Great Queen Street will see a beacon lit on the top of Freemasons’ Hall on 2 June. Thousands of beacons will also be lit by communities and charities throughout the regions of the UK, Channel Islands, Isle of Man and UK Overseas Territories; and we hope that Provinces, Districts and Lodges will also take part in this special event.

Finally, I would like to thank Dr David Staples for the enormous energy he brings to the role of Grand Secretary as well as his team of Directors and fellow staff, without whose hard work, skill and dedication none of the above would be possible. Thanks also go, once again, to my Board colleagues and all the other Freemasons who, as volunteers, give so generously of their time, skills and experience on the many committees and working parties here at UGLE. 



£550,000

The amount Freemasons donated to help individuals experiencing mental health issues across the UK



130

Lodges and Provinces made the commitment to raising the flag on the inaugural NHS, Social Care and Frontline Workers' Day



33,000

adult, young and parent carers supported by a donation of more than £715,000 from Freemasons

ONE MILLION

The number of people reached through the NDMC

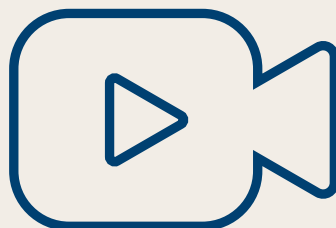


THREE MILLION

Teddies for Loving Care donated by 2021

OVER 5,000

The number of members who watched Solomon Live in 2021





A TRIBUTE TO THE PRO GRAND MASTER

The Quarterly Communication of Grand Lodge in March 2022 saw Most Worshipful Brother Peter Lowndes announce his retirement from his role as Pro Grand Master.

MWBro Peter was initiated on 20 April 1972. He served as Deputy Grand Director of Ceremonies from 1984 until 1987, and was promoted to Grand Director of Ceremonies in 1995 – a role he held for eight years. In 2004, MWBro Peter was appointed Deputy Grand Master and held the role until 2009, when he was appointed Pro Grand Master.

During his tenure, MWBro Peter has had a key role in improving and encouraging transparency, as well as strengthening the Masonic network across England, Wales, the Channel Islands and the Isle of Man, by travelling the breadth of the country – more than once – to meet the

Provincial Grand Masters of every Province.

He has also been a fantastic ambassador for Freemasonry, not only in our Districts, where he is very much appreciated and respected, but also in the wider world of Freemasonry where his reputation precedes him. He has been instrumental in upholding the reputation of UGLE across Freemasonry as a whole.

The example that MWBro Peter has set, and the initiatives that he has supported and driven, speak volumes about his positive tenure in office, and I am sure that we all regret seeing him stand down from his role as Pro Grand Master. But we also welcome his successor, Right Worshipful Brother Jonathan Spence, who will be installed in September 2022.

On behalf of us all, we thank MWBro Peter for his service to Freemasonry and to UGLE in particular. 🕒



VVBro Dr David Staples,
Grand Secretary of the
United Grand Lodge of England

programmes in 2021 (see below). The Regional Communication Groups (RCGs) – see map below – continue to be critical to ensuring that there is effective two-way communication between Working Parties and the Provincial and District teams. There are representatives from each RCG on each Working Party so that any recommendations are responsive to the needs and priorities of each Province.

The Pathway Working Party, under the leadership of RW Bro Steven Varley, head of Freemasonry for Derbyshire, has successfully developed and rolled out a new and enhanced version of The Members' Pathway. The Members' Pathway is a good practice guide to attracting and engaging our membership, as well as suggesting how Lodges might take a more active role in planning for their future and re-engaging those members who no longer regularly attend meetings. The Pathway Working Party is currently supporting the Provinces to help ensure that the good practices are embedded into the workings of Lodges throughout the constitution.

A number of new publications were produced during the year. These included a series of booklets for newer members, which can be customised by each Province. They provide insights into each of the Ceremonies and are given to each member after he has completed the Ceremony. A new Provincial and District Secretaries' Handbook was also developed.

As Covid-19 passes into history, it is appropriate to remember those Brethren who lost their lives during the past few years. At our July Quarterly Communications there was a moving service of remembrance led by the Grand Chaplain, with representatives of the Jewish, Muslim, Hindu, Sikh and Christian faiths offering prayers of remembrance. During the Service, the names of those Lodges that had lost members during the pandemic were scrolled down the

walls of the Grand Temple. Nearly £5m was donated to causes related to the pandemic by UGLE and the Masonic Charitable Foundation, and I feel this serves as a fitting tribute to the memory of those Brethren who lost their lives.

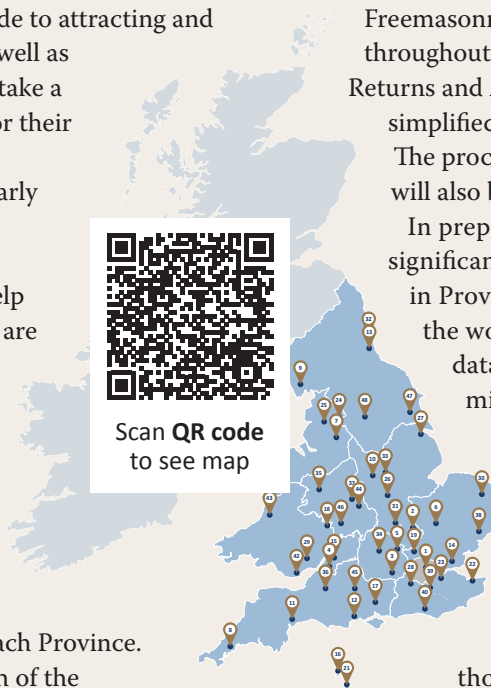
3 MODERNISATION

Throughout 2021, the Project Hermes team worked with a large number of Lodge Secretaries, as well as Provincial teams, to test a new system to allow membership information to be entered through an online portal thus eliminating the reams of paperwork traditionally associated with the administration of Freemasonry. As Hermes rolls out throughout the constitution, Installation Returns and Annual Returns will be simplified and entered electronically. The process for paying Lodge dues will also become simpler.

In preparation for Hermes, significant work has been completed in Provincial and District offices the world over to ensure that our data is up to date and any missing information identified and uploaded before we go live. I wish to extend my personal thanks to all those who have worked so hard to make Hermes a success, especially the IT team, all those who have helped road-test and improve earlier iterations along the development journey and the members of the Project Steering Group.

In addition to our drive to eliminate paperwork from our members' Masonic journeys, we have digitised tens of thousands of the records at Freemasons' Hall. This means that staff are now able to access and search electronically archived material, rather than trawling through the 10 miles of shelving in our basement.

The post-pandemic return to work in the summer of 2021 saw the majority of UGLE staff move into the new East Office, which was formerly Lodge Rooms 18 and 19. The





converted space is modern, open-plan and well equipped. More unusually, it is warm in the winter and cool in the summer – a vast improvement on their old accommodation. Staff members are now co-located and able to work together fostering teamwork to help ensure the smooth running of UGLE. Communications, Maintenance and IT relocated to the Churchill Office, where the old Metropolitan Grand Lodge office was located, leaving the old office space available to welcome both members as well as the public to the new Café and Bar.

A number of internal policies have been updated, including environmental commitments and our responsibility to mitigate the risks from modern slavery in our contract workforce. From its very inception, Freemasonry has led the way in social reform and progress and we continue to do so as part of our corporate responsibility.

Meeting new challenges

The pandemic has created many new challenges but as we emerge from lockdowns, we have seen the enthusiasm of our members to get back to Freemasonry enjoying meetings again and the companionship that has been so sadly lacking for over two years. A few people wondered whether things would ever be the same again but I never doubted that for a second. Rather than drifting away, our members were champing at the bit to rekindle their Masonic lives. The enforced absence has indeed made the heart grow fonder and we welcome the coming year with enthusiasm.

section of the public who may never have heard of Freemasonry have been taken into the very heart of the building, and through exposure to beautiful music and wonderful surroundings, led to discover what we are about.

As word spreads of an exciting new venue on the London scene, other artists are showing interest in working with us. Regents Opera will perform the full Wagnerian Ring Cycle in the Grand Temple during 2022, 2023 and 2024. This is an exciting venture that helps to realise the commercial value of our most treasured asset, while bringing large numbers of the public into contact with UGLE, Freemasons’ Hall and Freemasonry. Our support for the music and the arts extends to providing rehearsal space for Some Voices – a local community choir – while also making our organs available for students at the Royal College of Organists when not in use by members.

Open House London returned as an in-person event in 2021. Despite the worry of the pandemic, Freemasons’ Hall welcomed 3,300 members of the public during the weekend. We were once again privileged to have members volunteer from across the UK and, as in previous years, they brought a unique and wonderful style to the weekend. Offerings included a new digital self-guided tour, as well

4 COMMUNITY ENGAGEMENT

Last year saw the start of artistic partnerships between UGLE and external artists. We offered performance space to the Belmont Ensemble and the Trafalgar Sinfonia, which now perform regularly in the Grand Temple. We hosted 11 concerts throughout the year, including a sold-out Christmas series attended by more than 2,000 people. The partnership has led to increased footfall, increased visibility of Freemasonry in the community and helped to grow Café and Bar revenues. Most importantly, a

18,000

We’ve received more than 18,000 membership enquiries during 2021, in comparison with just over 12,000 in 2020





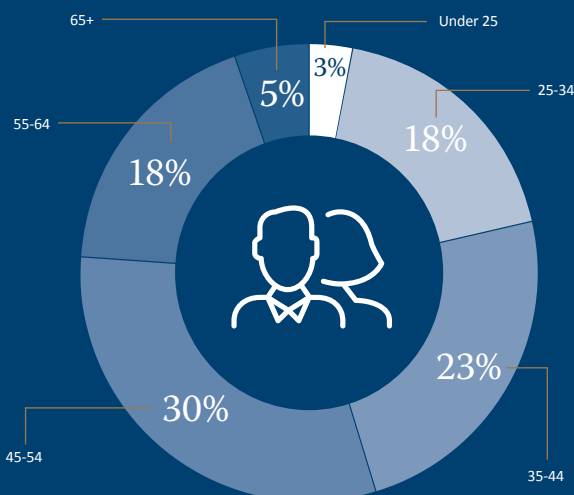
as a 'Meet the Masons' section that featured members from Freemasonry For Women and Metropolitan Grand Lodge explaining Freemasonry to interested visitors. Feedback, especially about the digital tours, was extremely positive and some even visited more than once during the weekend. Of course, what we do at Freemasons' Hall in London is a very small part of what has been going on throughout the country. Across our Provinces, members have been working as they always do – diligently and quietly within their communities to make a positive impact. As ever, work has covered all areas of society. Wherever there has been need, our members have responded to the challenges, providing urgent assistance and making a demonstrable difference.

In 2021, as the battle against Covid-19 rumbled on, our members could be found manning vaccination centres. Masonic Halls in Cheshire, South Wales and West Kent were transformed into vaccination hubs with many members acting as stewards in car parks as well as actually administering the vaccine. Members from all Provinces came forward to play their part in the effort.

Aside from Covid-19, members in Leicestershire and Rutland raised thousands for a local children's hospice through a sponsored walk across four days, covering 25 miles each day; while members in Essex donated £25,000 to local mental health services to help families in Harlow; and in Northumberland, members gave £10,000 to the Newcastle United Foundation's 'Football For All' initiative, to encourage children with disabilities to play football. These examples represent just a tiny percentage of the breadth of community work carried out by our members this year. This entire report could be filled with these stories alone.

OUR EMPLOYEE PROFILE

Age profile of current employees as at January 2021



Nationality



32%
British

Gender



63%
Male



35%
Female



2%
Other



MEMBERSHIP WORKING PARTY

The work of the Membership Working Party has been in eight main areas:

- 1 To identify successful Provincial programmes as exemplars of 'good practice' in attracting new members and engaging our current membership, and then sharing this information with all Provincial Grand Masters for consideration against local needs and priorities.
- 2 To define one trusted source of membership data with a focus on 'subscribing members' in each Province. This then provides a meaningful baseline against which membership strategies can be developed and progress assessed.
- 3 To update The Members' Pathway, which is the essential guide for Lodges to help attract, develop and retain the interest and active long-term involvement of all members.
- 4 To explore the reasons why people join or leave and therefore how best to help set and manage expectations.
- 5 To build on the success of the Learning & Development Team to provide a deeper understanding of Freemasonry by continuing to add to the information maintained on Solomon, our online learning service.
- 6 To capitalise on the opportunities to attract students and others connected with Universities to join and enjoy Freemasonry in one of the many Universities Scheme Lodges.
- 7 To put in place a support programme to assist our members when they relocate, for work or family reasons, to find new Lodges in their new locations.
- 8 To develop Member Guides for new Masons providing background information on Freemasonry and the traditions inherent in each degree.

5 IMPROVING FACILITIES FOR MEMBERS AND VISITORS AT FREEMASONS' HALL

The Café and Bar at Freemasons' Hall are continuing to be a popular choice for the public and members alike. Offerings are increasing and we carefully monitor visitor feedback to ensure we can continuously improve what we do and how we do it. It has been wonderful to see the Café grow busier as London returned to normal, and watching members of the public enjoy a coffee and croissant while reading a copy of Freemasonry Today is always a pleasure.

Lodge Dining went from strength to strength in 2021. We have grown what was a niche concept, for very few Lodges, into a staple offering that serves nearly 2,000 covers a month. At the end of 2021 and in response to extensive feedback, we upgraded our caterers and brought service in-house, resulting in an even better experience. The Bar at Freemasons' Hall is extremely popular with members before and after meetings. Late openings have been even more popular with the many Lodges who dine in the building, especially those larger Lodges meeting on a Thursday or Friday night.

Feedback on the new arrangements has been extremely positive and the new menus are proving very popular.

We are continuously looking at ways to improve the offerings to our members, not just those who regularly use Freemasons' Hall, but also those who visit us occasionally, perhaps with their families and friends, or for a large Provincial meeting.

There has also been great feedback about the staff. New feedback forms are in place for both the Café and Bar, to enable us to understand what our customers want – and we are continuing to listen and adjust our offerings accordingly.

The new Shop at Freemasons' Hall opened after lockdown and promptly won the






We are now welcoming members and non-members to the Café and Bar at Freemasons' Hall

Association of Cultural Enterprises' 'Shop of the Year' award – a testament to the hard work and enthusiasm of the design and sales teams. An enhanced product range, 30% more stock and a new online shop all serve to provide a vastly improved service to our members, as well as those visiting the building and the Museum of Freemasonry.

Digital self-guided tours were introduced during the summer of 2021 and are sold through the Shop at Freemasons' Hall. They contain a vast amount of information on Freemasonry, the building and our history. Tours have become increasingly popular and are providing members of the public with an accessible and accurate

insight into our history, and Freemasonry's place in modern society. In 2022, we will be bringing back guided tours and packages in time for the new Masonic season.

I hope that this report has given you a flavour of everything going on in our organisation and reinforces the point that UGLE has been extremely active in the past year. The impact of Freemasonry in the wider community, the manner in which we have pulled together to look after both our more vulnerable members and those in the wider community. The enthusiasm with which we greeted the end of lockdown and the resumption of Masonic meetings serve only to underline the bright future we have. 



UNITED GRAND LODGE
OF ENGLAND



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IN PICTURES:
OUR MEMBERS



UGLE ANNUAL REPORT 2021
Our Members in Action

1. The University Scheme Walking Challenge 2021 2. Ray Pearson, Freemason and Royal Chelsea Pensioner, at the Armed Forces Covenant signing at Freemasons' Hall 3. His Royal Highness The Duke of Edinburgh, who died in April 2021 4. Sussex Freemasons donate Fire tablet devices to the RNLI 5. Knowle Masonic Centre hosts an initiative to help families in need at Christmas 6. Freemason Dean Lynch skydiving to raise funds for local charities 7. Donating 100 teddies to the charity Designability 8. The Rugby Lodge of Sussex No. 9990 9. Provincial Grand Lodges of Derbyshire, Yorkshire and Lincolnshire 10. North Wales Freemasons aid charity Contact with a free forest school experience 11. Royal Marine and Freemason Mark Ormrod 12. Members of the New and Young Masons Club 13. Harry Billinge MBE, who was on the beaches on D-Day

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ATTRACTING MEMBERS AND GROWING LODGES



The Members' Pathway was initially created to provide a framework as a guide for Lodges as they sought to attract new and support existing members.

The original concept of The Members' Pathway was devised in 2016, and in 2019 the Pathway Working Party (PWP) was formed to develop the next version.

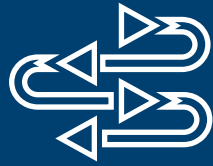
The PWP comprised representatives from the 10 Regional Communication Groups (RCG) who, working with the UGLE teams from Member Services and Communications and Marketing, reviewed the successes from the initial implementation and the lessons learned. It was designed to illustrate the journey from those expressing an interest in Freemasonry to engaging with brethren of many years membership. The new format stayed true to the original content but allowed the user to easily access material which addressed their specific needs and signposted additional resources that could assist them. This change saw the original 11 steps of The Members' Pathway become the 'Hub', 'Elements' and 'Threads', with each stage focusing the user on available resources and actions.

Subsequently, 2021 saw the delivery of the updated material, heralded by the establishment of the Lodge and Provincial Membership Officer(s) as collared offices. The aim was to signal the critical importance of these roles as part of a wider membership development team

and, in doing so, strengthen the Lodge in attracting new members and engaging all members. The development of Lodge Membership Teams has been mirrored at Metropolitan and Provincial levels, with key Provincial officers coming together to form Membership Development Groups and Members' Pathway Working Groups.

As we look towards the post-pandemic future, Lodges face the same challenge as many other membership organisations, of getting people 'back in the habit' of attending meetings and, for





TIMELINE OF THE MEMBERS' PATHWAY

2020-2021

Focus was to update and design.



2022

Brief, train and then launch The Members' Pathway to Provincial teams and Lodges.



2023

Embed use, document and share good practice, and review any changes.



2024

Monitor, evaluate and seek to improve use, adapting to support members and keeping the content vibrant.



The Members' Pathway

Attracting Members - Growing Lodges



some, overcoming concerns about travelling and fears of mixing in groups, whereas many others have spent the past two years desperate to return to the great enjoyment and friendships of normal Lodge meetings. The 'Engage, Retrieve and Plan Hub' sections of The Members' Pathway provide a wealth of great ideas and good practices aimed at making all meetings fun with every member looking forward to the next meeting.

Translating the delivery of the concepts and ideas of The Members' Pathway into suggested actions, which can be adopted by all members and their Lodges, has been the key objective. The materials now available in an easy-to-use format are a credit to the team members who have worked throughout the pandemic to deliver the updated version of The Members' Pathway.

The **Membership Challenge** is the difference between gains and losses of members either in a Province/District or in aggregate for UGLE. It is expressed as % of Initiates and therefore identifies the increase in Initiates required in order to stabilise our membership numbers although a combination of increasing Initiates and reducing losses is likely to be the most practical solution.

Gains include Initiates, Joiners who were Unattached and have now joined a new Lodge, Re-joiners who were Unattached and re-joined one of their original Lodges. Losses include Resignations, Cessations, Exclusions, Expulsions and Deaths.



UNITED GRAND LODGE
OF ENGLAND

STRATEGY IN ACTION: ARMED FORCES COVENANT

PROUDLY
SUPPORTING
THOSE WHO
SERVE.



The Armed Forces and Freemasonry have always been inextricably linked, with many members of the services having been responsible for both the development and spread of Freemasonry across the globe during the last 300 years.

It was the Grand Lodge of Ireland that, in the early 1730s, introduced the practice of issuing travelling warrants to form Lodges in regiments of the British Army, enabling the Lodges to meet wherever the regiment might be stationed. The idea was quickly taken up by the Premier and Antients Grand Lodges in England, and the Grand Lodge of Scotland. The travelling military Lodges of the Home Grand Lodges took Freemasonry around the world and its development mirrored that of the development of the British Empire.

The travelling Lodges also did a great deal to help establish Freemasonry in the North American colonies, Canada, the West Indies and Caribbean, and India.

There is, however, a great deal of evidence in the membership registers – from the earliest

WHAT IS THE ARMED FORCES COVENANT?



The Armed Forces Covenant is a promise from the nation that those who serve or have served in the Armed Forces, and their families, are treated fairly.

Companies commit to honour the Armed

Forces Covenant and support the Armed Forces community. They recognise the value that serving personnel, both regular and reservists, veterans and military families contribute to our businesses and our country.



registers – of many members of the Royal Navy, Royal Marines and Merchant Navy being involved in Freemasonry and helping to spread it overseas.

Indeed, Lodges in the ports around the English coast in the 18th and 19th centuries became cosmopolitan in their membership, holding meetings when foreign ships were in port and taking in officers and crew members, often putting them through all three Degrees on the same day. Equally, Lodges in the colonies would hold meetings or social events when ships came into port. Admiral Nelson himself recorded being entertained at a Masonic ball in the West Indies.

The attraction of Freemasonry to members of the services appears to be a combination of shared values, the ideals of service and tradition, and the continuation of the camaraderie they have experienced within the Armed Forces. It was certainly the latter that led to the huge expansion of Freemasonry in the English-speaking world at the end of both World Wars.

This combined and illustrious history made it a perfect fit for the United Grand Lodge of England (UGLE) and its Provinces to sign the Armed Forces

Covenant. The signing took place during an event at Freemasons’ Hall in October 2021, and demonstrates the UGLE’s support for members of the Armed Forces in a number of areas,

including education, family wellbeing, getting a home, starting a new career, access to healthcare, financial assistance and discounted services.

The partnership represents an important step in further supporting

both active and retired military persons. Indeed, significant Armed Forces personnel such as Admiral Sir Peter Parker, Francis Rawden-Hastings – the first Marquess of Hastings, Captain Robert Falcon Scott, General Viscount Kitchener of Khartoum, Lieutenant Elias Henry Jones, Marshal of the Royal Air Force Cyril Louis Norton Newall, Commodore Wilfred Henderson and Thomas William Gould VC were all themselves well-known Freemasons.

Furthermore, the UGLE’s own Grand Master, His Royal Highness (HRH) The Duke of Kent, who signed the covenant on behalf of the UGLE, has his own longstanding relationship with the military. In 1955, The Duke of Kent graduated

“The partnership represents an important step in further supporting both active and retired military persons”





DEFENCE EMPLOYER RECOGNITION SCHEME

The Defence Employer Recognition Scheme (ERS) encourages employers to support defence and inspire others to do the same. The scheme encompasses bronze, silver and gold awards for employer organisations that pledge, demonstrate or advocate support for defence and the Armed Forces community, and align their values with the Armed Forces Covenant.

BRONZE AWARD HOLDERS:

- ◆ Are self-nominated by employers who pledge to support the Armed Forces, including existing or prospective employees who are members of the community
- ◆ Must have signed the Armed Forces Covenant
- ◆ Promote being Armed Forces-friendly and are open to employing reservists, Armed Forces veterans (including the wounded, injured and sick), cadet instructors and military spouses/partners
- ◆ Receive an electronic certificate and logos to display on their website, stationery and other collateral.



from the Royal Military Academy at Sandhurst as a Second Lieutenant.

This was only the beginning of a military career that lasted more than 20 years.

By signing the Armed Forces Covenant, the UGLE is clearly demonstrating its intention to support the Armed Forces community which, in turn, allows UGLE to be recognised by the UK government's Defence Employer Recognition Scheme (ERS). Through a three-tier awards system, the ERS shows that the recipient is delivering tangible support for the Armed Forces community.

In total, more than 30 Provinces across England, Wales and the Channel Islands have either signed or will sign the Covenant in 2022. The Masonic Charitable Foundation and the Royal Masonic Benevolent Institution signed the covenant in December 2021 at their annual general meeting.

In addition, HRH Prince Michael of Kent GCVO, Provincial Grand Master of Middlesex Freemasons, signed the Armed Forces Covenant on behalf of Middlesex Freemasons at London's Mark Masons' Hall in March 2022, together with Commander Andrew Swain MBE, Royal Navy, on behalf of the Ministry of Defence.

From its earliest foundations, Freemasonry has had a strong relationship with the Armed Forces through its military Lodges, and the strengthening of these historic bonds with the signing of the Covenant is a commitment to ensure this continues for many generations to come. 📌



EMPLOYER
RECOGNITION
SCHEME

BRONZE AWARD



Attracting new members to Freemasonry is a core objective for the United Grand Lodge of England (UGLE). New members are our lifeblood and we continue to seek innovative ways to showcase the values of Freemasonry and to help answer the question ‘Why Freemasonry?’

A National Digital Marketing Campaign (NDMC) was proposed by the UGLE Communications and Marketing Team as one such innovation. The Communications and Marketing Working Party, Membership Working Party and the UGLE Communications and Marketing and Member Services teams collaborated to develop and implement a Campaign with the following aims:

- ◆ Helping to raise public awareness of Freemasonry, its traditions, values and ethos
- ◆ Encouraging those who might have an interest in Freemasonry to find out more
- ◆ Introducing those with a genuine interest in Freemasonry to Provincial and Lodge Membership Teams
- ◆ Supporting the Provincial and Lodge Membership teams to assess how/if the prospective member’s expectations can be met and how best to proceed
- ◆ Providing an opportunity to customise the marketing materials to respond to specific regional needs and priorities.

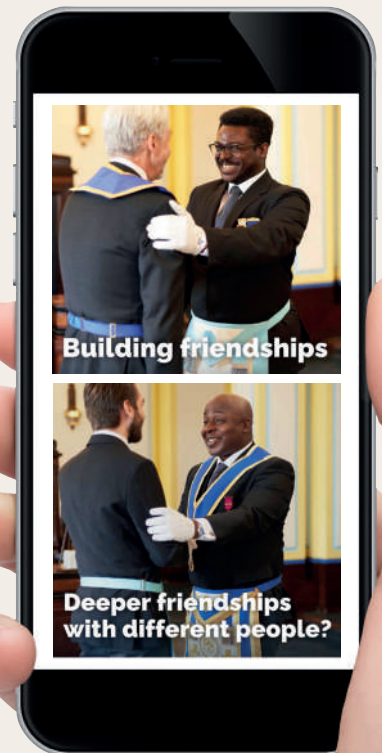
In addition, it created an opportunity to engage with the current membership to help reinforce their roles as ambassadors for Freemasonry.

The NDMC was launched in September 2021 and finished in December. It involved the integration of the UGLE Facebook platform, new website, email marketing, Twitter and SMS services together with a system to track the campaign. The Central UGLE Communications and Marketing team worked closely with the Provincial Communication and Membership teams to deliver the campaign.

Facebook adverts were created to incorporate new imagery and video content illustrating the diversity of our Lodges and their members. Those responding to the adverts to express an interest in Freemasonry received email and SMS messages directing them to the new UGLE website (ugle.org.uk). This gave them access to the Discover Freemasonry video and enabled a prospective new member to identify his local Masonic Centres using advanced mapping technology.

More than 8,800 membership enquiries were received in less than three months (78% higher than the initial target). Of these, approximately 3,400 qualified leads (ie

STRATEGY IN ACTION: NATIONAL DIGITAL MARKETING CAMPAIGN





those who completed Facebook forms) were forwarded to the Provincial Membership teams, which then made contact with the potential new members. In many cases, the initial contact was through a telephone conversation and would be followed by face-to-face meetings. The overall aim was to understand the expectations of those who had expressed an interest in Freemasonry and then to help match their expectations to the characteristics of local Lodges.

Those who were London-based also had the option to book a place on a pilot webinar with a panel of experienced and new Freemasons and were able to find out more about Freemasonry through a combination of presentations and an interactive Q&A session.

The next step was for the potential new member to be introduced to the Membership team of a specific local Lodge. He would be able to meet the members of the Lodge to help ensure that the expectations of both the potential new member and the Lodge can be met.

Assuming that everyone is in agreement, he would go through the formal processes that would lead to his being Initiated.

By way of illustration, the Provincial Grand Lodge of Yorkshire, North and East Ridings had some of the best conversion rates and the key milestones in this process were:

- ◆ 170 initial referrals from the NDMC
- ◆ Contact was made with 129 enquirers, with only four considered unsuitable
- ◆ Of the 125 remaining, 52 have been passed to Lodges and 58 are presently going through the screening process with area membership officers. Another 15 most recent referrals are awaiting contact/meeting
- ◆ Of the 52 already referred to Lodges:
 - ◇ 19 have been initiated
 - ◇ 10 are scheduled for initiation
 - ◇ 15 have been proposed and successfully balloted for
 - ◇ Eight are awaiting ballot.

RWBro Jeff Gillyon, Provincial Grand Master for Yorkshire, North and East Ridings, said: "Our own success in converting enquirers into candidates is down to the professionalism of my Provincial Membership team, with members of the team not selected on the basis of their Craft or Chapter rank, but on the skillsets they possess."

Based on the success of this initial venture, further campaigns are now planned for later in 2022. ⬇

THE HEADLINE FIGURES BEHIND THE CAMPAIGN



8,887

Total membership enquiries

(78% higher than the 5,000 target)



3,402

total membership leads generated



66%

of the Facebook membership enquiries came from the 25- to 44-year-old age bracket



95%

of enquiries came from a mobile device



UNITED GRAND LODGE
OF ENGLAND

IN PICTURES:

OUR MEMBERS





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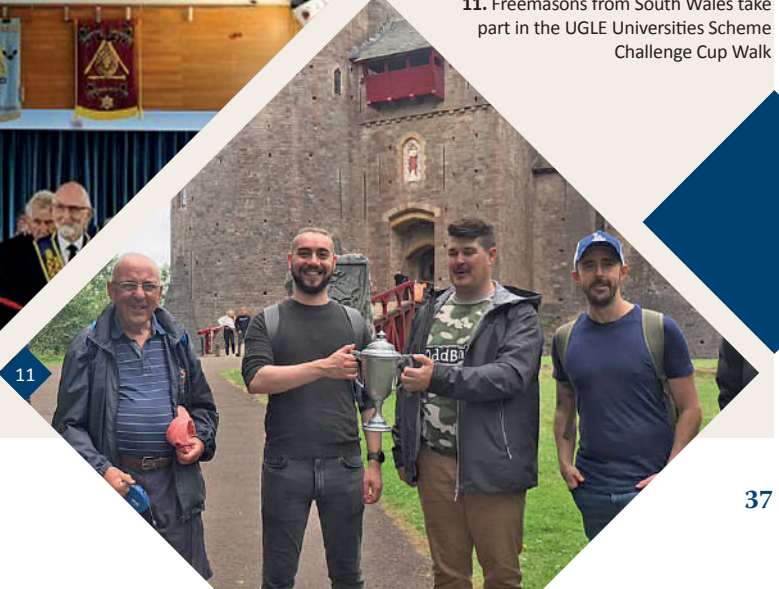
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1. Hampshire and Isle of Wight Freemasons gave £18,000 to a local hospice
2. Durham Freemasons donated £10,000 to a local food bank
3. Mitch Bryan and friends celebrate his installation as Worshipful Master of Royal Sussex Lodge of Emulation No. 355
4. Watchman Fong is initiated into Lodge of Lu Pan No. 9387 in the District Grand Lodge of Hong Kong and the Far East
5. Hertfordshire Freemason Tom Golds addresses the Universities Scheme Conference
6. Berkshire Freemasons at a special Remembrance event
7. The worshipful master of Notts Installed Masters' 3595 with the Provincial Grand Master
8. The Provincial Grand Master for Lincolnshire Dave Wheeler signs the Armed Forces Covenant
9. Members and family of St Ursula's Lodge No. 8952 EC in the District Grand Lodge of Barbados and Eastern Caribbean
10. Freemasons from Penwith Lodge No. 8538 donate kits to a junior football team
11. Freemasons from South Wales take part in the UGLE Universities Scheme Challenge Cup Walk



UNITED GRAND LODGE
OF ENGLAND



Left to right: RWBro Sir David Trippier, Past ProvGM for East Lancashire, RWBro Stephen Blank, ProvGM for Cheshire, RWBro Tony Harrison, ProvGM for West Lancashire and RWBro John Hoult, ProvGM for North Wales

STRATEGY IN ACTION: THE NORTH WEST CORNER



The Regional Communication Group (RCG) system, originally formed by Lord Northampton, has become absolutely fundamental in maintaining and further developing communication and teamwork between Provincial Rulers and the Board of General Purposes of the United Grand Lodge of England (UGLE) in London.

The importance of effective collaboration between RCGs was emphasised throughout 2021, as Covid-19 continued to impact Freemasonry and alter the way that we live our lives. The group also worked closely together on the implementation of the updated Members' Pathway, the return to Freemasonry after the pandemic and the National Digital Marketing Campaign, including considerations around future campaigns.



17,500

In total, the North West Corner RCG represents nearly 17,500 Freemasons



charities in their areas that could benefit from Masonic support, and the close working relationship enjoyed by the North West Corner Group allowed them to avoid doubling up of donations or any potential tensions. The regular meetings held by the group at this time helped to foster a collegiate relationship, and this undoubtedly played a significant role in the effective delivery of Masonic support to those in need in the North West Corner region. Nationally, the main areas of focus for rounds one and two of the charity grants were 'Homelessness' and 'Carers' respectively.

Charities supported by the North West Corner Group through the Covid-19 charity grants were:

- ◆ The Freemasons' Fund for the Carers' Trust
- ◆ North Wales Crossroads Care Services

- ◆ Young Carers in Schools campaign, for Child Action Northwest
- ◆ Cheshire East Young Carers campaign, for Crossroads Care Cheshire, Manchester and Merseyside
- ◆ Young Carers Respite Activity Programme, for Furness Carers
- ◆ Free Streets project, for Emmaus Homelessness Charity, Burnley
- ◆ The Reaching Out Centre, for The Sanctuary Trust
- ◆ The Grand Trunk, for the Wirral Churches' Ark Project.

From the two rounds of charity grants, a total of £186,885 was donated to the above causes by the Provinces of the North West Corner Group.

Provincial Rulers within the group are given the opportunity to share views with UGLE Rulers and the Grand Secretary, with representatives from Grand Lodge attending meetings. The views of the group are also represented by Provincial Rulers who sit on UGLE committees and working parties.

RWBro John Hoult, Provincial Grand Master for North Wales, says: "As a Provincial Grand Master, I am delighted to see how the North West Corner Group continues to work together

for the good of Freemasonry. We will continue to build on our strong foundations throughout the next year and work is already underway on a number of fronts."

RWBro Stephen Blank, Provincial Grand Master for Cheshire, adds: "Working collaboratively within the North West Corner Group has certainly been an advantage. The collegiate approach that we have taken towards dealing with Covid-19 charity grants, the National Digital Marketing Campaign and other initiatives has been undoubtedly useful in providing a consistent and effective approach to these challenges." ◆



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1. West Lancs Masons donate to local food bank
2. A TLC bear gets in on the action at the Cheshire Masons AGM
3. Martin Blackburn, ProvgM for the Isle of Man, makes a donation to LifeLites



2



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NORTH WEST CORNER IN NUMBERS



ISLE OF MAN

481 members

571 memberships

19 Lodges



EAST LANCASHIRE

3,614 members

4,304 memberships

175 Lodges



WEST LANCASHIRE

6,947 members

8,469 memberships

319 Lodges



CHESHIRE

3,702 members

4,197 memberships

162 Lodges

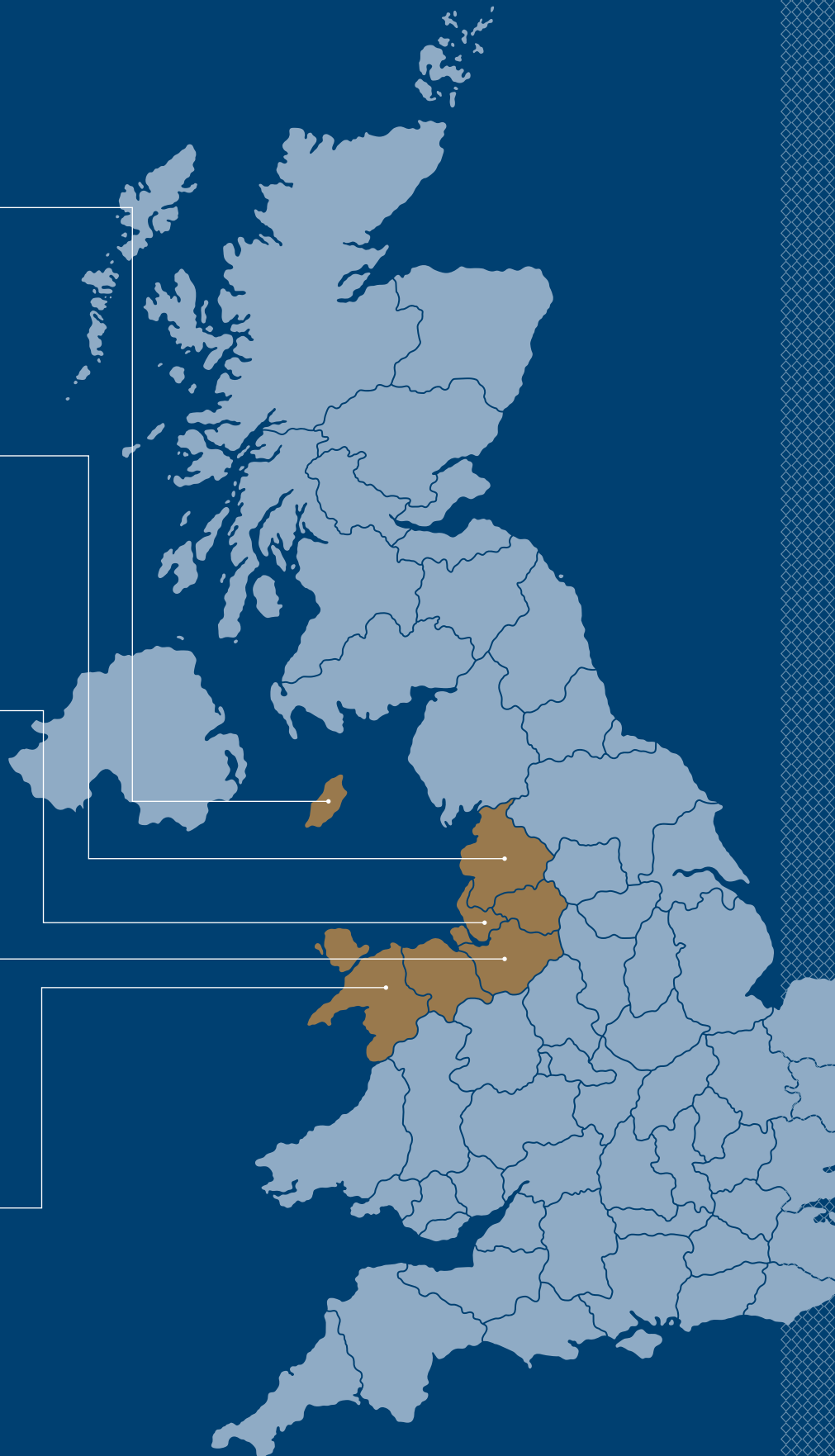


NORTH WALES

2,743 members

3,300 memberships

103 Lodges





UNITED GRAND LODGE
OF ENGLAND



DISTRICT GRAND LODGE OF HONG KONG AND THE FAR EAST

The District Grand Lodge of Hong Kong and the Far East is responsible for administering Freemasons' Lodges under the United Grand Lodge of England that meet in Hong Kong and the Far East.

The District Grand Lodge of Hong Kong and the Far East began as the Provincial Grand Lodge of China in 1847 and initially comprised two Lodges in Hong Kong: Royal Sussex and Zetland. Subsequent Lodges were established in Shanghai and other treaty ports in China. Given the distances involved and the difficulty of travel, it was decided to divide the District of China into two Grand Lodges: the District Grand Lodge of South China (1875), headquartered in Hong Kong; and the District Grand Lodge of Northern China (1877), based in Shanghai.

By the early 20th century, the number of treaty ports in China had grown to more than 50 and there were some 20 Lodges in the two Districts, with a combined membership of around 1,000.

In 1937, the Japanese army invaded China, then in 1941 occupied the British and American concessions in the treaty ports. After the end of World War Two, membership rapidly dwindled due to issues in mainland China. A few of the former treaty port Lodges moved to Hong Kong in the late 1940s and early 1950s and a couple moved to the UK, where they are still going strong, but the rest had to close. The District Grand Lodge of Northern China ceased to exist in 1952.

Before World War Two, there were five English Lodges in Japan, but only one – Rising Sun Lodge No. 1401 in Kobe – was revived after the war. The District Grand Lodge of Japan was officially dissolved in 1954.

However, Freemasonry rapidly recovered in post-war Hong Kong. In 1958, the District Grand Lodge of Hong Kong and South China became the District Grand Lodge of Hong Kong and the Far East, with the addition of the Rising Sun Lodge.

Today, the District Grand Lodge of Hong Kong and the Far East has 19 Lodges in Hong Kong,



1. The 1 Kennedy Club committee 2. Despite the pandemic, Hong Kong Freemasons' annual appeal successfully raised more than HK\$1.1m for the Elderly HealthCare Foundation in just 12 months (95% of the two-year target). The money will assist disadvantaged and ageing members of the local community 3. Members of the District Grand Lodge of Hong Kong and the Far East take part in the 'Time to Toast' campaign

plus the Rising Sun Lodge in Japan. Seven new Lodges have been consecrated in the past two decades, while total membership has remained fairly stable at about 1,000 members.

The current priority as a District is to maintain membership, which it is doing successfully. Other priorities include the need to reach out further to deserving sectors of the Hong Kong community, by way of a programme of non-Masonic giving.

Hong Kong was less affected than most jurisdictions by the Covid-19 pandemic. Masonic activity was able to continue, although for essential installations the local Lodges acted differently and placed restrictions on numbers, so that only essential members necessary for installing the incoming Master were in attendance.

The District communicated with its members through email and Zoom meetings. For example, a Zoom meeting was held with the Lodge in Kobe, Japan. These Zoom meetings were, however, not full Masonic ceremonies and were essentially get-togethers to maintain contact.


Before stricter Covid-19 restrictions were implemented, the District conducted its annual meeting in February, with the District Grand Master's address and the reports by the presidents of the Board of General Purposes and Benevolence disseminated to members.

Hong Kong operates a very successful young Masons committee, called 1 Kennedy Club. It is named after Kennedy Road where Zetland Hall is located, the home of Freemasonry in the District. Its members are a very important

element in the development of Freemasonry in Hong Kong and in introducing new members. It should be noted that all Lodges of English, Scottish and Irish constitutions meet at the same address in Hong Kong. The catering facilities at Zetland Hall are open during the day and members still have the opportunity to interact, albeit with dining restricted to two members per table during the pandemic.

It is foreseen that restrictions will be lifted by the autumn and the plan is to reintroduce Freemasonry on a limited basis, such as Lodges meeting with reduced numbers. The District had been taking precautions while Freemasonry was still operational to respect social distancing regulations, such as alternate seating in the Lodge Room. In addition, the Volume of the Sacred Law was covered in plastic and the raising ceremony was discouraged but occasionally practised with social distance. Sanitiser was made available throughout.

The District installed a new District Grand Master on 13 November 2020, and on the same day a new Grand Superintendent was installed. The new team is currently hindered in its progress by the absence of meetings but has plans to develop in the future.

Overall, Freemasonry enjoys and maintains a solid membership base in Hong Kong. There are many new members, and many more have been balloted but not yet been initiated. It is anticipated that events should return to normal by the end of 2022. 



FINANCIAL HIGHLIGHTS

Looking back, 2021 for the United Grand Lodge of England was, as for most organisations, dominated by the continuing coronavirus pandemic. The easing of restrictions helped our income to recover, though remaining depressed by comparison with the pre-pandemic era. Although costs rose as activity began to resume, we were able to keep a tight control on our overall expenses and end the year with an operating deficit of £189,000 – a significant improvement on last year’s deficit of £737,000.

INCOME

Our total income rose by 12% to £12.4m, though this was still £1m lower than in 2019. Two-thirds of our income was from annual dues, which remained reasonably steady. However, income from initiation and other fees remained depressed at £0.3m, half the pre-pandemic level. Investment income rose by £0.6m to £1.9m (still £0.6m below the 2019 level), mainly due to our income from investment properties beginning to recover as activities resumed in the summer. Our operations at Freemasons’ Hall were boosted by the same resumption of activity, with room hire income growing by £0.4m to £1.1m (still £0.5m below the 2019 level). Income from our new trading operation – which includes the Shop at Freemasons’ Hall as well as the new Café and Bar at Freemasons’ Hall – doubled to £0.7m.

COSTS

Net expenditure rose by 6% to £12.6m. Costs remained tightly controlled, and we continued to take advantage of the available government assistance where possible. The easing of coronavirus regulations did enable us to resume some of the activities that had until then been curtailed, resulting in costs increasing towards the end of the year. We have focused on maintaining and enhancing our services to our members, paying particular attention to retaining our valuable capabilities through this period of uncertainty. Initiatives that will support and enhance the organisation in the coming years were accelerated, with particular emphasis on membership, learning

and development, and communication. We have continued to invest in improving our IT infrastructure, including the Adelphi system.

PROJECTS

A number of projects that began in 2020 were brought to a successful conclusion in 2021. These included the repairs to the Grand Temple roof, the relocation of the Shop, and moving the office space to make way for the new Café and Bar at Freemasons’ Hall. The Café and Bar were opened in the summer and have been trading profitably since September. As well as being a valuable service to our members and the visiting public, they will provide further helpful income in future years. We also proceeded with a number of IT projects, some of which will improve our information security, while others such as Project Hermes, which is capitalised, and our new website, will improve our services to our members.

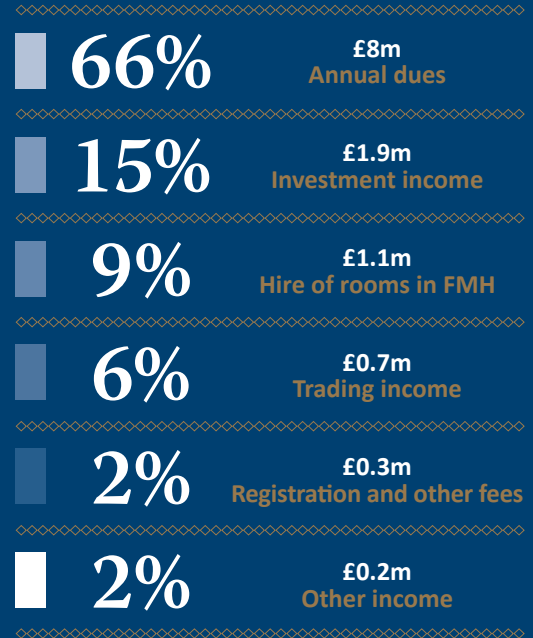
OTHER ITEMS

Three large non-cash items deserve a mention. Our investments are revalued to market rates at each year end, and this year the revaluation yielded an increase of £3.1m, almost reversing last year’s decline of £3.9m. The actuarial revaluation of our defined benefit pension scheme showed an actuarial gain of £7.3m, more than reversing last year’s actuarial loss of £5.6m and bringing the overall deficit down to £0.7m. And there was a deferred tax charge of £4m, primarily due to the increase in the corporation tax rate from 19% to 25%. The impact of those factors resulted in a net change in our total funds of £6.3m, to a total of £68.2m.

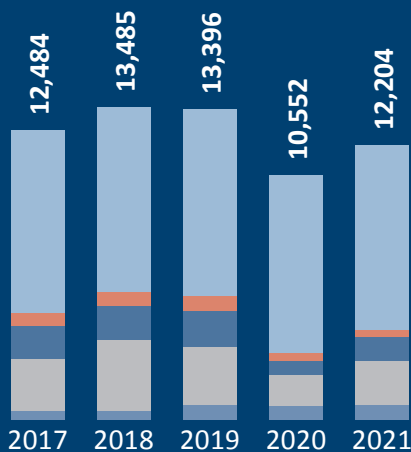
While this result is very encouraging, we are highly conscious of the deficit at the operating level and of the continued pressure to improve, update and enhance the services we provide to our members. We remain committed to careful financial management of our operation to ensure we continue to provide good value for our members’ dues.

David Bell
Grand Treasurer

TOTAL INCOME



INCOME: FIVE-YEAR HISTORY



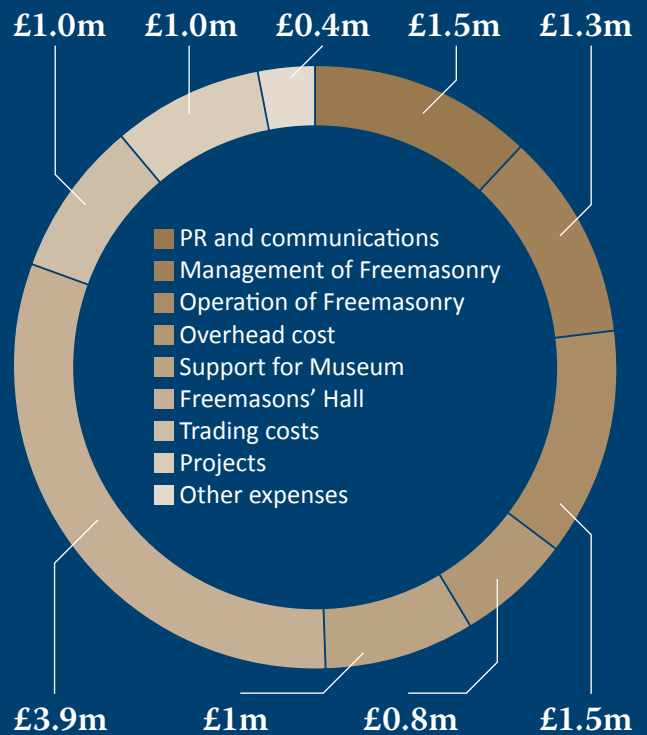
- ◆ Annual dues
- ◆ Registration and other fees
- ◆ Hire of rooms in FMH
- ◆ Investment income
- ◆ Other income*

* Excluding Coronavirus Job Retention Scheme grant income



Our full audited accounts can be viewed at ugle.org.uk/ugle-accounts-2021

OPERATING COSTS†



£3.9m £1m £0.8m £1.5m

† Net of Coronavirus Job Retention Scheme grant income

RWBro Jonathan Spence,
Deputy Grand Master and
Pro Grand Master designate



LOOKING FORWARD: 2022 STRATEGY

BUILDING FRIENDSHIPS, SHAPING LIVES AND SUPPORTING
COMMUNITIES, THROUGH TIMELESS TRADITIONS




aim to create a virtuous circle – I firmly believe that if our members are enthused and engaged by Freemasonry, they will be the greatest ambassadors for our organisation, thus encouraging others to aspire to join.

Our Roadmap sets out how we aim to tackle both of these key challenges. By successfully addressing them, we hope also to deliver on our aims of growing the impact we have on our communities, and enhancing our positive role in wider society.

DELIVERY

Of central importance to our success are two key messages with which I wish to leave you.

Firstly, that we must have a fundamental shift in our attitude and approach to change. We must pursue a ‘yes, if’ instead of a ‘no, because’ culture at all levels of our organisation. Change is not always easy, but if we wish to reverse the trends that have been negatively impacting our organisation for so many years, we must be willing to look at what we do and honestly ask, ‘How can it be done better and who else is doing it better?’ I give you my personal commitment that UGLE, the Supreme Grand Chapter (SGC) and our Provinces and Districts will exemplify this new attitude to change, and it is my hope that every Lodge and member will embrace it as well.

This leads me to my second and final point: our Strategy will only succeed if all our members across the entire constitution buy in to its purpose and commit to its delivery. UGLE and SGC can help set the course, support our endeavours through our shared membership infrastructure and help to propagate successful, locally developed ideas and initiatives across our entire organisation. However, it will be each of our members individually, myself included, who will be on the front line and who will be responsible for its delivery. As I mentioned above, we are all ambassadors for our organisation, both to wider society and to each other as well. Our fraternal bonds will never have been so important as when we undertake and act to deliver on this shared endeavour. Nothing less than the long-term future of Freemasonry is at stake. 

STRATEGY GROUP

The members of the Strategy Group, tasked with taking us forward in the next seven years, are:



Jonathan Spence, DepGM



Geoffrey Dearing, PresBGP



James Long, PJGW, PresMCF



Quentin Humberstone, PSGW



Michael Ward, PSGW, DepPresBGP



Ian Chandler, ProvGM (Surrey)



David Staples, GSec



Tom Milner, JGD



If we cannot manage to grow and further enhance the reputation of an organisation that has existed for more than 300 years, has spread to every quarter of the globe, has for its core values Integrity, Friendship, Respect, Charity, and which also emphasises sociability and fun, we should be ashamed of ourselves. That is simply not an option.

HIGH-LEVEL OVERVIEW OF THE UGLE & SGC STRATEGIC ROADMAP

“Over the next seven years, we will enhance our reputation as a thriving organisation that people aspire to join and broaden our membership amongst all age groups”

The Roadmap is integrated and all aspects need to be delivered well to achieve our strategic goal, across both the Craft and Royal Arch. Our success will be achieving a thriving organisation with a growing number of members during the next seven years and beyond. We all have our part to play, from Rulers, Provincial and District Rulers to Entered Apprentices

STRONG FOUNDATIONS

- ◆ Implement an investment plan (people, capabilities and technology) to support delivery of the Strategy
- ◆ Tap into our talent base, identifying and using members’ skills and talents, whatever their rank
- ◆ Update the Book of Constitutions, ensuring that it is fit for a modern membership organisation

THRIVING MEMBERSHIP

- ◆ Constantly reinforce the concept of our unique combination of fun/sociability and serious and timeless core values
- ◆ Address the ‘membership challenge’ at all levels, encouraging innovation, embracing change and spreading successful ideas
- ◆ Further enhance our members’ understanding of our history and values



COHERENT ORGANISATION

- ◆ Communicate clear, concise and consistent messaging within UGLE and beyond
- ◆ Empower and enthuse our members, supporting them with the tools and knowledge to act as ambassadors and become our future leaders
- ◆ Further develop the RCG structure to maximise local impact across traditional Provincial boundaries

ENGAGED IN OUR COMMUNITIES

- ◆ Build on the recent success of our members’ response to the pandemic in their local communities and of our partnership with the MCF and other local and national charities
- ◆ Identify new areas for engagement in our communities
- ◆ Communicate more openly and explicitly the full scale and community impact of members’ current engagement through charitable donations and volunteering



OUR EXECUTIVE TEAM



Graham Redman
DEPUTY GRAND
SECRETARY

Graham joined UGLE in November 1987 and has been Deputy Grand Secretary since 2013. Before that, he was called to the Bar in July 1974 and had worked in the legal department of Dunlop Holdings from 1978.



Anna Buss
FINANCE
DIRECTOR

Anna joined UGLE as the Finance Director in August 2021. Prior to this, she held a number of senior finance roles within the media sector.



Shawn Christie
ASSISTANT GRAND
SECRETARY, DIRECTOR
OF DEVELOPMENT

Shawn joined UGLE in July 2013 and was appointed Assistant Grand Secretary in April 2014. In January 2019 he became Director of Development. Prior to joining UGLE, Shawn had a background in banking and finance.



Liz Gay
DIRECTOR OF HR

Liz joined UGLE in 2014, having previously worked for law firms and Morgan Stanley.



Richard Jewitt
DIRECTOR OF
FACILITIES

Richard started in hospitality at 17, and 20 years later left as a Director of Events to move into facilities management. He has worked for the private, public and third sectors, for organisations including Leith's.



Mark Kennedy
DIRECTOR OF
MAINTENANCE

Mark is responsible for maintenance, portering and major building projects at Freemasons' Hall. He has worked for UGLE since October 1993 and took up his current position in 2015.



Donald Taylor
GENERAL COUNSEL

Donald joined UGLE in 2017 as Director of Legal Services. Having graduated from Cambridge University, he qualified as a solicitor in 2007 and worked in private practice and in-house legal departments before joining UGLE.



John Tully
DIRECTOR OF
MASONIC SERVICES

John joined UGLE in 2015. In March 2018 he stepped in as interim Head of Secretariat and was promoted to Director of Masonic Services in January 2019. Prior to joining UGLE, he served with the Metropolitan Police Service for more than 30 years.



Michelle Worvell
DIRECTOR OF
COMMUNICATIONS
AND MARKETING

Michelle joined UGLE in March 2019. Before this, she was Director of Communications at the Chartered Insurance Institute. She started her career as a journalist and for many years was Editor of Insurance Age magazine.

GLOSSARY



John Evans

INTERIM
HEAD OF IT

John joined UGLE in January 2011. In 2018 he was appointed Infrastructure Manager. In March 2022 he was appointed Interim Head of ICT. He has held a number of other roles prior to this and has over 20 years' experience in the ICT field.



Prity Lad

DIRECTOR OF
MEMBER SERVICES

Since studying law at university, Prity has had a varied career as a lecturer in law, progressing into IT training management and consultancy before taking up the role of Director of Member Services in 2019.

BRETHREN/ BROTHER/ BRO

A Freemason becomes known as a Brother on joining, e.g. "Brother Smith", abbreviated to "Bro Smith" when written.

CHAPTERS

Units in the Royal Arch (see below) – the equivalent of Lodges.

FMH/ FREEMASONS' HALL

The Headquarters of the United Grand Lodge of England – a Grade II* listed art deco building in Covent Garden, London.

GRAND LODGE/ UNITED GRAND LODGE OF ENGLAND/ UGLE

The United Grand Lodge of England ("Grand Lodge" or "UGLE") is the governing body for Freemasons in England, Wales, the Channel Islands, the Isle of Man and a number of "Districts" overseas.

The Grand Lodge is a representative body of all private Lodges and Grand Officers and Past Grand Officers, with the Grand Master at its head. Grand Lodge meets four times a year in "Quarterly Communications" to enact laws and regulations and to vote on the administrative agenda required to run the organisation.

GRAND MASTER

The most senior Freemason in the constitution, elected annually by Grand Lodge. The Grand Master of the United Grand Lodge of England is HRH the Duke of Kent.

GRAND OFFICERS

Officers in Grand Lodge are called "Grand", e.g. the Grand Master, the Grand Treasurer. After retiring from active positions they are called "Past" Grand Treasurer etc.

METROPOLITAN GRAND LODGE

The administrative body overseeing London Lodges. It is headed by the Metropolitan Grand Master.

PROVINCIAL GRAND LODGE

The administrative body overseeing Lodges in a particular County or area. It is headed by a Provincial Grand Master (ProvGM).

DISTRICT GRAND LODGE

The equivalent of a Provincial Grand Lodge, but in one of UGLE's overseas Districts, headed by a District Grand Master (DistGM).

INITIATION

The ceremony through which a candidate ("Initiate") is made a Freemason.

INSTALLATION

The ceremony at which a Freemason is made the Master of his Lodge.

LODGE

The basic unit in which Freemasons meet. To be regular it must have a Warrant or Charter from a Grand Lodge. It is sometimes referred to as a Private Lodge.

MASTER MASON

A Freemason who has been through all three basic ceremonies of Freemasonry.

MASONIC CHARITABLE FOUNDATION/ MCF

The Freemasons' Charity, or UGLE's primary charitable grant giving body.

MUSEUM

The Museum of Freemasonry, located at FMH and containing UGLE's archives and collection of artefacts.

PRESTONIAN LECTURE

An official annual lecture sponsored by UGLE and delivered in its Lodges.

PRO GRAND MASTER

If the Grand Master is a member of the Royal Family, he is entitled to appoint a Pro Grand Master to stand in for him on most occasions.

REGIONAL COMMUNICATIONS GROUP

A group of neighbouring Provinces (see page 21).

WORKING PARTY

A sub-committee of the Board of General Purposes charged with progressing a particular portfolio, for example Membership or Communications.

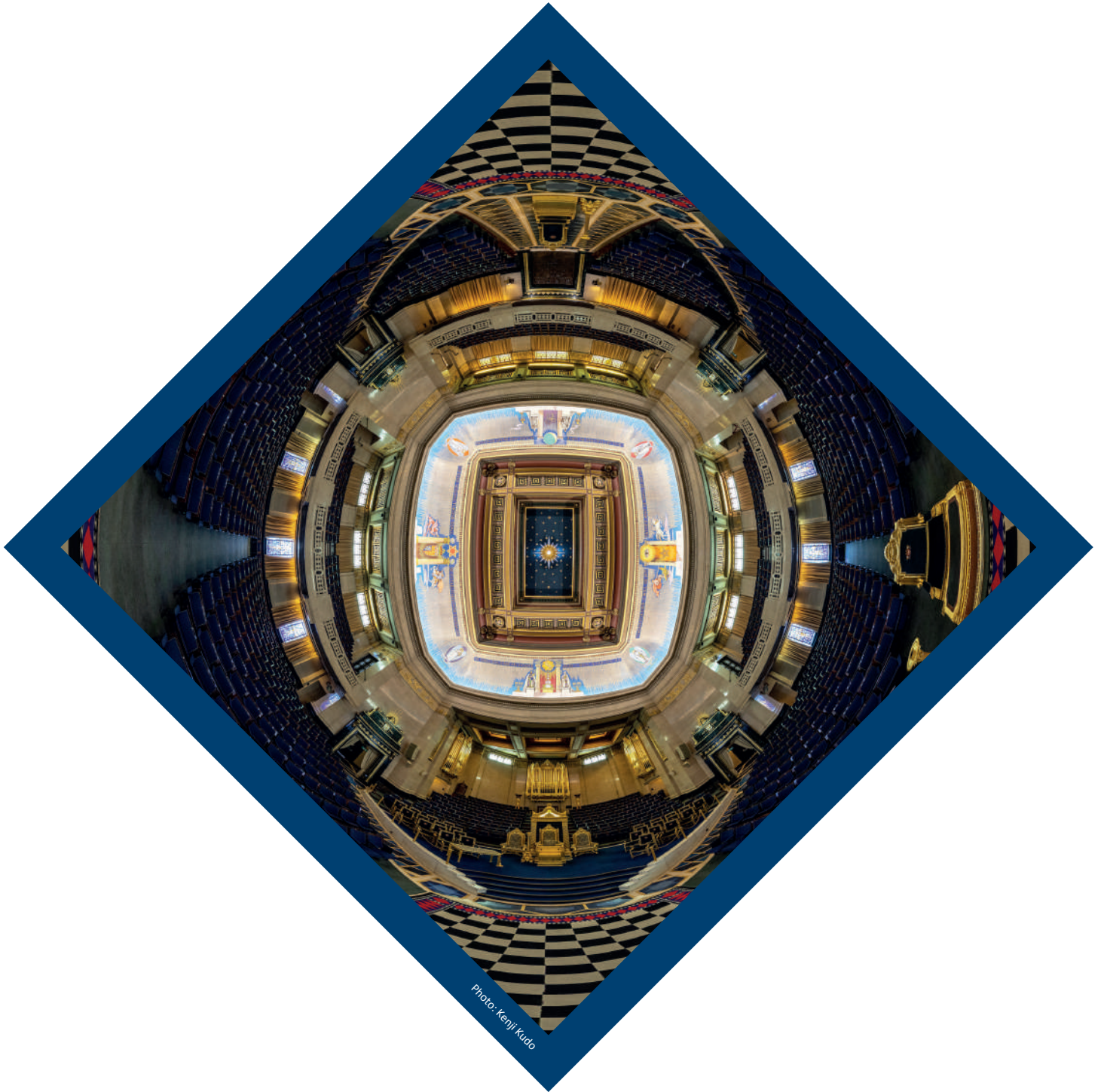


Photo: Kenji Kudo



UNITED GRAND LODGE
OF ENGLAND

United Grand Lodge of England, Freemasons' Hall,
Great Queen Street, London WC2B 5AZ

ugle.org.uk

 United Grand Lodge of England  @UGLE_GrandLodge  unitedgrandlodgeofengland