

Global Changes

Reason for change

Global language and formatting changes applied throughout the Book of Ceremonies. Following review of member feedback gathered via survey and committee discussion (February–March 2026), the Committee identified several recurring themes warranting consistent updates across all ceremonies: modernization of language, improved inclusivity for members of all faiths, and clearer guidance to Bethels regarding customization.

Proposed Changes

1.1 Inclusivity & Language Modernization

"Order" → "Organization"

Throughout the Book of Ceremonies, replace all instances of "Order" (when used to refer to Job's Daughters International) with "Organization."

Note: In certain passages, the word "Organization" was not the best fit contextually; in those instances, the Committee used alternative language on a case-by-case basis rather than a direct substitution. Reviewed changes are reflected in the working document.

Minimizing Use of the Word "Purity"

Instances of the word "purity" throughout the ceremonies have been reviewed and reduced. Where the term was used in a way that may carry exclusionary or judgmental connotations, alternative language has been substituted.

Removal of "I AM's of Jesus"

The "I AM's of Jesus" references have been removed from ceremonies where they appeared. This decision was supported by survey data in both the English and Portuguese surveys (ranked among the least-used elements) and aligns with the Committee's goal of making ceremonies more inclusive across diverse faith backgrounds.

"Ritual" → "Handbook"

When the word "Ritual" appears in spoken ceremony text, "Handbook" has been added as an accepted alternative. This reflects practice in some jurisdictions (notably Brazil) where the preferred use is "Handbook."

1.2 General Accommodations Statement

A general accommodations statement will be added to the beginning of ceremonies. This statement is intended to welcome members with varying needs and signal the inclusive spirit of Job's Daughters.

1.3 Custom Narration Guidance for Installation

Language has modified to re-emphasize that Bethels may write custom narrations for Installation with BGC approval. This reflects existing policy but will be made more prominent to support Bethels in adapting ceremonies to their local context.

1.4 Structural Reorganization

To reduce confusion about when different ceremonies are used, the Committee has reorganized several ceremonies within the document structure:

- Pin Ceremony moved under the Installation section.
- Rosebud Ceremony moved out from under "Jobie to Bee Ceremonies."
- "Jobie to Bee Ceremonies" section renamed to "Ceremonies for Prospective Members."
- "Let's Get Acquainted" and the Ceremony for Prospective Members and their Parents added under the "Ceremonies for Prospective Members" section.

These structural changes do not alter ceremony content but improve navigability and alignment with ritual guidance on when each ceremony is appropriate.

1.5 Story of the Robe

Revisions to the Story of the Robe were made to modernize language, and improve inclusivity.

1.6 Majority & Obligation Ceremonies

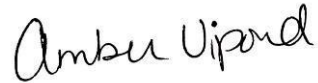
Added clarifying language around when the majority ceremony can be given and removed language that would have duplicated the closing ceremony in the ritual.

1.7 BeeHive Section in Installation Ceremony

Language to introduce the Bethel BeeHive has been added to the beginning of the Installation Ceremony.

Submitted by:

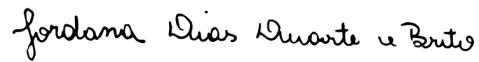
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Ceremony for Prospective Members and their Parents

Reason for change

This ceremony has undergone significant revision. The previous version was found to over-emphasize Masonic history in ways that may not resonate with prospective members and their families. The revised ceremony refocuses on the benefits and experiences girls and parents can expect from membership in Job's Daughters.

Proposed Changes

b. Ceremony for Prospective Members and their Parents

This ceremony is intended for use at an open Bethel meeting. The Officers and Choir should wear Official Regalia, and the Bethel Room shall be prepared as for a regular Bethel meeting. Choir and Jobies-to-Bee enter as per Ritual for the opening of a regular Bethel meeting.

BETHEL GUARDIAN: (*) Bethel No ... of (City), (State, Province, Territory or Country) of Job's Daughters International is about to convene for a special open meeting. We invite all those present to remain, so that you may become familiar with the lessons that are offered to young women in Job's Daughters. Bethel Guardian nods to Musician as a signal to begin playing "Open the Gates of the Bethel". Officers enter as per Ritual. When Officers are in position, the Honored Queen continues.

HONORED QUEEN: Marshal, (rises) you will retire and present the flag of our nation west of the Altar. As Marshal retires, the Honored Queen explains the raps of the gavel to prospective members. The Marshal retires to the Preparation Room and when ready at the door, the Honored Queen sounds three raps of the gavel (**). Marshal uses regular lines of march. When the flag is in position, Honored Queen continues.

HONORED QUEEN: This flag is an emblem of the liberties we enjoy, the protection of our homes, and the freedom of our institutions. It is a symbol of our past, present, and future – a constant reminder of the ideals that we strive to uphold as we build a strong foundation for future generations. We honor this flag and all for which it stands. Marshal, place it in the East at the right of the Senior Princess. Marshal uses regular lines of March. When Flag is in the East, Honored Queen continues.

Pledge may be omitted if it is not the custom of the government.

HONORED QUEEN: All citizens of (Country) will join in pledging allegiance to the flag. As Marshal turns to return to her station, Honored Queen sounds one rap of gavel (*). After descending dais, the Marshal stops and turns toward the prospective members.

MARSHAL: You have witnessed just one of the primary lessons of Job's Daughters: respect for our country, its laws, those who have made possible the wonderful freedoms we enjoy today, and respect for our flag – the symbol of our great nation. Throughout our lives, this

lesson becomes the binding thread that holds the very fabric of our values together. Marshal returns to her station and is seated.

Escort of the Jobie-to-Bee Flag

HONORED QUEEN: **Jobie-to-Bee Flag Bearer (Marshal or Bethel Flag Bearer), (rises) you will display the Jobie-to-Bee Flag.** When the Flag is in position, Honored Queen continues

(Optional) HONORED QUEEN: **Jobies-to-Bee, you will rise and join in singing the Jobie-to-Bee song (reciting the Jobie-to-Bee pledge).** Refer to the Music Book. All Jobies-to-Bee face the flag.

HONORED QUEEN: **Jobie-to-Bee Flag Bearer (Marshal or Bethel Flag Bearer), place the Bethel Flag in the East at the left of the Junior Princess.** Flag Bearer follows regular lines of march to present flag in the East. (*)

When Flag Bearer is at foot of dais, she turns toward the prospective members and says:

A Job's Daughter-to-Be, or Jobie-to-Bee, is a young girl who is not yet old enough to become a full Job's Daughter, but who is being introduced to the ideals, symbols and friendships of Job's Daughters International. It is the start of something new and exciting, a learning experience, a time to grow, while being welcomed, encouraged, and nurtured by the Bethel.

Bethel Flag Bearer returns to her station and is seated.

Escort of the Bethel Flag

HONORED QUEEN: **Marshal (or Bethel Flag Bearer) (rises), you will retire and present the Bethel Flag west of the Altar.** When the Flag is in position, Honored Queen continues.

HONORED QUEEN: **Daughters and Majority Members, you will rise and join with me in singing the Bethel Flag Song.** Daughters rise, turn toward the flag, and sing the song. **Marshal (or Bethel Flag Bearer), place the Bethel Flag in the East.** Marshal (or Bethel Flag Bearer) follows regular lines of march to present flag in the East. (*)

When Marshal (or Bethel Flag Bearer) is at foot of dais, she turns toward the prospective members and says:

MARSHAL (or BETHEL FLAG BEARER): **Our Bethel Flag represents who we are as Job's Daughters. The purple, our signature color, stands for the high ideals we aim for every day. White represents honesty and respect, and the triangle is the emblem of our organization, reminding us of the values that connect us and guide us in everything we do.** Marshal (or Bethel Flag Bearer) returns to her station and is seated.

HONORED QUEEN: (rises) **Our Chaplain will lead us in prayer. (***)**
Chaplain attends at the Altar as per Ritual.

CHAPLAIN: **We gather today with gratitude for the opportunity to be together. May everyone here feel welcomed, respected, and valued. As we share this time, may we enjoy one another's company, appreciate the occasion before us, and create memories that will be**

carried forward. May this gathering be marked by kindness, joy and shared celebration. Amen. All Daughters respond by saying "Amen". Chaplain rises, returns to her station. Recorder assumes place at the Recorder's desk. (*)

Chaplain is not seated. She turns to the prospective members and says:

CHAPLAIN: We are taught that living in harmony with the values and teachings that guide our organization helps shape who we are and strengthens our character. Through shared traditions, meaningful lessons, and moments of quiet prayer or reflection, we learn what is expected of us and how to live with honesty, purpose and respect. While I am at the Altar, all members of Job's Daughters are asked to assume the Attitude of Prayer by bowing the head and placing the open hands palm to palm, with fingers pointing upward. Chaplain demonstrates Attitude of Prayer and is seated.

HONORED QUEEN: By virtue of the power vested in me by the [Supreme/Grand/Jurisdictional] Guardian Council, I now declare Bethel No ... of (City), (State, Province, Territory or Country) of Job's Daughters International assembled for an Open Meeting (*).

HONORED QUEEN: Recorder, (rises) you will read the Special Dispensation. Recorder reads the Special Dispensation and is seated.

HONORED QUEEN: Welcome, and thank you for being here. Today, we'd like to introduce you to Job's Daughters International – who we are, what we do, and why this organization has meant so much to so many young women and their families across generations.

Job's Daughters International is a values-based organization for young women and girls between the ages of 10 and 20, established in 1920. While our history is rich, our purpose is as relevant as ever: to help young women build confidence, grow as leaders, live with integrity, and find a true sense of community.

If this is your first time hearing about Job's Daughters, you likely have questions about what membership actually looks like. Throughout this ceremony, we hope to answer those questions and give you a clearer picture of everything this organization has to offer. Honored Queen is seated. Senior Princess rises and faces the prospective members.

SENIOR PRINCESS: At its core, Job's Daughters is a place where young women find their voice. Members don't simply attend meetings – they run them. Through elected and appointed positions, members lead discussions, plan activities, speak in front of others, and work together as a team. You don't need to arrive feeling confident or outgoing. Many girls start out feeling unsure of themselves, and that's completely okay. Confidence grows naturally here, nurtured by encouragement, support, and the trust that comes with real responsibility. Senior Princess is seated. Junior Princess rises and faces the prospective members.

JUNIOR PRINCESS: As a member, you'll take part in meaningful ceremonies, social activities, leadership opportunities, community service, and charitable work. Along the way, you'll develop practical, lasting skills – public speaking, organization, teamwork, time management, and leadership – skills that will serve you at school, in the workplace, and throughout everyday life. Junior Princess is seated. Honored Queen rises.

HONORED QUEEN: All of our closed meetings follow the form outlined in our [Handbook/Ritual]. *(Holds up Handbook/Ritual)* **Every member becomes familiar with its contents, and when she holds an office, she learns the parts she will present at Bethel meetings. It is a gentle, encouraging way for each member to grow in self-confidence and to develop the ability to speak with ease before others.** Honored Queen is seated. The Five Messengers rise and present their parts, each in turn, then are seated.

FIRST MESSENGER: We call our group – and our meeting place – a "Bethel," a word meaning "Holy Place." Within our Bethel, everyone is equal. That equality is one of our core values, and it is reflected in the white Grecian-style robes we all wear. These robes echo the style of the time of Job, connecting us to our shared history and the values that have guided this organization for over a century.

SECOND MESSENGER: Parents and guardians are always welcome at our meetings, ceremonies, and activities. Family involvement is not only encouraged – it is considered one of the great strengths of Job's Daughters. We view parents and guardians as partners in supporting our members as they grow, and their presence helps make our Bethel a warm and connected community.

THIRD MESSENGER: Job's Daughters is values-based and non-denominational. Through symbolism, tradition, and shared experience, the organization encourages integrity, respect, responsibility, compassion, patience, and care for others – values that complement what young women are already learning at home, at school, and in the broader community.

FOURTH MESSENGER: Helping others is a central part of life in Job's Daughters. Through fundraising, community service, and support for charitable causes, members take meaningful action that creates real and positive change. It is a reminder that even small acts, done with purpose and heart, can make a lasting difference in the world around us.

FIFTH MESSENGER: Perhaps one of the most treasured parts of Job's Daughters is the friendships. Your Bethel becomes a place where you feel safe being yourself – where members support one another, celebrate each other's achievements, and learn side by side. Many members look back and say that the friendships they formed in Job's Daughters became some of the most enduring and meaningful connections of their lives.

HONORED QUEEN: We are proud of the democratic structure at the heart of our organization. Members lead our business meetings and play an active role in planning and participating in all Bethel activities. Through this, we develop leadership, responsibility, and a genuine understanding of what it means to take part in a democratic community. Our work is guided and supported by an adult advisory group of nine members known as the Bethel Guardian Council, led by the Bethel Guardian and Associate Bethel Guardian. Honored Queen is seated. Senior Princess rises.

SENIOR PRINCESS: Our Bethel Guardian Council is made up of trained adult volunteers who guide and support us, ensuring that all activities are appropriate, well organized, and aligned with the standards of our organization. While adults provide mentorship and oversight, leadership remains firmly in the hands of the members themselves. Senior Princess is seated. Junior Princess rises.

JUNIOR PRINCESS: Our colors, purple and white, represent lessons we strive to live by every day. Purple symbolizes royalty – not of title, but of character. True nobility is found in habits and thoughts of kindness, patience, thoughtfulness, and a willingness to serve others. White reflects joy and positivity, and the hope that every member experiences happiness through meaningful moments, shared achievements, and the deep fulfillment that comes from living with purpose. Junior Princess is seated. Honored Queen rises.

HONORED QUEEN: As Honored Queen, I am elected to this position by the members of the Bethel, and I preside over all meetings as their leader. I represent Keren Happuch, the third daughter of Job, whose name means plenty or abundance. The emblem of the Honored Queen is the Horn of Plenty symbolizing resilience and renewal. All Officers serve a term of six months. Four other Officers are elected by the members: the Senior Princess, Junior Princess, Guide, and Marshal. They will now explain their duties. Honored Queen is seated. Senior Princess rises.

SENIOR PRINCESS: As the Senior Princess, I conduct the ceremony of the Second Epoch. I represent Kezia, the second daughter of Job, whose name is associated with reflection and inner strength. The emblem of this office is the Urn of Incense, symbolizing thoughtfulness, calm and the value of pausing to center ourselves. The name Kezia is traditionally linked to fragrant incense – a reminder of clarity and a steady, grounded spirit. Senior Princess is seated. Junior Princess rises.

JUNIOR PRINCESS: As the Junior Princess, I conduct the ceremony of the First Epoch. I represent Jemima, the first of Job's three daughters, whose name has long been associated with the gentle strength of the white dove. My guiding words are purity and truth – qualities that quiet the noise around us and help light the path ahead, shaping how we think, speak and act. The emblem of this office is the Dove, which teaches us to be steadfast and seek strength from above. Junior Princess is seated. Guide rises.

GUIDE: I am the Guide. My role is to lead new members as they learn the story of Job and discover how its lessons apply to our lives today. I also escort distinguished guests to the East for introduction during our regular business meetings. Guide is seated. Marshal rises.

MARSHAL: I am the Marshal. I am entrusted with the care and display of our country's flag, and I assist the Guide in welcoming new members and escorting distinguished guests. Marshal is seated. Honored Queen rises.

HONORED QUEEN: The remainder of our Officers are appointed by the Honored Queen. They will now describe the responsibilities of their offices. Each officer rises, presents her information, and is seated.

LIBRARIAN: I am the Librarian. It is my role to introduce the Bethel to literature, arts and sciences. Our Organization values knowledge and learning, and I am honored to bring those ideas to life for our members.

SENIOR CUSTODIAN: I hold the office of Senior Custodian, and I help care for the properties of the Bethel. This role is a reminder that quiet, everyday service is every bit as important as the larger tasks we take on together.

JUNIOR CUSTODIAN: As Junior Custodian, I also care for the properties of the Bethel and assist in preparing our meeting space. Taking on these everyday responsibilities reminds us that every contribution matters, and that a sense of ownership and care is something that grows with practice.

RECORDER: I am the Recorder. I document all proceedings of the Bethel, keeping an accurate account of our work together. This office reminds us that our actions should always reflect the kind of record we would be proud of.

MUSICIAN: As Musician, I provide the music that guides and enriches our meetings. Music reminds us of the importance of harmony – within our organization and within ourselves.

CHAPLAIN: As the Chaplain, I represent reflection, respect and mindfulness. I lead members in quiet thought and prayer during our meetings. The Altar, placed at the center of our Bethel Room, serves as a constant reminder to keep our values and guiding principles at the center of our lives.

TREASURER: I hold the office of Treasurer. I am responsible for the funds of the Bethel and keeping accurate financial records. This role teaches us that honesty and accountability are essential qualities – not only in the management of resources, but in everything we do.

FIRST MESSENGER: I am the First Messenger. Together with the other Messengers, I share the story of Job and the lessons it holds for us today. I represent respect for our parents and guardians, and the importance of setting a positive example for those around us.

SECOND MESSENGER: I am the Second Messenger. I remind our members that as we learn and grow, we must also be prepared for the challenges life may bring.

THIRD MESSENGER: As the Third Messenger, I speak to our shared responsibility toward one another and the importance of treating every person with fairness, dignity, and compassion, whatever the circumstances.

FOURTH MESSENGER: I am the Fourth Messenger. I represent the spirit of steady, meaningful service, the kind of quiet dedication that was at the heart of Job's own character.

FIFTH MESSENGER: I am the Fifth Messenger. I speak to the importance of striving to reach our fullest potential. Together, the Five Messengers reflect the essential qualities that help make a life meaningful, purposeful, and fulfilling.

INNER GUARD: As Inner Guard, I am responsible for responding to signals from outside the Bethel room. This role is a reminder to stay aware of the influences around us and to make thoughtful, intentional choices in our daily lives.

OUTER GUARD: In the position of Outer Guard, I help ensure our meetings proceed without interruption. This reminds us to protect our time and to honour the spaces where we gather, learn, and grow together.

CHOIR: We, the members of the Choir, share an equal responsibility with the officers of the Bethel. Music is an important part of our meetings, and the development of our musical skills is both meaningful and rewarding. The melodies we share together resound in the hearts and lives of Job's Daughters everywhere.

HONORED QUEEN: You have heard the responsibilities and the lessons that Job's Daughters apply to their daily lives. We accept these roles with humility, dedication, and a genuine desire to grow – and we aim to reflect, in all that we do, the qualities represented in this ceremony.

But we also want you to know that we have a lot of fun together. Outside of our meetings, we enjoy a wide range of activities that give us the chance to build strong and lasting friendships. We celebrate the experience of growing up together, and we plan events throughout the year that create memories we carry with us long after the meeting room is behind us. Job's Daughters strives to offer a well-rounded experience that helps prepare each member for the challenges and decisions she will face throughout her life.

Perhaps the most meaningful part of Job's Daughters is the sense of belonging. It is a place where young women are supported as individuals, guided by caring adults, and surrounded by peers who are learning and growing alongside them. The friendships formed here are genuine and lasting, and many former members – known as Majority Members – look back on their time in Job's Daughters as one of the defining experiences of their youth, remaining connected to this community long after their formal membership has ended.

Throughout the many years of our organization's existence, Job's Daughters has been guided and shaped by remarkable people. We take time at each meeting to honour them. I would now like to introduce the wonderful individuals who help us achieve all that we do.

Proceed with Escort and Introductions as per Ritual but eliminate Honors. Introduce the prospective members and their parents. A token gift may be presented to the prospective members (*).

HONORED QUEEN: Remarks. Honored Queen calls on Bethel Guardian, Associate Bethel Guardian, and others who may have a special message for the prospective members (*).

HONORED QUEEN: Closing Ceremony. Chaplain, you will attend at the Altar (*)**. Chaplain attends the Altar, as per Ritual.

CHAPLAIN: As we close, we give thanks for Job's Daughters International and for the lessons it continues to offer us. May we carry these values with us wherever we go, and may we always strive to reflect the best of what we have learned here. We extend our warmest wishes to all who are present today – may the spirit of this organization remain with you. As we go our separate ways, may we find patience, strength, and purpose in all that we do, and may we continue to grow into people who bring kindness and integrity to the world around us. Amen.

All Daughters respond by saying "Amen". Chaplain reverently closes the Bible as appropriate music is played. She returns to her station.

HONORED QUEEN: All present will please be seated until the Officers and Bethel Choir have retired. Custodians remove chairs as per Ritual. One of the closing formations is performed as per Ritual.

BETHEL GUARDIAN: This concludes our Ceremony.

March music for officers to retire as per Ritual. It is nice to have the prospective members view the Closing Formation from the East Line, then the Officers can greet them similar to the way new members are greeted after the Membership Ceremony.

Submitted by:

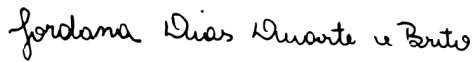
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Kori Radloff, PGG, PBG, BG



Jackie Tomacmol, PHQ, PGG



Open Meeting Format

Reason for change

To provide Bethels with a standardized Open Meeting Format ceremony. This ceremony was identified as a gap during the 2025–2026 review cycle based on member feedback.

Proposed Changes

Open Meeting Format

Special dispensation is required whenever an open meeting is being used in place of a regular meeting. The Bethel Guardian and Associate Bethel Guardian shall assume their positions in the East prior to entrance of officers.

BETHEL GUARDIAN: Bethel No. ___ of (City), (State/Province/Territory/Country) of Job’s Daughters International is about to convene for an open meeting. For the benefit of our guests, you’ll notice the Honored Queen using a gavel to help guide the meeting. Three taps to call the entire assembly to rise, two taps to call the Officers and Bethel Choir to rise and one tap to seat the assembly or signal that an item of business is complete. We’re very glad to have you here and thank you for joining us this [morning/evening].

Entrance

Entrance of Choir, Jobies-to-Bee and Officers as per ritual. The Outer Guard is seated inside the Bethel Room near the Preparation Room Door.

BETHEL GUARDIAN: I have the pleasure of introducing the Honored Queen, [Name]. The Bethel Guardian presents the Honored Queen with the gavel.

HONORED QUEEN: The Officers will take their stations. (Diagram 5)

Flag Ceremony

Escort of Flags as per the Ritual.

Welcome

HONORED QUEEN: Thank you for joining us today. What you’ve just witnessed is our traditional Processional and Flag Ceremony. In Job’s Daughters, we take great pride in our floorwork and our patriotism. These movements require discipline and teamwork—skills these young women practice at every meeting. We will now pause for a brief prayer, a moment of reflection central to our Bethel’s core values.

Prayer

HONORED QUEEN: **Our Chaplain will lead us in Prayer (***)**. Chaplain rises, attends at the Altar and opens the Bible as per Ritual.

CHAPLAIN: **Heavenly Father, we gather today in the spirit of friendship and service. We welcome those who have joined us today and ask that they feel the warmth of our hospitality. Grant our members the courage to lead and the wisdom to learn from one another. May our time together be productive, our words be thoughtful, and our efforts strengthen the bonds of our community. Amen.** The Chaplain returns to her station with Altar music. (Diagram 10)

Special Dispensation

If Special Dispensation is not required, omit the following wording:

HONORED QUEEN: **Recorder, (rises) you will read the Special Dispensation. (*)**

Roll Call *(optional)*

Formal roll call may be omitted, provided the Recorder notes all present, excused, and absent members in consultation with the Bethel Guardian. (*)

Escort and Introductions *(optional)*

Escort and Introductions, as per Ritual (excluding Honors), may be given at this time. (*)

Ceremony *(optional)*

Any ceremony except Membership Ceremony, Proficiency Lessons Demonstration and/or Obligation Ceremony may be done at this time. (*)

Reports *(optional)*

HONORED QUEEN: **Reports. A Bethel is more than just meetings; our Daughters will now share updates on our recent activities. From planning fundraisers to organizing our next event, these reports show the real-world leadership and project management our members develop.**

Honored Queen calls for necessary reports. (*)

Communication *(optional)*

HONORED QUEEN: **Recorder, (rises) you will read the communications.**

Communications that are timely and relevant may be read at this time. (*)

Business *(optional)*

HONORED QUEEN: **Business**

Acceptable topics include, but are not limited to upcoming Bethel events, important deadlines for registrations, presenting a motion (Parliamentary Procedure as per ritual),

member recognition, birthdays or other topics approved by the Bethel Guardian Council.
(*)

Remarks (optional)

Remarks from those called upon by the Honored Queen (*)

Coin March (optional)

HONORED QUEEN: We will now conduct our Coin March. While our members and guests remain seated, officers will move through the room to collect any loose change you may wish to donate. Today's collection is for [Insert Charity/Project], and we appreciate any contribution you can make. (optional – describe your charity or project in more detail) Thank you for your support. Rap when coin march is complete. (*)

Closing Ceremony

HONORED QUEEN: Closing Ceremony. Our chaplain will lead us in the closing prayer. (*)** Chaplain rises, attends at the Altar as per Ritual.

CHAPLAIN: Heavenly Father, as we draw this gathering to a close, we lift grateful hearts for the time we've shared and the friendships we've strengthened. May the lessons learned and the kindness shown here today stay with us as we go our separate ways. Let us carry forward the values of integrity, service, and respect, not as words, but as actions in our daily lives. May we continue to support one another and reflect the best of who we are. Until we meet again, may we walk in peace and purpose. Amen. Members respond by saying "Amen". The Chaplain then rises and reverently closes the Bible. The Chaplain returns to her station with Altar music. (Diagram 10) No raps of the gavel.

HONORED QUEEN: As we prepare to close, the Daughters may form a symbolic shape on the floor—such as a Triangle, Cross, or Square and Compass. These symbols remind us of the virtues we strive to live by outside these doors. We thank you for joining us [and invite you to stay for refreshments afterwards]. *Optional wording that may be omitted depending on the situation.*

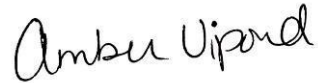
If required, insert Retiring of the National Emblem as per Ritual

HONORED QUEEN: All present will be seated except those taking part in the Closing Ceremony.

Retiring March same as per Ritual using one of the Closing Formations.

Submitted by:

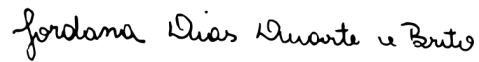
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Retiring of Capes & Crowns

Reason for change

To provide a standardized ceremony for the Retiring of Capes and Crowns. This ceremony was developed collaboratively to accommodate variations in jurisdictional practice. This ceremony is to be used at Installations or other special ceremonies.

Proposed Changes

Capes & Crowns Retirement Ceremony

Music: Appropriate solemn music. Possible selections: “The Old Rugged Cross” or “Down to the River to Pray.” May be sung.

Option 1: The capes and crowns will be placed on the Altar.

Option 2: A table, cross, or other structure is placed near the East where the capes and crowns will be placed.

BOTH OPTIONS:

Floor Work: The Officers exit the Closing Formation as per Ritual. As the music plays, and before exiting the Bethel room, the Honored Queen, followed by the Princesses, marches East to a line two steps west of the Altar, turn left and walk to the North Marching Line. This floor work is a guide and may be altered to fit your Bethel Room.

The other Bethel Officers remain standing on the West Line.

OPTION #1 (Altar)

The Honored Queen and Princesses turn at the East Line and stop in the center. They turn to face West, forming a triangle, with the Honored Queen two steps in front of the Princesses.

The Princesses walk forward on either side of the Honored Queen, proceeding together to the Altar.

Standing side by side and synchronizing their movements, the Princesses remove their capes and place them neatly on the Altar. The Princesses then remove their crowns and place them on top of their capes.

The Princesses turn and walk back together to the East Line, facing West.

The Honored Queen then approaches the Altar. She removes her cape and places it neatly on the Altar. She removes her crown and places it on top of her cape.

The Honored Queen then turns and returns to the East Line, one step in front of the Princesses.

Together, the Honored Queen and Princesses walk straight ahead to the Altar Line. The Senior Princess and Honored Queen go around the Altar on the North side, and the Junior Princess on the South side, then return to the West Line and join the other Bethel Officers.

The Bethel exits the Bethel Room per Ritual, walking in pairs through the Anteroom door.

OPTION #2 (Table/Cross/Other)

The Honored Queen and Princesses proceed to a point in front of the cross or table, forming a triangle, with the Honored Queen two steps in front of the Princesses.

The Princesses walk forward on either side of the Honored Queen, proceeding together to the cross/table.

Standing side by side and synchronizing their movements, the Princesses remove their capes and place them neatly on the cross/table. The Princesses then remove their crowns and place them on top of their capes.

The Princesses turn and walk back together to the Honored Queen, standing two steps behind her, forming a triangle.

The Honored Queen then approaches the cross/table. She removes her cape and places it neatly on the cross/table. She removes her crown and places it on top of her cape.

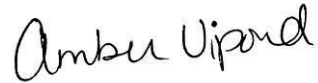
The Honored Queen then turns and returns to the Princesses.

Together, the Honored Queen and Princesses return to their positions on the West Line and join the other Bethel Officers.

The Bethel exits the Bethel Room per Ritual, walking in pairs through the Anteroom door.

Submitted by:

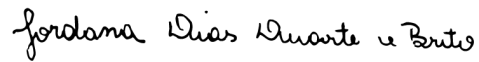
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Jackie Tomacmol, PHQ, PGG



Closing Formation Narrations

Reason for change

Three new ceremony narrations added to the Book of Ceremonies as a coordinated set. These are meant to provide Bethels with narration ceremonies for the Living Cross, the Closing Square & Compass, and the Closing Triangle. These three ceremonies have been reviewed for inclusivity and combined into one coordinated document for consistency of format and tone.

Proposed Changes

Closing Formation Narrations

These narrations may be used at a meeting or as a ceremony while visiting, for example, another masonic body, church or in the community. Customarily they are read by a Bethel Guardian or Associate Bethel Guardian but may be read by any adult or daughter.

The members, led by the Guide and Marshal, form the [Cross, Square & Compass, or Triangle] as space allows at the given venue while the Musician plays “Forward all Jobs Daughters”, “We’re Jobs Daughter Fair and True” without the members singing. Members kneel on 3 chords (four chords when using flowers). Narration may be read before the Daughters sing two versus of “Nearer My God to Thee” or “Let There Be Peace” or between the versus. The Musician then plays the selected song softly in background while narrator reads.

Triangle Narration

NARRATOR: For Job's Daughters everywhere, the Closing Ceremony is a beautiful and moving experience. The years may pass, but the special feeling from taking part in the formation of the iconic Job’s Daughters symbols never wanes. Our lessons guide us in all that we do, whether it be community service, self-development, leadership building activities, faith, or patriotism.

Some of you are seeing the closing formation of the triangle for the first time, and you may not be aware of the significance given to the location of each Officer. Triangles are the strongest shape in geometry; no matter how much weight you put on any side, the triangle remains solid and will not break. The Honored Queen is near the Altar as a reminder of humility and faithful service as the leader of the Bethel. As the pinnacle of the Triangle, the Honored Queen is the guiding light of the Bethel, leading others by example and pointing the way to the highest attainments in life. On the corners of the triangle are the Junior Princess and Senior Princess. They assure a balance is maintained in our Bethel, just as there needs to be a balance in our lives. The Officers comprise the fiber that brings the Triangle together. Together they remind us through the teachings of the Book of Job, that although the world may seem to have forsaken us at times, we must remain faithful, as our strength comes from love. Our members stand together in the Triangle, as sisters and as friends.

[OPTIONAL PARAGRAPH] Many Bethels choose to incorporate sign language into the closing formation for a very special reason. The philanthropic project of Job’s Daughters International is H.I.K.E., which is an acronym for Hearing Improvement Kids Endowment Fund. Through fund raising efforts, Job’s Daughters assist children with hearing loss to

achieve improved communication skills. Because of this philanthropy, the use of sign language has a special significance.

As the Daughters come out of the Triangle turning right and left, the diagram on the floor will be that of a large open Holy Book, a reminder of our source of strength and understanding of the will of our Creator. As you look at our members in the Triangle, let it serve us to ask ourselves if we are humble in our service to others; if we are supportive of our fellow sisters; and if we are striving to build a better tomorrow. "And in all the land were no women found so fair as the Daughters of Job."

After the Daughters sing and/or give the Mizpah Benediction, the musician will play three chords (four chords when using flowers) for Daughters to rise; conclude the closing formation.

Cross Narration (The Living Cross)

NARRATOR: For Job's Daughters everywhere, the Closing ceremony and formation of the Living Cross is a beautiful and moving experience. The years may pass, but the special feeling from taking part in the formation of this most important of Christian symbols never wanes. Like all Masonic-related organizations, Job's Daughters International bases its foundation on a belief in God, with a special emphasis on the Book of Job, the 42nd Chapter, 15th verse... "And in all the land were no women found so fair as the Daughters of Job; and their father gave them inheritance among their brethren."

The Holy Scriptures guide us in all that we do, whether it be religious, patriotic, community service, self-development or leadership building activities. For we know we must maintain our faith in God, and through trust in Him we will achieve our final reward for living a virtuous life. Some of you are seeing the formation of the Living Cross for the first time, and you may not be aware of the significance given to the location of each Officer in the Cross. The Honored Queen is at the base of the Cross as a sign of humility and service to those they serve as the leader of our Bethel. The base must be solid and strong to support the Cross. Through the Honored Queen's strength, the Cross stands high as a testament to the message it proclaims to the world. At the center of the Cross is the Chaplain, who represents our faith in God as the focal point of our organization and our lives. The Chaplain is a constant reminder of the lessons we learn from the Holy Scriptures, and of our daily need to speak with God and give our lives to His care and keeping. On the ends of the arms of the Cross are the Junior Princess and Senior Princess. They assure a balance is maintained in our Bethel, just as there needs to be a balance in our lives through an understanding and pursuit of those attributes God expects us to make a part of our lives. The Officers of the Bethel comprise the fiber that holds this Cross together by relating the truth of Job's life that although the world seems to have forsaken us at times, we must turn to God and remain faithful to Him. As we live our life with faith and patience, so will we be rewarded.

[OPTIONAL PARAGRAPH] Many Bethels choose to incorporate sign language into the closing formation for a very special reason. The philanthropic project of Job's Daughters International is H.I.K.E., which is an acronym for Hearing Improvement Kids Endowment Fund. Through fund raising efforts, Job's Daughters assist children with hearing loss to achieve improved communication skills. Because of this philanthropy, the use of sign language has a special significance.

And when we call it a Living Cross we aren't just referring to the Job's Daughters who have formed it. Instead, we mean it as a living, active force in our lives. As you look at our

members in the Living Cross, let it serve us to ask ourselves if we are humble and yet strong in our service; if God is the center of our lives; if we maintain a balance by pursuing those things God expects of us; and if we are keepers of the message and proclaim that message in our every thought, word and act. As the Daughters come out of the Cross, turning right and left, the diagram on the floor will be that of a large open Holy Bible. A reminder of our source of strength and understanding of God's will. "And in all the land were no women found so fair as the Daughters of Job."

After the Daughters sing and/or give the Mizpah Benediction, the musician will play three chords (four chords when using flowers) for Daughters to rise; conclude the closing formation.

Square and Compass Narration

NARRATOR: For Job's Daughters everywhere, the 42nd Chapter and 15th Verse of the Book of Job has special significance: "And in all the land were no women found so fair as the Daughters of Job, and their father gave them inheritance among their brethren."

Today, in order to become a Job's Daughter, one must be related to or sponsored by a Master Mason, or related to a Majority Member of Job's Daughters; this is a Job's Daughter's inheritance. The gift of Masonic heritage is one our members hold dear, so here before you, these Job's Daughters have formed the Square and Compass, symbolic emblems of Masonry. At each of our meetings, we ask for a blessing upon the Master Masons who give us heritage, recognizing the special relationship Job's Daughters shares with the Masonic Lodge.

We learn much from the doctrines of Masonry: the ideals of charity and love, equality and upright living. We aspire to love one another, teach one another and help one another. The Closing Ceremony of Job's Daughters is a beautiful and moving experience. The years may pass, but the special feeling from taking part in the formation of this important Masonic symbol never wanes.

Some of you are seeing the closing formation of the Square and Compass for the first time, and it is right that we pause to recognize its profound meaning. As a representation of the tools used by an architect, no symbol is more universally recognized as the emblem of Freemasonry. At the heart of its meaning is the call to live a life filled with brotherly love, focused on charity, dedicated to truth – a life that is honest, true and dignified.

The Square stands as a timeless emblem of integrity. In Job's Daughters, we pledge ourselves to this path of integrity. Just as the strength of a building rests upon its perfect corners, the strength of our character rests upon living life squarely - upright, honest, and true. The Officers of our Bethel form the living lines of this Square, bringing balance, peace, and harmony to our work, and reflecting the virtues of piety, honesty, and reverence that anchor our organization.

The Compass gently crosses the Square. At its apex, near the Altar, stands our Honored Queen, representing the pivotal role faith plays in the leadership of our Bethel. A Compass is used to create perfect circles, symbolizing friendship, love, unity and infinity. May our circle be forever unbroken and our connection never severed.

The Square and Compass are working tools, reminding us that life is an ongoing work-in-progress. We shape within our hearts a cornerstone, polished to gentle radiance and refined to a flawless strength, that may anchor a foundation strong enough to uplift all who journey beside us.

[OPTIONAL PARAGRAPH] **Many Bethels choose to incorporate sign language into the closing formation for a very special reason. The philanthropic project of Job's Daughters International is H.I.K.E., which is an acronym for Hearing Improvement Kids Endowment Fund. Through fund raising efforts, Job's Daughters assist children with hearing loss to achieve improved communication skills. Because of this philanthropy, the use of sign language has a special significance.**

As you look at our members in the Square and Compass formation, let it serve us to ask ourselves if we are maintaining a balance in our lives, encircling others in our love, creating a strong foundation of faith, and living life squarely. As the Daughters come out of the Cross, turning right and left, the diagram on the floor will be that of a large open Holy Bible. A reminder of our source of strength and understanding of God's will. "And in all the land were no women found so fair as the Daughters of Job."

After the Daughters sing and/or give the Mizpah Benediction, the musician will play three chords (four chords when using flowers) for Daughters to rise; conclude the closing formation.

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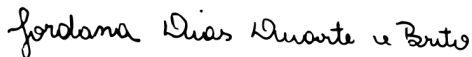
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Jackie Tomacmol, PHQ, PGG



Ceremony of the Lilies

Reason for change

This new ceremony originated in Brazil and we have updated to be more inclusive of diverse family structures and remove the “perfection” language. The purpose is to present new members and their families after the Membership Ceremony.

Proposed Changes

Ceremony of the Lilies

To be performed after the Membership Ceremony, either during an open meeting or during the Good of the Bethel portion of a regular Bethel meeting.

Preparation: *You will need Lily of the Valley or other flowers to present to each new member at the end of this ceremony.*

HONORED QUEEN: **Parents, guardians and families, your daughters entered here as our friends, and at this moment they are already members of Job’s Daughters International, our new sisters. This is a celebration of unity and welcoming.**

SENIOR PRINCESS: **Each person around us has a unique and valuable light. More than searching for an idealized image, we invite all of you to see and appreciate the genuine qualities that already exist in each family member. When parents and children see each other in their true essence, cultivating mutual respect and admiration for one another's qualities, the bonds that unite them are strengthened.**

JUNIOR PRINCESS: **Daughters who are joining us today: Always remember that the beauty of a journey manifests itself in how we connect with the world. May you cultivate kindness towards others, develop resilience to face challenges, practice gratitude, and discover, in each person and situation, reasons to grow and contribute.**

GUIDE: **Remember also that every impatient word can wound a heart. Every act of indifference can push away those we love and every hasty judgment limits us.**

MARSHAL: **However, in every gesture of acceptance, we make someone stronger. In every act of empathy, we celebrate life. In every smile we share, we plant a seed of hope. People of faith and patience, like Job, know how to find strength to honor the human condition and marvel at the beauty of the connections we build.**

LIBRARIAN: **Never forget that the support and affection built throughout life are like foundations. May you recognize and value the care you received from all the role**

models who helped you get to where you are today, whether they were parents, guardians, grandparents, uncles, aunts, or Bethel sisters each with their own unique way of loving.

RECORDER: Let us acknowledge those who, with dedication, carried responsibilities, offered time and dreams so that new paths could be taken. Each gesture of support and each silent sacrifice were seeds for your growth.

MUSICIAN: Reflect on all this and realize how much you are loved. For you, many worked, dedicated themselves, and faced challenges. Honor these bonds and, more than that, cultivate love through respect, presence, and gratitude. Love is strengthened when practiced daily, in building a path of integrity and caring for those around us.

TREASURER: The coherence between who we are and what we do reflects our character. May you continue with honesty, kindness, and authenticity, spreading around you the example of sincere feelings and good intentions. May simplicity and integrity, represented by the simple beauty of the lilies of the valley, be a commitment you make to yourselves and your community from this day forward.

CHAPLAIN: You have made a commitment to yourselves and to the ideals that unite us. We hope that this new journey that begins will be special, meaningful, and full of shared learning.

HONORED QUEEN: We now invite each of you to introduce your parents, guardians, or family members who are present here. Give them a lily of the valley (or another appropriate flower) as a symbol of the journey you are beginning together and the commitment to cultivate, from this day forward, a relationship of respect, admiration, and mutual growth.

Each new Daughter receives a lily of the valley (or another appropriate flower), proceeds to the East, and invites her family present to come forward and introduce them.

HONORED QUEEN: To the new members, their families, and friends, with time you will see the Bethel is all that we have spoken of: kindness, respect, mutual admiration and unity. Welcome. (applause) This concludes our ceremony. (*)

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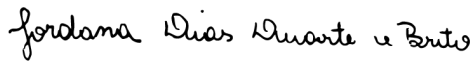
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Clothesline of Memories

Reason for change

This new ceremony originated in Brazil and is a presentation for prospects at an open meeting, closing of the term (outstallation), or at a friendship meeting. It uses photos from the Bethel and reflections for the daughters to symbolize the love, unity, and lessons of sisterhood, culminating in a visual display of meaningful memories that represent the bonds within the Bethel.

Proposed Changes

Clothesline of Memories

This ceremony is appropriate for prospective members at an open meeting, closing of a term (outstallation), or at a friendship meeting.

Guidance: A small clothesline and several photos of the Daughters sharing meaningful moments together are needed. Photos may be provided by the Daughters or by the Bethel Guardian Council. The clothesline should be placed in the East, or in a location appropriate to your Bethel room. Each Daughter will hold a photo at her station. After delivering her part, she will proceed to the clothesline and hang her photo. By the conclusion of the ceremony, the displayed photos will form a collection of shared memories from your Bethel.

HONORED QUEEN: Dear sisters, Job’s Daughters family and guests, today is a day of celebration and gratitude in our Bethel. In this spirit of unity, I would like to bring a reflection about love, inspired by great authors and ideas.

CHOIR: True love is the kind that uplifts us, that is kind, patient, and sincere. It does not seek its own interests but gives itself freely; it is humble and grand at the same time. As Camões says, “it is to be bound by one’s own will, to serve the one who conquers, the conqueror.” This love is human and real, and that is precisely what makes it so beautiful and unique.

HONORED QUEEN: Today, we celebrate such love: sincere, altruistic, and strong—our fraternal love. A love that is reflected in every bond we build within this organization, in the lessons we learn together, and in the joy of sharing such special moments. Thus, we would like to convey this love through the lessons present in our memories.

OUTER GUARD: In this memory that I hold, I guard myself against words that wound and those that try to sow doubt in my heart. I give them no space, for my sisters are my shield, standing beside me, protecting me from the shadows and strengthening the light within me.

INNER GUARD: In this memory that I hold, I recall the importance of caring for my inner self. Preserving our essence is vital, but above all, I have learned to admire and love the unique essence of each of my sisters.

JUNIOR CUSTODIAN: In this memory that I hold, I learned to extend my hand to those in need, following the example of my sisters. With them, I discovered that true value lies in actions that come from the heart.

SENIOR CUSTODIAN: In this memory that I hold, I cultivate humility alongside my sisters, for we have learned that pride can be the ruin of a flower in all its beauty.

FIRST MESSENGER: In this memory that I hold, I learned that prosperity may manifest in many ways in our lives, and it is up to us to decide how to receive this blessing. For me, my sisters are the most beautiful expression of this gift, and I have chosen to love them with all my heart.

SECOND MESSENGER: In this memory that I hold, I learned that even in the most challenging difficulties, God has blessed me with loyal sisters. With them by my side, no obstacle is insurmountable.

THIRD MESSENGER: In this memory that I hold, I remember how, in the midst of trials, I came to question God's plans. But then my sisters reminded me that my faith must always be greater than my doubts.

FOURTH MESSENGER: In this memory that I hold, I remember when I achieved triumph even when everything seemed lost. It was then that I realized my joy was not only mine, but also my sisters', who celebrated beside me with full hearts.

FIFTH MESSENGER: In this memory that I hold, I lived alongside my sisters a triumph that resembles roses blooming after a harsh winter, bringing color and life where there was once only cold. Together, we learned to trust in the light of renewal and the beauty that arises after adversity.

LIBRARIAN: In this memory that I hold, I sought knowledge in every expression of life: in art, culture, popular wisdom, and science. But I also found wisdom in my sisters, for a truly rich life is not limited to teaching—it is, above all, learning.

MUSICIAN: In this memory that I hold, I realized that life is like a melody woven by gestures and words. And among all the harmonies I have ever heard, the most beautiful was the one I composed alongside my sisters.

RECORDER: In this memory that I hold, I recorded every action and word of mine and my sisters in the great record of life. Together, we learned the power of words, which once spoken, never return.

TREASURER: In this memory that I hold, I learned to protect my greatest treasures with great care. My sisters are among the most precious, and for that reason I will never cease to be devoted and loyal to them.

CHAPLAIN: In this memory that I hold, I remember that God sent His Son to guide mankind to the light amid the darkness of the world. Just as He showed us the path, I believe He also sent me my sisters so that together we may walk in the light of His word, in unity and faith, as we have been taught.

MARSHAL: In this memory that I hold, I learned not only to love my national identity, but also to be responsible for caring for our home. I realized that I am not alone in this mission, for my sisters love it just as much as I do, united in care and harmony, as if the very essence of our organization lived within each of us.

GUIDE: In this memory that I hold, I learned that with every step taken with the purest intentions, we come closer to the path of peace and happiness. On this journey, I learned to guide my sisters and, at the same time, to be guided by them, intertwining our steps in the dance of wisdom and love.

JUNIOR PRINCESS: In this memory that I hold, I carry in my heart the strength of our sisterhood. Although we are equal in essence, our individualities make everything even more beautiful, like a tapestry of unique colors and shapes. Beside my sisters, I learned that beauty lies in our diversity.

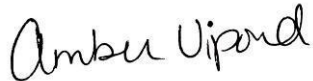
SENIOR PRINCESS: In this memory that I hold, I carry our home that welcomes us with the purest love, and our organization asks only that we love it through the bonds that unite us. Beside my sisters, I learned to be gentle and kind, but also to fight courageously for what I desire, knowing that I will never be alone on this path.

HONORED QUEEN: In this memory that I hold, I return to the phrase, “to serve the conqueror,” and I realize that serving what we love with humility is one of the greatest expressions of true love. Choosing to devote oneself to an organization that, in return, gifts us with sisters that life itself could not give us is an act of surrender and trust. In a world where material things are fleeting, stories and feelings endure. True love is the kind that uplifts us, that is kind, patient, and sincere. Therefore, true love is manifested in sincere giving, without self-interest, and in the humility to serve. It is beautiful in the contradictions that make it unique, strong in its generosity, and noble in the simplicity of giving oneself to others. It is this combination that makes it so special and transformative. I invite the visiting Daughters who feel comfortable to please stand. I would like to show, through these photos, a small glimpse of who we are. This is a small representation of the love that unites us, a demonstration of our sisterhood, our essence, and the bond we share.

HONORED QUEEN: This completes our ceremony. (*)

Submitted by:

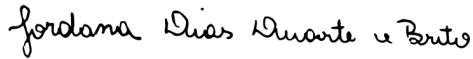
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Jackie Tomacmol, PHQ, PGG



In Honor of Women

Reason for change

This new ceremony originated in Brazil and is intended to fit occasions such as International Women’s Day, Mother’s Day, or any other time we want to celebrate women in our lives.

Proposed Changes

In Honor of Women

(All officers in place. Members assembled. The Honored Queen calls the ceremony to order.)

HONORED QUEEN: Today we gather to honor the women in our midst — women of strength, faith, and tenderness. We celebrate not just what women do, but who they are: the courage they carry, the resilience they embody, and the light they bring to every room they enter.

OFFICER 1: To belong to this circle is to carry something precious: the knowledge that you are not alone. We walk this path together — in times of joy and in times of challenge alike.

OFFICER 2: From the ancient wisdom of Job: “But He knows the way that I take; when He has tested me, I shall come forth as gold.”

OFFICER 3: This passage reminds us that every challenge faced is also an opportunity for growth. Just as gold is purified by fire, so too are our character and courage forged through difficulty.

OFFICER 4: We do not celebrate what has been easy. We celebrate what has been earned — through persistence, through courage, through the choice to rise again after every fall.

OFFICER 5: Each person who recognizes her own strength becomes an endless source of inspiration to those around her.

OFFICER 6: So recognize yourselves. Be proud of the story you carry. Value who you are and all that you are becoming.

OFFICER 7: Be true to what you believe. Do not let anyone silence your voice, diminish your dreams, or dim your light. Every one of us carries within ourselves the power to change lives, to transform our communities, and to shape the future.

OFFICER 8: Another passage from Job reminds us: “For His eyes are upon the ways of man, and He sees all his steps.” Whatever power you believe guides the universe — know that your acts of courage, kindness, and service do not go unseen.

OFFICER 9: May we always remember that every step taken toward justice, toward compassion, and toward integrity matters — in this room and far beyond it.

OFFICER 10: Never fail to value gentleness alongside strength. Be sensitive, kind, and honest in all that you do. In a world that can be harsh, choosing to be gentle takes real courage — and that courage is its own kind of power.

OFFICER 11: We are powerful not because we never feel fear, but because we move forward in spite of it. We earn our place with dignity, determination, and dedication.

OFFICER 12: We are daughters, sisters, friends, leaders, caregivers, and dreamers. We are a presence that embraces, a voice that encourages, and an example that inspires.

OFFICER 13: Today and every day, we celebrate those who become heroes of their own stories — through faith, through patience, through courage, and through hope.

HONORED QUEEN: And so we honor you — every woman in this room, and every woman whose strength has shaped our lives. May we carry this recognition with us always, and may we never stop being worthy of one another.

Submitted by:

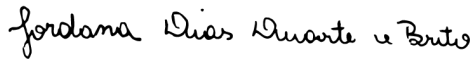
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Kori Radloff, PGG, PBG, BG



Jackie Tomacmol, PHQ, PGG



Farewell Ceremony

Reason for change

Addition — This new ceremony is for closing a Bethel or when members are joining another Bethel.

Proposed Changes

Farewell Ceremony – Closing or Moving of a Bethel

This ceremony is intended for a special Closed or Open meeting (as approved) to honor a Bethel at its closing or as members move to another Bethel. It would be appropriate to invite Majority Members, Past Honored Queens or friends of the Bethel.

Preparation of Bethel room:

- *Bethel Room is set up as per Ritual.*
- *National Emblem and Bethel Flag in the East.*
- *Lights softened if possible.*
- *Appropriate music selected by the Director of Music (optional instrumental background).*
- *If needed, positions can be filled by MM or Daughters from other Bethels.*

The Bethel is assumed to be open prior to this ceremony according to the Ritual.

BETHEL GUARDIAN: We have assembled here to bring a close to Bethel No. _____ , _____ [location], _____ [State] of Job's Daughters International.

We pause not in sadness, but in gratitude for the memories created and the lasting impact this Bethel has had on each of us. A Bethel is more than a name or a number. It is a place where lessons are taught, friendships are formed, faith is strengthened, and young women are guided in the paths of patience, truth, and love.

Entrance

Officers may enter by following Guide and Marshal in marching pattern around the room – and dropping off as they would similar to regular meeting. Director of Music can play song of her choice and there is no need to stop in the East to introduce the Honored Queen.

BETHEL GUARDIAN:

Optional – Insert write up of Bethel History. Ideas of what to include:

- *When was Bethel instituted, where did Bethel meetings take place*
- *Changes in meeting locations, days of the week, commencement time*
- *Activities enjoyed over the years. Note popular activities through the decades.*
- *How did fundraising efforts change over the years?*
- *When was the peak membership of the Bethel?*

Following many years of declining membership, we come together to lovingly retire the emblems, capes and crowns and Charter that have served as a cornerstone of Job's Daughters International and Bethel No. _____, _____ [Location].

Before proceeding with our ceremony, we will ask for a blessing from above.

CHAPLAIN: Father, we humbly give thanks for the many blessings shared within this Bethel. We are grateful for the hands that served, the voices that sang, the hearts that learned, and the friendships that endured. May the light kindled here never be extinguished in the lives of its Daughters. Guide each one as she moves forward, strengthened by the lessons learned in this Holy Place and inspired to live with integrity, compassion, and purpose. Bless the parents, guardians, and all who so willingly gave of themselves in service and love. May we always remember the mission and ideals of Job's Daughters wherever these lessons are carried forward. Amen.

BETHEL GUARDIAN: It is now my pleasure to introduce the Honored Queen of Bethel No _____, _____ [location], _____, [name] who will preside over the remainder of the ceremony. The Bethel Guardian and Associate Bethel Guardian descend the dais, turn left on the East Line and proceed side by side to their stations on the South Sideline and are seated.

HONORED QUEEN: Job's Daughters International provides an obligation which is a precept for guidance as we journey through life. Our organization is reflected in how we live our promises each day. If we live it with sincerity and truth, ever striving to attain perfection in its ideals or fraternity, then the name of Job's Daughters is exalted and glorified. In taking our obligation, we make a solemn pledge, not only to God, but to our better selves. Let us always bear in mind that each Daughter is a living symbol of these exalted principles and should conduct herself in such a manner that will reflect credit to our beautiful organization.

Job's Daughters aims to provide a well-rounded experience for its members in all facets of life. This better prepares us for handling the situations and decisions that await all of us for the rest of our lives. Throughout our time in this Bethel, we have had a lot of fun and held many activities which gave us a chance to develop long-lasting friendships. Together, we have shared the excitement of growing up and many special moments. But most importantly, we share a special love for one another that is fostered by the close bond that Job's Daughters offers to each one of us. It's a distinctive opportunity and it's one that our members will cherish forever.

Our emblems and symbols hold special meaning for us. They show that we are inspired to love God, our country and all the world. We are an integral part of the Masonic family, and we thank everyone in attendance for the support that you have given to our Bethel.

JUNIOR CUSTODIAN: *Junior Custodian picks up Dove from the pedestal. I am holding the white Dove, which teaches us peace, thoughtfulness and love as reflected in the life of Job. He thought not of himself, but of giving to others a helping hand when needed. Junior Custodian takes Dove and using the East Line and South Marching Line, walks to her place one step south of the Treasurer's chair, facing the Altar.*

As Junior Custodian reaches the South Marching Line and turns in at the Treasurer's chair, FIRST MESSENGER and SECOND MESSENGER stand in front of their seats and turn toward the Altar.

SENIOR CUSTODIAN: *Senior Custodian picks up Urn of Incense. I am holding the Urn of Incense, which gives us the light of courage. The Urn reminds us to have faith in God, as Job did during his trials. Senior Custodian takes Urn and using the East Line and North Marching Line, walks to her place one step north of the Chaplain's chair, facing the Altar.*

As Senior Custodian reaches the marching line and turns in at the Chaplain's chair, CHAPLAIN moves to the side of the Altar, facing East; and THIRD MESSENGER and FOURTH MESSENGER stand in front of their seats and turn toward the Altar.

LIBRARIAN: *Librarian uses the East Line to approach the Honored Queen, she receives the Lily of the Valley from the Honored Queen; turns and faces West. The emblematic flower of our organization is the Lily of the Valley which teaches us that beauty beams from strength, persistence can lead to growth, and friendship can be found in unexpected places. This symbolic flower, the Lily of the Valley, is meant to be a reminder of our organization's motto, "Virtue is a quality which highly adorns woman."*

The Librarian turns right on the East Line, turns left on the North Marching Line, and turns at a point halfway between the Chaplain's chair and East Line, turns and faces West. As the Librarian turns on the North Marching Line, FIFTH MESSENGER stands in front of their seat, facing the Altar.

RECORDER: *Recorder uses the East Line to approach the Honored Queen, she receives the Horn of Plenty from the Honored Queen; turns and faces West. The emblem of the Third Epoch, the cornucopia, means plenty or abundance. After Job's tribulations, God rewarded him with great riches and a long life of happiness.*

The Recorder turns left on the East Line, turns right on the South Marching Line, and turns at a point halfway between the Treasurer's chair and East Line, turns and faces West.

GUIDE: *Guide uses the marching lines and retrieves the Bethel flag from its holder in the East. She stands on the East Line in front of the Junior Princess, facing West. (Holding out the Job's Daughters' flag.) Our flag shows the emblem of our organization. The three corners of the triangle remind us of the three main teachings of Job's Daughters -*

the love of God, love of country, and love of home. The Honored Queen, Senior Princess and Junior Princess remind us of the three Daughters of Job. Our colors are purple and white: purple representing the royalty of womanhood, and white symbolizing integrity, strength and grace.

The Guide turns left on the East Line and stops at the intersection/corner of the East Line and South Marching Line.

MARSHAL: *Marshal uses the marching lines and retrieves the [country] flag from its holder in the East. She stands on the East Line in front of the Senior Princess, facing West.*

(Holding out the [country] flag.) One of the primary lessons of Job's Daughters is respect for our country, its laws, those who have made possible the wonderful freedoms we enjoy today, and respect for our flag - the symbol of our great nation. Throughout our lives, this lesson becomes the binding thread that holds the very fabric of our values together.

The Marshal turns right on the East Line and stops at the intersection/corner of the East Line and North Marching Line.

JUNIOR PRINCESS: *Junior Princess rises at her station. My station is to remind you of the lessons of the First Epoch. Remember always to be patient and diligent in your work, and as Job endeavored to teach his children of the power of prayer, may you also continue being useful instruments in conveying God's love and peace.*

Junior Princess removes her cape and crown and descends dais to East Marching Line in front of her station in the East.

SENIOR PRINCESS: *Senior Princess rises at her station. My station symbolizes the important lessons of the Second Epoch, the story of Job's anguish and suffering, and the final triumph of his dedication to his Creator. If you ever begin to doubt that there is a Supreme Being, study the soft colors of the sunrise or the fragrant beauty of a rose, and your faith will be renewed.*

Senior Princess removes her cape and crown and descends dais to East Marching Line in front of her station in the East.

HONORED QUEEN: *Honored Queen rises at her station. Our time within these walls is drawing to a close, and the moments we have shared will rest in memory. To every Daughter who ever wore a white robe, to every parent, guardian, Mason, and supporter, we offer our deepest thanks. May the friendships formed here remain unbroken, may the lessons learned remain unwavering, and may the spirit of Job's Daughters continue to guide us all.*

As we go forward, remember the Book of Job, Chapter 42, Verse 15: "In all the land were no women found so fair as the daughters of Job; and their father gave them inheritance among their brethren."

Honored Queen removes her cape and crown and descends dais to East Marching Line in front of her station in the East.

CHAPLAIN: Chaplain attends at the Altar and assumes the attitude of prayer. On our Altar is a precious possession, the open Book of Holy Scriptures. It is a symbol of our faith and courage and reminds us of the patience of Job. It is a rule and guide for our journey through life. Throughout history, people have looked to God for guidance. We find that guidance in this Book of Holy Scriptures.

HONORED QUEEN: As we close our farewell, let us ask the blessing of our Heavenly Father. All in attendance will please rise.

CHAPLAIN: Our Father in Heaven, we thank You for Job's Daughters International. Ever keep us mindful of the valuable lessons of our organization so that we may always be "The Fairest in the Land". We ask for Your blessing on those who are present here today. May the beauty of our beloved organization shine in their hearts. Instill in us the patience and faith of Job as we depart here to go our various ways. Guide us all in a life that better serves You. Amen.

Chaplain reverently picks up the Bible and remains at the Altar holding it, facing West.

Bethel Guardian and Grand/Jurisdictional Guardian rise from their seats. Bethel Guardian takes Charter from Guardian Secretary's desk and enters the semi-circle between the stations of the Treasurer and First Messenger. Grand/Jurisdictional Guardian enters the semi-circle between the stations of the Chaplain and Third Messenger. Once in place, the Bethel Guardian hands the Charter to the Grand Guardian.

GRAND/JURISDICTIONAL GUARDIAN: All will please join in the Mizpah Benediction: "May the Lord watch between me and thee while we are absent one from another." The Bethel Guardian and Grand/Jurisdictional Guardian return to their seats.

HONORED QUEEN: Though this Bethel may close, its light continues in each of us. This concludes our Farewell Ceremony. (*) All present will be seated except those taking part in the Closing Ceremony.

Retiring March same as per Ritual using one of the Closing Formations.

Submitted by:

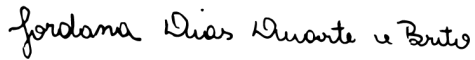
Amber Vipond, PHQ, PGG, Ritual Revision Co-Chair



Marcy Jaqua, GG, Ritual Revision Co-Chair



Jordana Brito, PHQ, PBG



Bonnie Conner, PHQ, PBG



Mariana Cota, PHQ



Sandra Dorr, PHQ, BG



Heather Havens, PHQ, GG



Kori Radloff, PGG, PBG, BG



Jackie Tomacmol, PHQ, PGG



Honoring Other Masonic Bodies

Reason for change

Two versions of the Masonic Tribute Ceremony will now be offered. The existing ceremony has been revised, and a new companion ceremony has been created with a streamlined focus on tribute rather than historical context. Both ceremonies are structured in a modular format, allowing individual Bethels to use only the sections relevant to the Masonic bodies active in their jurisdiction.

Proposed Changes

Section G: Ceremonies for Other Organizations

Honoring Masonic Organizations (Option 1: Historic)

This ceremony may be done as a stand-alone presentation with no formal opening or meeting. No Altar is necessary, Daughters wear Official Regalia. One or more narrators may be used. Musician plays march music as Daughters enter, forming Square and Compass. Soft music may be played during reading. Lights semi-dimmed.

NARRATOR:

Welcome, friends and family. Tonight [today], we honor four kindred organizations whose teachings have uplifted minds, guided hearts, and inspired generous deeds across generations. We celebrate their ideals; faith, loyalty, charity, wisdom, love - and the light they cast upon the paths of all who seek what is good, true, and enduring.

a. Masons

NARRATOR: **The history of Masonry dates back to the time before the Christian era. Later, in the middle of the Seventeenth Century, skilled builders and architects banded together for the protection of their craft and the prosperity of their skills. They travelled as need required and governed themselves, building the cathedrals and great works of the medieval age.**

In 1702 a lodge in London, England opened its doors of Masonry to men unskilled in architecture. As the demand for operative skill decreased, the moral principles within the fraternity drew men of character and distinction. From this opening grew the Free Masonry we know today – an organization long devoted to the elevation of thought and the advancement of noble deeds.

Although often challenged for its dedication to free thought and its higher ideals, it endured, strengthened by the sacrifices of those who believed that goodness and truth must ultimately prevail. A writer on Masonry notes that the fraternity's great secret is its ability to awaken an awareness of the divine within each person, inspiring lives shaped by faith, hope, and courage – the source of all true virtue.

Full lights here.

“The doctrines of Masonry are the most beautiful that are possible to imagine. Love one another, teach one another, help one another. This is all our doctrine, all our science, all our law. It is impossible to be a good Mason without being a good man.” – Winwood Reade, *The Veil of Isis* Tonight, we honor the Square and Compass – the emblem of work governed by wisdom, of strength guided by love, and of life measured by virtue. Solo: “How Firm A Foundation”. March music for Daughters to retire.

b. Eastern Star

Musician plays march music as Daughters enter to form a star. Soft music may be played during reading. Lights semi-dimmed as member enter, then raised later.

NARRATOR: Women historically were not part of the Masonic Order. Yet women’s hearts answer the same high call to service, fellowship and devotion. From this desire arose the Order of the Eastern Star - a fraternal fellowship of women (and today, men as well) bound by kinship to Masonry and committed to faith, fidelity and love.

This glorious star, significant of the Star of Bethlehem which heralded the Light of all Lights, has shed its radiance across the world in less than a century. Its dignity and beauty are honoured by Masons and all who behold it. Let the rays speak.

[Optional: lights or something symbolic of each color may be used as the narrator reads each color]

The ray of blue has taught us too that God loves us as fathers do. Fidelity in each kindred soul is the valued lesson by the blue ray told. The golden light of the second ray has changed the outlook of many a day. Here we recall that labor brings love, the reward of labor sent from above. Constancy of purpose be it humble or great is blessed with companionship, a joy to relate.

Loyalty shines from the pure ray of white and loyalty pierces the darkness of night. It demands allegiance to family and friend, to Nation, to God, to the World, without end. Loyalty is the lesson on our hearts we must write if God is to guide us in the pathway of right.

Green pastures mean growth and new life on the earth for good Eastern Stars, green symbolizes rebirth. The green of the fourth ray is the hope of all men for it tells by its story, “We shall live again.” The red of the fifth ray is the symbol of love, mother love, Fraternal love, the love from above That God in His Fatherhood gives to each one, who seeks but to know Him and His Blessed Son. Order of the Eastern Star, we honor your teachings of faith, loyalty, and love; your good deeds; and the noble service of your members to country and state. This star of your Daughters is our tribute to you, with our respect and honor, in all that we do. [Option] *In loving tribute one of our Daughters sings:* (“the Lord is My Light”. March music for Daughters to retire.

c. Order of the Amaranth

Marshal: Star dissolves into a Circle/Wreath formation around a Crown & Sword placed on a small stand or on the altar. [Lights: Warm gold/rose; soft underscore continues.]

NARRATOR: The Order of the Amaranth traces its lineage to royal beginnings, descending from an order established in 1653 by Queen Christina of Sweden. This remarkable young monarch, who ascended the throne of her war-torn nation at only six years old, dedicated her life to learning, culture and the arts.

It was she who envisioned the first Order of the Amaranth, created in honor of Lady Amaranth, a woman celebrated for her rare beauty, grace, and noble spirit. For many years the Order was immensely popular throughout Europe, its prestige drew the most distinguished ladies and gentlemen, who regarded membership as a high honor. During Christina's reign, the Order shone with all the splendor of the royal court – its ceremonies adorned with dignity, pageantry, and quiet magnificence.

The Order of the Amaranth appeared again in France when the Lodges of Adoption were organized about 1730, each of which was under the control of a Masonic Lodge. The Supreme Council of the Order of the Amaranth was formally organized in New York City in 1873 by Robert McCoy, a 33rd Degree Mason, assisted by Robert Morris and several other prominent Masons. Their original intent was to have Amaranth as the third degree in an organization for young women with Masonic affiliation, but in 1921 this idea was changed, and the Order of the Amaranth became a distinct, independent organization. The Supreme Council of the Order of the Amaranth of the World draws its membership direct from Masonic families.

The teachings of the Order of the Amaranth are eternal. Through its dignified ceremonies, we are reminded of our responsibilities to our highest principles, to our communities, and to one another. The ideals of home, friendship, and hospitality, together with enduring lessons of truth, faith, wisdom and charity, and our shared devotion to our nation inspire us to uphold the highest standards of conduct and honorable actions.

The leaves of the amaranth plant have long represented distinction and honor. When formed into the "Amaranthine" wreath – an unbroken circle – they reflect the enduring bond of friendship and unity that surrounds this beloved Order. At the center of the Standard, the Amaranthine Wreath encircles the Crown and the Sword, symbols of heritage and strength that, together, represent our shared purpose and enduring unity.

d. White Shrine of Jerusalem

NARRATOR: The ritual of the Order of the White Shrine of Jerusalem is founded upon the birth and life of Christ. Its teachings are scriptural and intended to illustrate and impress upon the minds of the initiates, the humble but glorious birth and life of Him who walked the challenges of this world with courage and compassion.

The mission of the Order is to uphold the simple and uplifting message of Christ and to carry forward His call for peace and goodwill. It encourages us to do noble deeds, extend kindness and offer comfort, bringing light to those who may feel surrounded by darkness in times of sorrow or hardship. There is but one degree and the obligation is based upon the

honor of those who obtain it, and once voluntarily assumed, is perpetual. The emblems are the star, the Cross, and the shepherd's crook.

The beautiful story related by the three wise men and the shepherd reminds us to practice patience, compassion, and thoughtful kindness. Though we cannot always see the path ahead, if we are sincere, conscientious, and walk faithfully in the light we are given, we can trust that the journey – and its outcomes – rest safely in the hands of the One who guides all things with wisdom and love.

Honoring Masonic Organizations (Option 2)

This ceremony may be done as a stand-alone presentation with no formal opening or meeting. No Altar is necessary, Daughters wear Official Regalia. One or more narrators may be used. Musician plays march music as Daughters enter, forming Square and Compass. Soft music may be played during reading. Lights semi-dimmed.

NARRATOR:

Tonight [today] we gather to honor Freemasonry, the Order of the Eastern Star, the Order of the Amaranth and the White Shrine of Jerusalem. Four companion organizations whose histories are distinct, yet whose purposes are beautifully aligned.

Together they call us to fidelity – to remain true to our principles, our families, our communities, and to the quiet voice of conscience within. They teach us to stand firm in integrity, to act with honesty, and to measure our deeds by the good they bring into the world.

They remind us of the power of hope: that every life knows seasons of challenge, yet renewal is always possible; that growth can arise from difficulty; and that light is never so meaningful as when it enters a place of shadow. Whether expressed as rebirth, transformation, or the promise of new beginnings, this hope is a gift shared generously by all four organizations.

They call us to steadfast labor – not simply the work of hands, but the work of the heart. The work that builds understanding, sustains families, strengthens communities, and offers kindness without expectation of return. Through this labor, love becomes active; compassion becomes a living force.

They teach loyalty: to one another, to ideals that endure beyond the moment, and to the shared human longing for peace, justice, and harmony. In loyalty we find trust; in trust, unity; and in unity, the strength to accomplish what none could achieve alone.

They remind us that wisdom is not merely knowledge, but the thoughtful use of knowledge – guided by humility, tempered with compassion, and illuminated by the awareness that every person carries within them a spark of higher purpose.

Each, in its own way, has sought to nurture character, inspire service, and kindle a light within every heart that seeks to live with meaning.

[option for masons]

The symbols before us remind us that every human life is a work in progress, shaped by the choices we make and the care we offer to others.

Here, the Square and Compass of Freemasonry calls us to build lives of integrity: to measure our actions with honesty, to shape our days by conscience, and to seek wisdom that steadies our strength. They remind us that truth is not simply believed, but practiced; and that character is revealed in how faithfully we live our ideals.

[option for eastern star]

Solo: "How Firm A Foundation"

Musician plays march music as Daughters enter to form a star.

Soft music may be played during reading. Lights semi-dimmed as member enter, then raised later.

Around us now shines a star whose rays speak to the universal longings of the human heart: the desire to be faithful, the hope that never fades, the loyalty that binds communities together, the promise of renewal, and the enduring power of love.

These principles of the Order of the Eastern Star live not only in ceremony but in the daily effort to listen with patience, to act with courage, to stand by those in need, and to let compassion guide our steps.

[option for Order of the Amaranth]

"The Lord is My Light". March music for Daughters form a Circle/Wreath. Soft music may be played during narration. Lights semi-dimmed as member enter, then raised later.

The Order of the Amaranth's unbroken circle surrounding the Crown and Sword symbolizes unity and fellowship – people linked by shared purpose and lifted by mutual support. It teaches that leadership is most noble when it serves others, and that strength is most honorable when guided by compassion.

The wreath encircling these symbols whispers the timeless truth that friendship, loyalty, and service form a bond stronger than circumstance. Where we join hands, we create community; where we offer kindness, we build hope.

[option for white shrine of Jerusalem]

Musician plays march music as Daughters enter to form a cross.

Soft music may be played during narration. Lights semi-dimmed as member enter, then raised later.

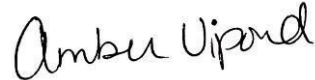
The symbols of the Star, the Cross, and the Shepherd's Crook of the White Shrine of Jerusalem speak to a shared commitment to gentle service, steadfast care, and the call to walk with compassion. They remind us that countless lives have been brightened by simple acts of understanding, by words that lift the weary, by the quiet courage of those who choose kindness even when the world feels uncertain.

Tonight [Today], as [these symbols and formations weave their story around us], we honor not only the organizations themselves, but the shared ideals that make them kindred: ideals that reach across generations, across traditions, and across every boundary that separates one human heart from another. We honor the heritage entrusted to us, and we pledge to carry its light forward.

Musician plays march music as Daughters retire.

Submitted by:

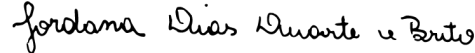
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