

UNDERSTANDING OF PERFORMANCE AND CONDUCT

This Understanding of Performance and Conduct is being entered into between _____, as a Grand Officer for the Jurisdiction of Oregon ("Grand Officer"), and Oregon Grand Assembly, International Order of the Rainbow For Girls ("OGA") to set forth our mutual understanding of the following terms, agreed and acknowledged to by our signatures appearing below.

RECITALS

A. Grand Officer acknowledges she has been selected as a Grand Officer to serve the Jurisdiction of Oregon. This selection has occurred as a result of Grand Officer's due application, which application passed through the Advisory Board of Grand Officer's Assembly, the Grand Deputy for such District, and the Supreme Deputy of OGA;

B. Grand Officer acknowledges that by her execution of this Understanding she is agreeing to compliance of all provisions contained in the Grand Officer Handbook; and

C. Grand Officer and OGA respectfully enter into this mutual understanding of the Grand Officer's expectations and performance for OGA of the terms of service set forth herein.

MUTUAL UNDERSTANDING

1. **Dress Code.** Grand Officer agrees at all times at which she is representing OGA that she will be in conformance with the dress code of Supreme Assembly and the amendments thereto by OGA. The OGA Dress Code is provided in the Grand Officer binder, and is further set out in the Grand Officer Handbook at Pages 3-7. If any question should arise regarding dress code relating to general conformance, or to a specific event, Grand Officer will contact the Director of Grand Officers for clarification.

2. **Conduct.** OGA acknowledges, and Grand Officer agrees, that at all times Grand Officer should conduct herself in a manner which upholds the highest standard of our Order. Conduct refers not only to Grand Officer's conduct representing OGA, but also her conduct outside of OGA. OGA addresses the expectation of behavior and conduct in the Grand Officer Handbook on Pages 2-3

Supreme Bylaws, Section 30, define the Supreme rules of conduct of a Rainbow girl. If Grand Officer is found in violation of the Supreme Bylaws, Grand Officer understands and agrees that she will be removed from OGA and possibly expelled. The violations under Supreme Bylaws include but are not limited to:

(A) Pregnancy;

(B) Living with a man or boy (in an adult relationship) who is not my father, guardian or brother or without my mother or other material guardian in the same residence;

(C) Being convicted of possession or use of a controlled substance; and

(D) Exhibiting behavior unbecoming a Rainbow girl. (See Section 30)

3. **Responsibility.** Grand Officer agrees and acknowledges that she is responsible for her own commitments and actions, and that she will be accountable for any failure to

perform any term of this Understanding and the expectations set out in the Grand Officer Handbook.

4. **Grand Officer Retreat.** Grand Officer Retreat is a weekend spent with fellow Grand Officers having fun and receiving important information and instruction regarding the Grand Year. Grand Officer acknowledges she will attend Grand Officer Retreat on August 13-14, 2016. If unable to attend Grand Officer Retreat, Grand Officer shall notify the Supreme Deputy, Director of Grand Officers and Mother Advisor at least two (2) weeks in advance so discussion may be held regarding her absence from Grand Officer Retreat. Grand Officer acknowledges if she has previously registered for Grand Officer Retreat and made her payment, she will be refunded her deposit less the Lodging expense (\$43), so long as her cancelation is more than two (2) weeks prior to retreat.

5. **Participation/Visitations.**

A. Grand Officer acknowledges that it is OGA's expectation that Grand Officer serve her Assembly and OGA in any manner in which she may be requested and will do so with a cheerful and helpful manner to both her sisters and advisors. This includes regularly attending stated Assembly meetings as well as Assembly activities, particularly those involving service. Grand Officer agrees that if away from her home Assembly for college or trade school education, she will make every effort to attend a local Assembly in her physical location if one is available.

B. Grand Officer acknowledges that she will attend the following mandatory events: Grand Officer Retreat, Grand Worthy Advisor Reception, Grand Worthy Advisor Reception, Pledge Official Visit, Grand Officer Workshop, DJR, and the last Official Visit of the Grand Worthy Advisor.

C. In addition to the events set out in paragraph 5 A above, if Grand Officer is a Grand Line Officer, Grand Officer understands it is her obligation to attend all Official Visits/Grand Officer Receptions in this jurisdiction.

D. In addition to the events set out in paragraph 5 A above, if Grand Officer is not a Grand Line Officer, Grand Officer understands it is her obligation to attend at least one-half (1/2) of all Official Visits/Grand Officer Receptions in this jurisdiction (not including her own honor day).

E. Grand Officer agrees during the Grand Year beginning on June 25, 2017 through May 31, 2018 she shall attend ten (10) Masonic events outside of her own District Official Visit/Grand Officer's Reception. These events may include the mandatory events outlined in this Section 5 in the paragraphs above and may also include visiting other Assemblies at their regular stated meetings, installations of other Assemblies, installations of concordant bodies (Order of the Eastern Star, Order of the Amaranth, Masonic Lodge, Order of DeMolay, Job's Daughters, etc.), and statewide functions of concordant Masonic orders such as the Grand Lodge sponsored picnic. If a question arises regarding eligibility of an event for visitation for recognition, Grand Officer should contact the Director of Grand Officers for confirmation of such eligibility. Grand Officer should seek out travel with her Mother Advisor or other youth protection trained Rainbow adult, but understands that if there are unavailable Rainbow adults, the travel responsibility shall become the responsibility of Grand Officer's family to assist with transportation.

Grand Officer **may** only be excused from a mandatory event, for reasons outlined in the Grand Officer Handbook, by contacting the Director of Grand Officers at least 48 hours in advance of the event (unless in the case of family emergency or illness).

6. **Grand Assembly Dress.** Grand Officer agrees to make full payment of her Grand Assembly dress by the first Saturday in October (the Grand Worthy Advisor's Reception). Payment of at least one-half (\$75.00) of Grand Officer's dress must be made at Grand Officer Retreat in August. All checks should be made payable to Oregon Grand Assembly and deposited with the Director of Grand Officers. Grand Officer acknowledges that full payment of her Grand Assembly dress must be made by the first Saturday in October either by personal payment as outlined previously in this paragraph and/or by mailing payment to the Director of Grand officers at the address in the Oregon Roster. If for any reason you leave your Grand Office at any time during the year, there is no refund of Grand Assembly dress money, and Grand Officer will not receive her dress.

Grand Officer acknowledges there are two instances which may delay or jeopardize the receiving of her Grand Assembly dress: non-compliance with payment of the dress, and/or noncompliance with making sure Grand Officer has been measured by the seamstress and has attended the fittings.

7. **Proficiency.** Grand Officer is required to earn her Proficiency during the Grand Year. Grand Officer acknowledges if she is a Grand Line Officer she will recite their proficiency to either the Supreme Deputy or the Director of Grand Officers, at Grand Officer Retreat. Grand Officer agrees if she is not a Grand Line Officer that she will recite her proficiency to either the Supreme Deputy or the Director of Grand Officers at the Grand Worthy advisor's Reception. Grand Officer acknowledges that obtaining her Proficiency is a requirement for status of Past Grand Officer.

8. **Fundraising for the State Service Project.** Grand Officer agrees that she will actively fundraise toward the goal of the amount requested by the Grand Worthy Advisor in support of the Grand Worthy Advisor's service project. Grand Officer acknowledges that she will make every effort to participate in active fundraising for the State Service Project is part of her commitment to OGA and the Grand Worthy Advisor. Grand Officer acknowledges that nonparticipation in this fundraising is not acceptable for a Grand Officer.

9. **Grand Representative.** Grand Officer agrees that she will actively pursue and maintain a relationship with the Grand Representatives of other jurisdictions to which she may be appointed. Grand Officer also agrees that she will notify the Director of Grand Representatives, Mrs. Lucy Harden, at 503 255-2021, and her Mother Advisor, by December 1, 2017, if she has not received any commission information from Mrs. Harden regarding her Grand Representative jurisdictions. Grand Officer agrees and acknowledges that she understands that in order to complete her year as a Grand Officer she must participate in this Grand Representative program as outlined in this Understanding and the Grand Officer Handbook.

10. **Past Grand Officer Acknowledgment.** Grand Officer acknowledges her understanding that if she does not complete the requirements provided by her office, as set out in this Understanding and in the Grand Officer Handbook, and if she does not attend Grand Assembly in 2018, OGA will consider that she has not fulfilled her obligation to OGA and she will not have earned the title of a Past Grand Officer.

11. **Consequences.** Grand Officer also acknowledges that if it is determined she is not in non-compliance with either this Understanding or the Grand Officer Handbook, or an incident has occurred which is determined unacceptable and in violation of this Understanding and/or the Grand Officer Handbook, Grand Officer should expect consequences to her actions, including but limited to suspension or removal, and that these consequences may be immediate action.

12. **Acknowledgment of Understanding and Consequences.** Grand Officer acknowledges that she understands she will not obtain the distinction of being a Past Grand Officer if she does not complete the mandatory and required obligations set out in this Agreement. Grand Officer acknowledges by her signature below that she has read this Understanding of Performance and Conduct, has reviewed it with her Mother Advisor and her parent(s), and understands the contents of the Understanding and the Grand Officer Handbook.

Signed this _____ day of June, 2018.

Grand Officer

Oregon Grand Assembly

Signature of Grand Officer

By: _____

Mrs. Teri Rollman, Supreme Deputy
In Oregon, International Order of the
Rainbow For Girls

Grand Office

GSB:8634868.1