

THE INTERNATIONAL ORDER OF JOB'S DAUGHTERS

**“And in all the land were no women found so fair as the daughters of Job,
and their father gave them an inheritance among their brethren.”**

Job 42:15 (Holy Bible)

~ A Brief Biographical Sketch ~

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The International Order of Job's Daughters is one of many Concordant Masonic (Co-Masonic) orders created for the teenage children of Masons, the three other most popular being the International Order of Rainbow for Girls, DeMolay (for boys), and Daughters of the Eastern Star. Job's Daughters was founded in Omaha, Nebraska, USA, on May 27, 1921, by Mrs. Ethel T. Wead Mick, who was a member of the Order of the Eastern Star (probably the most popular of the many Co-Masonic orders for women). She wrote the original Job's Daughters Ritual. The current JD Ritual, Constitution and By-Laws of the Order were written by a Mason named LeRoy T. Wilcox.

Job's Daughters is the only international organization for girls that requires all of its members to have a close relationship (natural, legal or marital) to a Master Mason. While Job's Daughters is not part of the Masonic Fraternity, this pre-requisite ties it closely to the Masonic Order. Girls ages 11-20 with a Masonic relative are eligible for membership. A Candidate must believe in a supreme being, the Ten Commandments and the Lord's Prayer and possess good moral character. A girl may pledge membership at age 9.

The Order is based upon the life of Job, as told in the Holy Bible. It talks of how God rewards Job for remaining faithful to Him throughout all of his trials. The key verse to this Order is Job 42:15 of the Holy Bible, which states, “And in all the land were no women found so fair as the daughters of Job, and their father gave them an inheritance among their brethren.” Job's three daughters were named Jemimah, Keziah, and Keren-happuch.

The objective of Job's Daughters is, “to band together (teenage) girls for spiritual and moral up-building: to inspire the desire for knowledge, to teach love of country and flag, love of home, respect for parents and elders and reverence for the Holy Scriptures—the principles for which Freemasonry stands. (The Order) is democratic and Christian in purport, preparing young women of the impressionable age for domestic, civic,

patriotic, business, religious, fraternal and social activities.” (Harold V. B. Voorhis, *Masonic Organization and Allied Orders and Degrees*, p. 125.)

Job’s Daughters operates on three levels: national (“The Supreme Guardian Council of the World”), regional (“Grand Guardian Council”), and local (“Bethel”). Its headquarters is in Omaha, Nebraska, USA. The officers of The Supreme Guardian Council of the World consist of Past Grand Guardians and Past Associate Grand Guardians. The Supreme Guardian presides over this council for a one-year term, assisted by a Master Mason who is given the title “Associate Supreme Guardian”. Together, they are assisted by eight elected officers, ten appointed officers, a Board of Trustees, and others who serve on various committees. The Supreme Guardian Council of the World holds jurisdiction over all. (*Masonic Organizations and Allied Orders and Degrees*, Harold VB. Voorhis, pg. 162)

Locally, girls join a Bethel, which translates “*Holy Place*”. A Bethel consists of five elected officers, 14 appointed officers and a “Celestial Chorus”. The Honored Queen supervises the affairs of the Bethel, assisted by the Senior Princess. Other elected office titles include Junior Princess, Guide, and Marshal, of which offices are held for a six-month term. Appointed officers include the Senior Custodian, Junior Custodian, Bethel Guardian Associate Bethel Guardian, First, Second, Third, Fourth and Fifth Messengers, Treasurer, Chaplain, Librarian, Recorder, Inner Guard, and Outer Guard. Candidates are called “Pilgrims”.

Regular meetings are held twice a month, consisting of a balance of Ritualistic work, social activities and service/philanthropic projects (such as H.I.K.E. – Hearing Impaired Kids Endowment Fund) to complement home, church, and school responsibilities. It is required that the officers and members of the Bethel attend church as a group at least once each term. Bethels are supervised by a Bethel Guardian Council consisting of five executive members with Masonic relationships and four associate members that may be the parents or guardians of a member of the Order. The executive officer is a woman whose title is “Bethel Guardian”. A Master Mason serves as Associate Bethel Guardian and can assume the Bethel Guardian’s responsibilities in her absence. Other Masons can serve on the Council as well.

One report states that there are approximately 1,600 Job’s Daughters Bethels throughout the United States, Canada, Australia, the Philippines and Brazil, with anywhere from 100,000 to 150,000 members. Upon reaching the age of 20 (or by marrying before age 20), a girl becomes a Majority Member (honorary life-time member), who has all the same privileges of regular membership, save voting privileges and holding office.

Job’s Daughters has two degrees. The “Initiatory Degree” is oriented around the Book of Job (of the Holy Bible), particularly chapter 42, verse 15, which says, “And in all the land were no women found so fair as the daughters of Job, and their father gave

them an inheritance among their brethren.” The honorary degree is the “Degree of Royal Purple”, and it is given only to those members (and adult sponsors) who have shown outstanding dedication and service to the Order.

The Ritual is secret and symbolic, and only Job’s Daughter members, their parents or guardians and properly qualified Masons and Eastern Star members may witness the Ritual work being exemplified. Job’s Daughters use the biblical characters of Job and his daughters. Little seems sinister or out of place in them. The Opening Ceremony includes a “Purging of the Bethel” in which the duties of the various officers are reviewed and all visitors are sworn to secrecy. Job’s Daughters, affectionately called “Jobies”, dress in white Grecian robes with either white or purple cinctures. This garb was worn by the people in the days of Job. Elected Officers also wear tiaras.

As preparation for her initiation, the Lord’s Prayer, the Golden Rule, and the Ten Commandments are read to the Candidate. After this, she is brought into the Bethel by the Marshal and Guide, and is required to confess her belief “‘in the almighty power of the One Living God,’ in the Ten Commandments, and in the Lord’s Prayer as a daily supplication.” (Job’s Daughters Ritual, pgs. ___)

The Obligation that a girl takes when becoming a Job’s Daughter is (or is close to) this, “In the presence of God and these witnesses and on bended knees before the Altar upon which rests the open Holy Bible, I sincerely promise that I will always keep the secrets of Job’s Daughters and will impart them only to those whom I know to be entitled to them. That I will love the Lord my God with all my heart. That I will do all in my power to uphold the laws of my Country and its Flag. That I will honor my parents and guardians in thought, word and act. That I will faithfully observe the laws and rules of Job’s Daughters. That I will endeavor to be a true and loyal friend to all members of the Order. That I will try to do at least one useful act each day. To this pledge I promise faithful obedience under the penalty of losing my membership in Job’s Daughters.” (1975 Job’s Daughter’s Proficiency Work). She also pledges to love the Flag, keep the secrets of Job’s Daughters, and promote “love and respect for all WORTHY persons, especially our elders.” (Job’s Daughters Ritual, page 26 - emphasis added).

The emblems of the Order are the white dove, urn of incense, lilies of the valley and a horn of plenty, each symbolizing an aspect of the life of Job. “The Lily of the Valley is the emblematic flower of the Order. From the place in which it grows we learn humility. It is white, and white in all ages has been deemed an emblem of purity. The Lily of the Valley teaches that beauty beams from purity throughout the vale of humility.” (Job’s Daughters Ritual, pg. 120*). Special emphasis is given to the thought that “To be fair is to do good” and “Virtue is a quality which highly adorns a woman”. The secret rap of the Order is four raps given by the Inner and Outer Guards when attending the door and by the Guide during Initiation.

The Initiation consists of three divisions, called “epochs”, in the life of Job. The First Epoch relates the story of Job’s life as is written in the first two chapters of the book of Job (from the Holy Bible), and is summarized, “We learn from this Epoch always to remain faithful to God in our every thought, word and act, no matter what earthly trials we may be called upon to endure. Be steadfast, practice love, dispense light, shun falsehood, and believe only in truth.” (Job’s Daughters Ritual, page 32).

“The sign of the First Epoch is given by placing the open right hand over the mouth. It alludes to the thought and care exercised by Job before he answered. Let it be a lesson to each one of us to be thoughtful before we speak. The response is “PATIENCE”. It alludes to the patience of Job.” (1975 Job’s Daughters Proficiency Work). The emblem of the First Epoch is the White Dove which symbolizes purity and truth. It is also symbolic of the name of Job’s first daughter whom he called Jemima, which means “dove”. The mystic number of this Epoch is 7. It alludes to the number of Job’s sons and the measure of his flocks. (Job’s Daughters Ritual, pg. 106*)

The Second Epoch relates the temptations of Job and the poor advice that three of his friends gave him. In the end, Job’s health and wealth are restored. The summary of this Epoch is found on page 38 of the Job’s Daughters Ritual, which says, “God knows your every thought and watches over you in hours of pleasure and in time of misfortune. Every thought is like the dew-drop from Heaven, its usefulness is forecast, and its purpose fulfilled. We give ourselves to faith that never faileth, kind thoughts to our fellow men, inspiring confidence and hope of reward.”

The sign of the Second Epoch is given by placing the hands in the position they were in at the Altar (palm to palm with fingers pointing upward and tips about 3” below chin) and bowing the head slightly. It alludes to the manner in which Job received his pleasures, but most of all, his adversities. The response is “FAITH”. It alludes to the faith of Job.” (1975 Job’s Daughters Proficiency Work). “The emblem of the Second Epoch is the Urn of Incense which in all ages has symbolized prayer. It is also symbolic of the name of Job’s second daughter who he called Kezia, meaning “cassia,” used in incense.” The mystic number of this Epoch is 3. It alludes to the three daughters of Job and his three friends from the far East. (Job’s Daughters Ritual, pg. 114*)

The Third Epoch finishes the story of Job, telling how he was rewarded with twice as much wealth as before, more sons and daughters, and the commendation of God. “The sign of the Third Epoch is given by placing the right hand over the heart. It alludes to the intention of living uprightly. The response is “REWARD”. It alludes to the steadfast and upright who finally receive their reward.” (1975 Job’s Daughters Proficiency Work)

The symbol of the Third Epoch is the Horn of Plenty, which “symbolizes the triumph of Job over the temptations of the evil one and the reward for his piety and faith. It should ever remind us to advance with strength and power.” It is also symbolic

of the name of Job's third daughter whom he called Keren-happuch, which means 'plenty' (Job's Daughters Ritual, pg. 119*). The mystic number of this Epoch is five. It alludes to the messengers informing Job of his misfortune and the five Messengers who relate the story to the Pilgrims in Job's Daughters.

The Honored Queen then Instructs the Pilgrim that "We are taught that the fear of the Lord is the beginning of wisdom, which includes both just thinking and right conduct. We hold high our aim and name of Job's Daughters which stands for:

J - Joy with judgment,
O - Order being our first law,
B - Beautiful and gracious in manner,
S - Sincere in undertaking.

D - Domineering over self,
A - Abstain from evil,
U - Upward and onward,
G - God's name held in reverence,
H - Hope never faileth,
T - Truth always spoken,
E - Eager for knowledge,
R - Reaching for the best,
S - Steadfast and upright, we will face life squarely for future success.

The secret work of the Order is then told to the Candidate, who is also given the secret grip, which is given by joining hands in the usual manner and slightly pressing the other's hand twice. The Chaplain closes the initiation with prayer, the new member signs the By-Laws of the Order, and the Celestial Chorus sings a final hymn.

The closing prayer is this: "May the love of God which passeth all understanding abide with us, help us to live as Thou wouldst desire us, teach us to be loyal to our companions and guard our words and actions **THAT WE MAY RECEIVE THE HONORED REWARD.** Amen. (Job's Daughters Ritual, pg. 22 - Emphasis added)

As stated on a Masonic web site (<http://www.iojd.org/masonic.htm>), "...the Book of Job teaches us a Masonic optimistic lesson - Not to fall in despair; it shows that Masonic ideas are imperishable. We see this exemplified in Job's life. Job saw the growth and up-building of his home, he also saw its ruin. But again he beheld its revival and reconstruction."

"Members of any Bethel in the International Order of Job's Daughters, including unmarried Majority Members who have not reached the age of thirty (30) years may apply for a scholarship (\$750 for the 1999-2000 academic year)." Applicants are judged on 1) scholastic standing, 2) Job's Daughters' activities, 3) applicants self-help plan, 4)

applicants financial need, 5) recommendation by Executive Bethel Guardian Council, 6) recommendations by school faculty, and 7) achievements outside Job's Daughters (from http://www.iojd.org/scholars_r.htm).

EVALUATION OF THE RITUAL

From the theological perspective of the Lutheran Church-Missouri Synod:

“Religion without reference to the unique Person and Word of Jesus Christ commends itself well to the Orders allied to Freemasonry. Masonry’s universal religion can be appealing and at the same time deadening. If it were not true that only those who believe on the redemption from sin won by Jesus Christ shall have everlasting life, the religious message of Job’s Daughters would be innocuous. As it is, the whole heart of the Christian message has been removed, and in its place substituted a wishful speculative philosophy of ‘guarding our words and actions that we may receive the honored reward,’ and this is labeled ‘Christian’. The lost condition of the sinner is reduced to mere ignorance of the Golden Rule and the Ten Commandments. While social activities, humanitarian projects and appreciation of music have a definite place in the Christian’s life, the proclaiming of the cross is central to any system which purposes to give true religious instruction. A sincere Christian cannot in good conscience subscribe to an organization which diverts, distorts or dilutes the message of Grace Alone that permeates all Scripture truth.” (Rev. Eldon Winkler, Lutheran Church – Missouri Synod, Commission on Organizations, “Order of Job’s Daughters”, pg. 3)

FURTHER EVALUATION

At one point during the Ritual, the Fourth Messenger advises that the “significance of her duty is that righteous service will lead to life eternal” (Job’s Daughter’s Ritual, page 14). This refers again to Masonry and Co-Masonry teaching a works-based salvation. Only through the blood of Christ are we made holy and blameless in God’s sight.

The closing ceremony includes a memorized prayer that states, “May the love of God which passeth all understanding abide with us, help us to live as Thou wouldst desire us, teach us to be loyal to our companions and guard our words and actions THAT WE MAY RECEIVE THE HONORED REWARD. Amen.” (Job’s Daughters Ritual, page 22, emphasis added.) This says nothing of accepting Jesus as our Personal Lord and Savior. Jesus died on the cross, shedding His blood for OUR transgressions so that we may be forgiven and be heirs with Jesus.

Because Job’s Daughters is so very closely related to Masonry, there is great cause for concern. As mentioned previously, every Jobie must be a close relative of a

Mason, often a father. However, it is a parent's duty to bring up a child in the ways of the Lord (Ephesians 6:4, Proverbs 22:6). Wives of Masons are often involved in Eastern Star, a Co-Masonic Order for women. God has entrusted parents with their children, including instructing (Deuteronomy 4:10, Deuteronomy 6:6&7, Proverbs 4:1) and protecting them in areas of spirituality. For people who cause a child to sin, Jesus said that "it would be better for him to have a large millstone hung around his neck and to be drowned in the depths of the sea." (Matthew 18:6, Holy Bible, NIV)

A Mason's daughter may have difficulty believing that her father belongs to an organization, like Freemasonry is wrongful. Imagine her pride if her mother, grandparents, even aunts, uncles, and older siblings also participated in Masonry and Co-Masonic Orders and she comes of age to join Jobies. She wouldn't want to be left out, and would more than likely join, especially if she was specifically asked by her parents to do so. So, if her parents actually participate themselves, and encourage her participation by sending her to meetings, why should she think there could be anything wrong with Jobies?

The errors and dangers of Freemasonry have already been established by many organizations and ministries. See <http://www.ephesians5-11.org> and www.emfj.org for good examples. Masonry teaches salvation by works. Job's Daughters, as well as Rainbow, DeMolay, Eastern Star, and the other 55+ Co-Masonic Orders for women, teens and children (as young as seven years-old), are all derived from Masonry and have very close ties to it. Most of their Rituals were written by Masons. At one time, they were not allowed to meet without a Mason present. These Orders groom teens to prepare them to join the adult Orders, i.e.: Eastern Star (for women) or DeMolay boys join Masonry. Teens who show potential receive extra attention, training and instruction in floor work (synchronized marches) and memorization and delivery of lectures to lure them into joining the adult Orders. These junior Co-Masonic Orders are 'feeder-groups' for the adult organizations.

During initiation, the Honored Queen says to the Pilgrim, "...to be "fair" is to do good. WE ARE ALL DAUGHTERS OF ONE GOD, and by the most intimate ties we are related to the Masonic Fraternity, that organization which stands for the BROTHERHOOD OF HUMANITY". (Job's Daughters Ritual, page 27, emphasis added)

As the Introduction to the (Job's Daughter's) Ritual (page 4) states, "Job's Daughters are the relatives of Masons and their fathers have given them an inheritance." What exactly does the male relative(s) that allow a girl to join Job's Daughters, participate in?

Blue Lodge Masonry: EVERY Master Mason goes through the first three degrees of the Blue Lodge. They swear blood oaths. They are baptized into Freemasonry through the Legend of Hiram Abif, also known as the Hiram Legend. The Blue Lodge teaches a "universal plan of salvation", which holds that every person is saved because

of “the fatherhood of God and the brotherhood of man.” The ‘deity’ of Freemasonry is ‘GAOTU’, the Grand (or Great) Architect of the Universe. This is a cumulative term for the god of any religion of the world, a universal god in Masonry that will tolerate, accommodate, and appeal to men of any religion. Masonry is Qabalistic (Jewish Occultism) and Gnostic in nature.

Scottish Rite Masonry: After attaining the 3rd degree, a Master Mason may elect to go further into Masonry by joining the Scottish Rite, one of the two most popular Rites in the USA. It has an additional thirty degrees beyond the initial three degrees of the Blue Lodge. The Scottish Rite bestows the Melchizedec priesthood upon its members.

York Rite Masonry: Jah-Bel-On is the ‘Grand Omnific Word of the Chapter’ and it stands for three names: Jehovah, Baal (the ancient Canaanite god worshipped in the Mideast), and Osiris (the Egyptian Mystery god). “Thus saith the Lord the King of Israel, and his redeemer the Lord of hosts; I am the first, and I am the last; and beside me there is no God. (Isaiah 44:6, Holy Bible)

Shrine: All Shriners of the Scottish Rite and the York Rite swear an oath to Allah, the God of the Moslems, as mentioned in the Koran. In the Knights Templar Degree (12) of the York Rite, the Candidate is made to take 5 sips of wine from a human skull to seal his commitment to secrecy while several Officers point swords at his throat (Jack Harris, Armageddon Within, pg. 17).

Order of the Eastern Star: And what do Job’s Daughters have to look forward to if they join the women’s Order of the Eastern Star? Masons state that one of the benefits and goals of belonging to Job’s Daughters is that, “The Order is a viable member of the Masonic family, teaching Masonic values to young girls, introducing them to the merits of future membership in adult Masonic bodies and influencing fathers, brothers, and friends to become associated with Freemasonry.” (The New Age - Scottish Rite - Southern Jurisdiction, October 1985)

One of the main faults of all these groups is that they seriously appeal to and puff up pride. “The girls get to feel special because they belong to a secret club. Those who make officers are given typically impressive-sounding titles - ‘Honored Queen,’ ‘Senior Princess,’ etc. They are dressed up in all the pomp of royalty - crowns and formal gowns; all of these serve to glorify their egos instead of conforming them to the humble image of Jesus (Philippians 2:5-9, Romans 12:1&2)”. (Straight Talk #41 on Job’s Daughters by William J. Schnoebelen) They have secret passwords, signs, and handshakes that separate them from their non-Jobie peers. This makes girls feel important because of the elitism and exclusivity (only close relatives of Masons can join, and not every member is elected to hold an office).

Job's Daughters has been compared to Girl Scouts, if you were to add spirituality to it. They go out of their way to show that they teach religion, but insist that they are not a religion. But no one needs religion - we need Jesus, who shed His blood on the cross so we could be saved from our sins. The Holy Bible states this in I John 1:7, of the King James Version, "But if we walk in the light as he is in the light, we have fellowship with one another, and the blood of Jesus Christ his Son cleanseth us from all sin.") Jobies, Rainbow, DeMolay, Eastern Star, and Masonry all teach salvation by works, but we, as Christians, know that "It is by grace you have been saved, through faith - and this not from yourselves, it is the gift of God - not by works, so that no one can boast." (Ephesians 2:9, Holy Bible)

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For examples of ex-Job's Daughters stories, please read, "Erin's Job's Daughters Story", "Allison's Job's Daughters Story", "A.W.'s Job's Daughters Story" and "Sample Job's Daughters Withdrawal Letter" available on the "Testimonies" and "Withdrawal" sections of this website.

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