



O.C.E. GRAND LODGE

THE GRAND LODGE OF THE ORDER OF THE CAPTAIN EXPERIENCE

BROTHERHOOD • SISTERHOOD • INTEGRITY • SERVICE • EXCELLENCE

ONE ORDER • ONE VOYAGE • ONE FAMILY

THE FIVE PILLARS OF THE ORDER

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The **Five Pillars of O.C.E.** are the fundamental principles upon which the identity, conduct, fellowship and development of the Order are built.

BROTHERHOOD • SISTERHOOD • INTEGRITY • SERVICE • EXCELLENCE

Every prospective and full member of O.C.E. is expected to understand these principles and demonstrate them through conduct, relationships, leadership and participation in the Order.

I. BROTHERHOOD

Unity • Loyalty • Fellowship • Responsibility • Support

Brotherhood represents the bond that connects the men of O.C.E. and, more broadly, the spirit of unity and mutual responsibility that exists throughout the Order.

O.C.E. teaches that true brotherhood goes beyond friendship. It means developing relationships founded upon **trust, respect, loyalty, responsibility and genuine concern for one another.**

A Brother should be willing to encourage another Brother's legitimate progress, provide guidance when appropriate and offer reasonable assistance during periods of genuine difficulty.

Brotherhood also means celebrating one another's achievements without jealousy and correcting one another respectfully when necessary.

- Genuine friendship and fellowship.
- Mutual respect.
- Loyalty to lawful principles and commitments.
- Professional and business networking.
- Sharing legitimate opportunities.
- Mentorship and guidance.
- Encouragement during difficult periods.
- Peaceful resolution of disagreements.
- Respect for personal boundaries.
- Cooperation between members.
- Responsible support for one another.
- Protection of the reputation and legitimate interests of the Order.

Brotherhood must never require a member to participate in wrongdoing, conceal criminal conduct or place loyalty above the law, conscience or personal safety.



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“A strong Brother does not merely seek his own advancement; he creates room for others to advance with him.”

II. SISTERHOOD

Dignity • Unity • Empowerment • Respect • Support

Sisterhood represents the bond, dignity, development and mutual support of the women within O.C.E.

Women are an important part of the identity and development of the Order.

O.C.E. seeks to create an environment where female members can establish meaningful friendships, professional relationships and networks while developing personally and professionally.

Sisterhood encourages women to **support rather than undermine one another, exchange knowledge, create opportunities and celebrate legitimate achievements.**

- Dignity and mutual respect.
- Meaningful social connections.
- Professional networking.
- Entrepreneurship and business connections.
- Mentorship.
- Leadership development.
- Personal development.
- Mutual encouragement.
- Knowledge sharing.
- Support during legitimate difficulties.
- Cooperation rather than unhealthy competition.
- Respectful participation in the affairs of the Order.

Every Sister should be treated with dignity. Membership must never be interpreted as consent to romantic, sexual or other unwanted personal advances.

“When one Sister advances, she should leave a pathway through which another Sister may also rise.”

III. INTEGRITY

Character • Honesty • Discipline • Accountability • Trust

Integrity is the **moral anchor of O.C.E.**

A ship requires an anchor to remain secure; similarly, an organization requires integrity to remain trustworthy.

A member's titles, influence, wealth or connections have little value to the Order if they are not accompanied by good character and responsible conduct.

Integrity means doing what is right even when there is no audience. It requires members to be honest in their dealings, honour legitimate commitments, accept responsibility for their actions and respect the rules governing



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the Order.

- Honesty.
- Accountability.
- Personal discipline.
- Responsible leadership.
- Keeping legitimate commitments.
- Respecting organizational rules.
- Responsible handling of confidential information.
- Financial responsibility.
- Respect for other members.
- Avoiding exploitation and manipulation.
- Accepting correction when necessary.
- Protecting the credibility of O.C.E.
- Acting within applicable law.

Confidentiality within O.C.E. exists to protect legitimate private organizational matters. It must never be used to conceal abuse, criminal activity or conduct that places another person in danger.

“Your Anchor is your character. Without Integrity, even the strongest vessel eventually loses its security.”

IV. SERVICE

Contribution • Compassion • Responsibility • Community • Impact

Service reminds members that membership should produce value beyond personal benefit.

O.C.E. should not simply ask: **“What can the Order do for me?”** Members should also ask: **“What value can I contribute to the Order and to society?”**

Service may be expressed through time, professional knowledge, mentorship, charitable activities, community projects, encouragement, legitimate assistance and leadership.

Members are encouraged to identify opportunities where their collective knowledge, professions, businesses and resources can create positive impact.

- Community development initiatives.
- Charitable activities.
- Mentoring younger people.
- Professional guidance.
- Educational support.
- Skills development.
- Supporting legitimate humanitarian causes.
- Member welfare initiatives.



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- Volunteering.
- Business and career mentorship.
- Responsible environmental activities.
- Supporting communities during genuine hardship.

Service should be voluntary, responsible, transparent and consistent with the law and Constitution of the Order.

“The value of leadership is measured not only by the authority one possesses, but by the positive difference that authority creates.”

V. EXCELLENCE

Growth • Knowledge • Prosperity • Leadership • Achievement

Excellence represents the continuous pursuit of improvement.

O.C.E. encourages members not to remain permanently at the same level intellectually, professionally, financially or personally.

Every member should continually seek knowledge, develop useful skills, strengthen relationships, improve financial understanding and pursue legitimate opportunities.

Excellence does not mean that every member must be wealthy or professionally prominent. It means that every member should be committed to **becoming better than they were yesterday.**

- Education and continuous learning.
- Entrepreneurship.
- Legitimate wealth creation.
- Financial discipline.
- Professional advancement.
- Leadership development.
- Strategic networking.
- Personal development.
- Innovation and creativity.
- Goal setting.
- Responsible ambition.
- Confidence and self-development.
- Creating opportunities for others.
- Leaving a positive legacy.

O.C.E. regards legitimate prosperity as something that should be developed through **knowledge, discipline, enterprise, relationships, responsible financial decisions and productive work.**

“Never become comfortable drifting without direction. Set your course, develop yourself and continue the voyage.”



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HOW THE FIVE PILLARS WORK TOGETHER

The Five Pillars are not separate ideas. They support one another.

BROTHERHOOD teaches us to stand together.

SISTERHOOD teaches us to grow together.

INTEGRITY teaches us to remain anchored.

SERVICE teaches us to give back.

EXCELLENCE teaches us to keep advancing.

Together they create the character expected of an O.C.E. member. A member who pursues Excellence without Integrity may become powerful but untrustworthy. A member who values Brotherhood or Sisterhood without Service may enjoy the community without contributing to it. A member who serves others but neglects personal development may eventually lack the capacity to create greater impact.

UNITY + CHARACTER + CONTRIBUTION + DEVELOPMENT

THE FIVE PILLARS & THE O.C.E. VOYAGE

BROTHERHOOD & SISTERHOOD — THE CREW: No meaningful voyage is travelled alone.

INTEGRITY — THE ANCHOR: Remain grounded regardless of the condition of the sea.

SERVICE — THE SHIP'S PURPOSE: A voyage should have a meaningful destination.

EXCELLENCE — THE FORWARD VOYAGE: Continue learning, developing and advancing.

THE CAPTAIN — RESPONSIBILITY: Responsible leadership oversees the entire voyage.

THE EXPECTATION OF EVERY O.C.E. MEMBER

Every O.C.E. member should strive to become a dependable Brother or Sister, a person of Integrity, a person willing to Serve, and a person committed to Excellence.

The Five Pillars should not exist merely as words written beneath the O.C.E. emblem. They should become principles demonstrated through the **conduct, relationships, leadership, business dealings, service and everyday life of members.**

BROTHERHOOD — We Stand Together.

SISTERHOOD — We Grow Together.

INTEGRITY — We Remain Anchored.

SERVICE — We Make a Difference.

EXCELLENCE — We Continue the Voyage.

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