



2025 Lodge Leadership Retreat Agenda and Session Descriptions

Friday Night Pre-General Session Gatherings

Shriner Weekend Welcome

Step into the fellowship of the weekend with Shriner hospitality. This gathering sets the stage for the retreat, offering a space to connect with your brothers and meet new ones. Strengthen the bonds of brotherhood and reflect on the shared values that unite us in Masonry.

Graffiti Wall: What Makes Your Lodge Leadership Strong?

Write down your intention for the weekend by answering the question, "What Makes Your Lodge Leadership Strong?" Each lodge has its own circle on the Graffiti Wall where you can share insights, goals, and reflections. Open all weekend, this activity symbolizes our collective commitment to strengthening leadership through shared work.

First-Timers Pre-Retreat Gathering (Suggested for first time retreat participants)

This session is your compass for the retreat journey. First-time participants will learn how to navigate the event, set intentions, and forge purposeful connections with like-minded brothers. Together, we build a network of shared purpose and growth.

Friday Night General Sessions

Welcome & Kick-Off

Start the weekend with energy and excitement. Learn what's in store for you—opportunities to grow, connect, and be inspired. Get tips on how to make the most of your retreat, and begin your Masonic journey this weekend with clarity and purpose.

Meeting New Brothers: Building Masonic Bonds

Meet brothers from across the fraternity in a fun and interactive session. Exchange stories, share inspirations, and discover what drives others in their Masonic journey. Together, explore questions like, "Who inspires you in Masonry?" and build meaningful connections.

Strength from Numbers: Building a Lodge Together

Discover how lodges thrive when everyone plays a role. See a hands-on demonstration of how sharing responsibilities strengthens your lodge and prevents burnout for leaders. Work with your team to align duties with the right people and walk away with practical ideas for fostering teamwork and collaboration.

Leadership Keynote: Freemasonry and the Hero's Journey

Reflect on the journey of every Mason as a hero's path. Be inspired by how your role as a leader guides others on their own transformative journeys. Explore how the lessons of Freemasonry apply to your lodge, your leadership, and your life.



The Best Conversations (Social Activity)

Wrap up the evening with relaxed and meaningful conversations. Whether it's sharing your favorite moments from the day or discussing what inspires you most, this is your time to connect and celebrate the spirit of brotherhood.

Saturday General Sessions

Coffee Chat

Ease into the day with coffee and conversation. This informal gathering is the perfect way to connect with brothers, spark new ideas, and start the day energized.

MC Welcome & Day Outline

Find out what's planned for the day and set your intentions. With plenty of opportunities to learn, connect, and grow, this session ensures you're ready to make the most of your Saturday.

Talking About Masonry

In a three-part mini-sessions throughout the day, get hands-on as you explore how Masonry's values connect to the hero's journey you heard about on Friday. Through activities and discussions, you'll see how your lodge can use these principles to inspire members and strengthen its mission.

Executive Committee: The Heart of Planning for the Lodge

See why the Executive Committee is the key to running a smooth lodge. Through a visual demonstration, you'll learn how to use this team to manage budgets, calendars, and plans, so your stated meetings can focus on inspiration and education. Work with your lodge team to strategize ways to make your Executive Committee more effective.

Lunch & Keynote

Recharge over lunch while hearing powerful insights from inspiring speakers:

- **Youth Order Panel:** Discover the perspectives of the next generation of Masonic leaders.
- **Senior Grand Warden Keynote:** Hear reflections and plans from the Senior Grand Warden as he shares his vision for his year.

The Keystone Initiative: Your Contribution to the Next Fraternity's Plan

Learn about the new Keystone Initiative and what it means for the future of Freemasonry. Explore the research behind the plan and how your lodge can align with its goals for growth and impact. A Breakout session will follow to work in small groups to provide feedback and ideas for the Keystone Initiative. Collaborate with brothers to ensure the strategic plan reflects the needs and opportunities of lodges like yours.

The View from Your Lodge: Share What Masonry Looks Like from Your Lodge

What does Masonry look like in your lodge? Share your unique perspective in small groups with a member of the Grand Lodge Executive Committee. Discuss successes, challenges, and ideas for growth while contributing to the larger conversation about the future of the fraternity.

Leadership Lounge – Open all weekend

Take time to plan with your team or connect with others in this dedicated space for collaboration. Use this opportunity to brainstorm, problem-solve, or just catch your breath while building meaningful connections.



Saturday Night Events

Cocktail Hour (No Host – Cash Bar)

Unwind after a full day of learning and collaboration. Enjoy casual conversations and camaraderie as you reflect on the day's achievements.

Dinner & Keynotes

End the day on a high note with dinner and inspiring presentations:

- **Masonic Homes/Relief Update:** Hear about the impactful work being done through Masonic Relief.
- **Deputy Grand Master Keynote:** Be inspired by the Deputy Grand Master's vision for the future of Masonry.

Sunday General Sessions

Coffee Chat

Start your final day with a warm cup of coffee and great conversation. This relaxed gathering sets the stage for the day and strengthens bonds before the closing sessions.

Welcome Back & Important Masonic Announcements

Catch up on the latest updates and announcements that every lodge needs to know. Hear about key topics like Per Capita and other important matters that will help you stay informed and ready to lead.

Keynote Speaker: Tying the Weekend Together

Reflect on the lessons of the weekend and look ahead with inspiration. This keynote will connect the themes of the retreat, providing you with the motivation and focus to bring what you've learned back to your lodge.

Closing

End the retreat with a celebration of what's been accomplished. Reflect on how small, meaningful changes—like a “1% improvement”—can lead to lasting transformations. Participate in a closing activity, celebrate the weekend's achievements, and share feedback to help shape future retreats.



Tracks

Time Slot	Executive: Masters	Education: Senior Wardens & Junior Deacons	Membership: Junior Wardens, Marshalls, Senior Deacons, Chaplains	Finance: Treasurers	Administration: Secretary	Ritual: Officers' Coaches, Organist, Tiler	Social: Stewards	Leadership Lounge
Saturday								
10:00 a.m. – 10:50 a.m.	Inspiring Leadership: Motivating Volunteers and Officers	Coaching Entered Apprentices and Fellowcrafts	The Welcoming Committee: Creating a Warm First Impression	Introduction to iMember Accounting	From Records to Relationships: Building a Connected Lodge	Ritual Readiness: Training for Excellence	Community Engagement: Building Connections Beyond the Lodge	
11:00 a.m. – 11:50 a.m.	Delegation for Success: Empowering Your Team	Exploring Masonic Education: Program Options and Implementation	The Prospect Manager: Guiding the Member Journey with iMember	Strategic Budgeting: Lodge and Hall Association Financial Planning	Maximizing Retention	Music, Regalia, and Paraphernalia: Enhancing the Degree Experience	Risk Management in Events: Rules Governing Fundraisers and Alcohol	
4:00 p.m. – 4:50 p.m.	Managing Lodge Issues: Practical Problem-Solving for Masters	Scheduling and Calendaring for Member Engagement	Talking to Prospects: Building Relationships Through Conversation	Income, Expenses, and Long-Term Financial Stability	Modern Tools for Lodge Management	Scheduling and Calendaring for Member Engagement	Scheduling and Calendaring for Member Engagement	
Sunday								
8:30 a.m. – 9:20 a.m.	Effective Systems Management: Running the Executive Committee	Creating Experiences vs. Planning Events	Member Retention: Communicating to Keep Members Engaged	Risk Management and Insurance Coverage for Lodges and Halls	Welcoming New Members: Secrets of an Engaging Onboarding Process	Preparing for Proficiencies: Coaching for Ritual Success	Creating Experiences vs. Planning Events	
9:30 a.m. – 10:20 a.m.	Finishing Strong: Leadership Transitions and Legacy Planning	Preparing to Become Master: Leadership Development Through Education	Preparing to Become Senior Warden: Nurturing Leadership Potential	Books and Review Preparation and Financial Reviews: Ensuring Compliance and Accountability	The Secretary as a Leader: Influencing Lodge Culture and Success	The Symbolic and Ceremonial Significance of Rituals	Preparing to Become Junior Warden: Leadership Through Social Engagement	



Break Out Descriptions

Executive/ Master Track:

Become the guiding force of your lodge with this essential track. From inspiring action and fostering a shared vision to empowering your team through effective delegation, this track equips Masters with the tools and strategies to lead with confidence, streamline operations through the Executive Committee, and create a legacy of vibrant leadership, effective governance, and seamless transitions

Inspiring Leadership: Motivating Volunteers and Officers

Lead with purpose by inspiring action and fostering a shared vision that energizes your lodge. This session equips you with tools to build enthusiasm, strengthen teamwork, and create a culture of engagement rooted in Masonic values.

Delegation for Success: Empowering Your Team

Learn to delegate effectively, ensuring responsibilities are shared and your team is empowered. This session gives you the tools to build trust, reduce burnout, and foster ownership among officers, enabling them to thrive in their roles and drive lodge success collaboratively.

Managing Lodge Issues: Practical Problem-Solving for Masters

Learn to handle common lodge challenges with confidence. This session focuses on proactive strategies for resolving conflicts, addressing member concerns, and maintaining lodge harmony. Gain tools to identify issues early, facilitate open communication, and guide the lodge through difficult situations effectively.

Effective Systems Management: Running the Executive Committee

Lead your executive committee with clarity and purpose, using practical strategies to integrate systems and streamline operations. Strengthen your leadership teams to drive lodge success while embodying the mission of Masonic governance.

Finishing Strong: Leadership Transitions and Legacy Planning

End your leadership year on a high note by planning for a seamless transition and creating a lasting legacy. This session focuses on evaluating progress, celebrating achievements, and ensuring the lodge is positioned for continued success under new leadership.

Education/ Senior Wardens & Junior Deacons Track

Education is how we build mastery of our craft and ourselves. Come learn to how help others build mastery through education.

Coaching Entered Apprentices and Fellowcrafts

Learn how to mentor Entered Apprentices and Fellowcrafts through their Masonic journey. This session focuses on creating meaningful connections, fostering growth, and ensuring candidates understand and embrace the principles of Masonry. Gain tools to guide candidates effectively, building confidence and engagement in their Masonic experience.

Exploring Masonic Education: Program Options and Implementation

Create transformative learning experiences by tailoring Masonic education programs to your lodge's unique needs. This session explores impactful initiatives that deepen understanding, nurture leadership, and uphold the enduring values of Masonry.



Putting Together an Education Calendar

Learn to create an education calendar that integrates with lodge operations and supports ongoing learning opportunities. This session covers strategies for scheduling, aligning with lodge goals, and ensuring all members—candidates and officers alike—have access to enriching educational experiences throughout the year.

Creating Experiences vs. Planning Events

Redefine your lodge's approach to programming by designing meaningful experiences that reflect Masonic traditions and values. This session emphasizes activities that strengthen connections, build engagement, and leave lasting impressions.

Preparing to Become Master: Leadership Development Through Education

Equip yourself with the skills needed to step into the role of Master. This session emphasizes preparing a comprehensive budget and calendar, enhancing public speaking and mentoring skills, and developing the leadership qualities required to inspire and guide your lodge effectively.

Membership: Junior Wardens, Marshall, Senior Deacon, Chaplain Track:

Making Masons is what sets us apart from all other membership organizations. Come learn to how remove barriers to membership in your lodge.

The Welcoming Committee: Creating a Warm First Impression

Learn to establish a dedicated welcome committee that handles inquiries professionally and warmly. Gain tools to ensure emails, calls, and walk-ins are managed effectively, creating an inviting first impression for prospective members and setting the tone for a positive and engaging lodge experience.

The Prospect Manager: Guiding the Member Journey with iMember

Master the use of iMember to track and manage the prospect journey. This session focuses on leveraging technology to maintain communication, streamline processes, and guide prospects from initial contact to election, ensuring a personalized and seamless onboarding experience for potential members.

Talking to Prospects: Building Relationships Through Conversation

Develop confidence in engaging with prospects through meaningful conversations. This session covers active listening, understanding prospects' needs, and effectively communicating the value of lodge membership, building trust and excitement that inspire candidates to take the next step in their Masonic journey.

Member Retention: Communicating to Keep Members Engaged

Discover strategies for member retention through effective communication. This session provides tools for consistent outreach, personalized engagement, and fostering connections, helping ensure every member feels valued and actively involved in the lodge, contributing to a strong and thriving community.

Preparing to Become Senior Warden: Nurturing Leadership Potential

Equip yourself with the skills to transition into the Senior Warden role successfully. This session focuses on leadership development, mentoring, and fostering member participation, preparing officers to take on increased responsibilities and lead their lodge toward growth and engagement.



Finance: Treasurers and Assistant Treasurers Track

Take control of your lodge's financial future with practical tools and strategies. From budgeting and risk management to audit preparation and compliance, this track equips you to safeguard assets, ensure transparency, and build a foundation for long-term stability and success.

Introduction to iMember Accounting - Part 1

The Intacct accounting systems for Lodges and Halls will soon be retired. This session introduces iMember's accounting tools, designed to help you manage lodge finances with precision. Part 1 provides an overview of the tools and a guided walk-through of key actions, such as tracking income and expenses, maintaining accurate records, and creating transparent financial reports. Additional training will be available throughout the weekend upon request.

Introduction to iMember Accounting - Part 2

This session offers a continuation of the guided walk-through of iMember's accounting tools. Learn detailed steps to maintain accurate records, track income and expenses, and produce transparent financial reports. While this session is not hands-on, the presenter will demonstrate key processes and provide actionable tips for success. Additional training will be available throughout the weekend upon request.

Strategic Budgeting and Financial Stability: Lodge and Hall Association Planning

Take a comprehensive approach to managing your lodge and Hall Association's finances. This session combines strategic budgeting with actionable strategies for tracking income, managing expenses, and fostering long-term financial stability. Learn to prioritize resources, align budgets with annual goals, and ensure sustainability through effective investment portfolio management. Gain the skills to forecast effectively, control costs, and maintain financial health for years to come.

Risk Management and Insurance Coverage for Lodges and Halls

Protect your lodge and Hall Association by identifying risks and ensuring proper insurance coverage. This session emphasizes practical strategies to safeguard assets and comply with regulations while maintaining financial and operational integrity. Explore tailored insurance programs designed to meet the unique needs of individual halls, understand how to strengthen your lodge's risk management framework and ensure peace of mind.

Audit Preparation and Financial Reviews: Ensuring Compliance and Accountability

Confidently prepare for audits and inspector reviews. Participants will learn step-by-step methods for organizing financial records, conducting transparent financial reviews, and ensuring compliance with IRS regulations. These practices not only build trust and accountability but also position your lodge for financial excellence. Leave equipped to streamline processes and enhance your lodge's credibility.

Administration: Secretaries and Assistant Secretaries Track

Become the cornerstone of your lodge's operations with this essential track. From managing records and enhancing member engagement to leveraging modern tools and fostering a connected lodge culture, this track equips secretaries with the skills and strategies to streamline administration, support leadership, and inspire meaningful member experiences.

From Records to Relationships: Building a Connected Lodge

Learn to transform the secretary's role from managing paperwork to building meaningful connections. Discover how to use technology to track member milestones, implement proactive communication strategies, and create



personalized touchpoints. Gain tips for effective daily communication, making the secretary the hub of engagement for your lodge.

Maximizing Retention

Explore strategies to simplify dues collection and boost member retention. This session covers leveraging online payment systems, communicating membership value, and managing Grand Lodge invoicing programs effectively. Gain insights into engaging members beyond dues notices and learn how Masonic Assistance services can support your retention efforts.

Modern Tools for Lodge Management

Discover digital tools that streamline lodge administration and enhance engagement. Learn iMember tips, explore email and survey tools, and simplify event planning with digital resources. This session highlights ongoing iMember training opportunities, empowering secretaries to manage their lodges efficiently and effectively.

Welcoming New Members: Secrets of an Engaging Onboarding Process

Craft an onboarding experience that inspires long-term member engagement. This session provides tips for creating welcome kits, tracking progress through degrees, and integrating new members into lodge life. Learn how to collaborate with officers to create mentorship opportunities that foster connection and growth.

The Secretary as a Leader: Influencing Lodge Culture and Success

Redefine the secretary's role as a leader who drives engagement and culture. This session explores collaboration with lodge officers, managing conflicts, and fostering harmony. Gain strategies to inspire members by embodying the lodge's mission and vision, making the secretary a key influencer in the lodge's success.

Ritual: Officers Coaches, Organists, and Tilers Track

Become the cornerstone of your lodge's ceremonial excellence with this focused track. From mastering ritual preparation and execution to enhancing the degree experience with music and atmosphere, this track equips Officers Coaches, Organists, and Tilers with the skills to preserve traditions, inspire members, and elevate the lodge's ritual work.

Ritual Readiness: Training for Excellence

Learn techniques to train officers for proficiency and confidence in their ritual roles. This session focuses on fostering a culture of ritual excellence, ensuring every officer is prepared to deliver impactful and precise degree work, contributing to the lodge's ceremonial success.

Music, Regalia, and Paraphernalia: Enhancing the Degree Experience

Discover how music, regalia, and paraphernalia can transform degree ceremonies into meaningful experiences. This session provides tools to manage these elements effectively, creating a memorable atmosphere that inspires candidates and enriches the lodge's traditions.

Crafting a Degree and Practice Calendar

Master the art of setting up a comprehensive degree and practice calendar. This session covers strategies for scheduling, aligning officer roles, and ensuring readiness for all ceremonies, creating a seamless and well-coordinated ritual experience throughout the year.

Preparing for Proficiencies: Coaching for Ritual Success

Develop coaching techniques to guide officers in achieving ritual proficiency and mastering their roles. This session emphasizes mentoring practices that maintain tradition, enhance team performance, and contribute to the lodge's overall ritual excellence.



The Symbolic and Ceremonial Significance of Rituals

Immerse yourself in the timeless significance of Masonic rituals, exploring their spiritual, historical, and symbolic importance. This session deepens appreciation for rituals as a cornerstone of tradition and a reflection of Masonic values.

Social: Stewards Track

Become the heart of your lodge's social and community activities with this dynamic track. From planning engaging events and fostering connections to managing risk and enhancing member involvement, this track equips Stewards with the tools and strategies to create memorable experiences, strengthen bonds, and inspire lasting camaraderie within your lodge.

Community Engagement: Building Connections Beyond the Lodge

Strengthen your lodge's role in the community by hosting events that reflect the principles of Masonry. This session offers strategies to build relationships, demonstrate leadership, and showcase a commitment to service and connection beyond the lodge.

Risk Management in Events: Rules Governing Fundraisers and Alcohol

Ensure the success of your lodge's events by mastering risk management principles rooted in responsibility and professionalism. This session focuses on compliance with fundraising and alcohol regulations to uphold the integrity and safety of Masonic gatherings.

Putting Together a Social Calendar

Create a comprehensive social calendar that aligns with lodge objectives and fosters engagement. This session covers scheduling strategies, balancing traditions with innovative ideas, and ensuring events are meaningful, well-organized, and accessible to all members and their families.

Creating Experiences vs. Planning Events

Transform routine events into memorable experiences that resonate with members. This session emphasizes the importance of creating impactful and engaging activities that foster camaraderie and align with your lodge's mission, while seamlessly integrating all lodge activities into a cohesive calendar.

Preparing to Become Junior Warden: Leadership Through Social Engagement

Prepare for the transition to Junior Warden by mastering leadership through social programming. This session focuses on planning events that strengthen lodge bonds, involving families, and creating a welcoming environment that inspires participation and supports the lodge's broader goals.