



Welcoming New Members Secrets of an Engaging Onboarding Process

MICHAEL ROBERTS

MANAGER OF MEMBERSHIP AND LODGE DEVELOPMENT

LODGE LEADERSHIP RETREAT 2025

ADMINISTRATION TRACK

We will cover three key areas:



- Creating effective Welcome Kits
- Tracking progress through degrees
- Integrating members into lodge life with mentorship

How Do You Feel About Your Engaging Onboarding Process?

Emoji	Description
1 	Excited & Confident “I love onboarding and feel great about it!”
2 	Curious & Open to Learning “I think I’m doing okay, but I want to improve.”
3 	Overwhelmed & Uncertain “I’m not sure if my onboarding process is working.”
4 	Skeptical or Uninterested “Does onboarding really matter that much?”
5 	Frustrated & Struggling “Onboarding feels chaotic – I need help!”

Open Discussion

Lodge Welcome Kits

“First Impressions Matter”



Welcome Kit

Lodge Welcome Kits

“First impressions matter”

- Who here currently uses a Welcome Kit for new prospects?
- Why do first impressions matter so much? What happens when a new member feels lost?
- What’s one item your lodge includes – or should include – that makes a difference?

What should be included in a Well-Structured Welcome Kit

- Personalized welcome letter
- Lodge informational brochure
- Trestleboard
- Opening the Door to Freemasonry
- Invitation to attend an event

Sample Welcome Kit



Welcome Letter



Acalanes Fellowship Lodge No. 480
925 Moraga Road
Lafayette, CA 94549

March 18, 2025

Dear Brother Jones,

On behalf of the Worshipful Master, Wardens, Officers, and Brethren of Acalanes Fellowship Lodge No. 480, I am delighted to officially welcome you to our Masonic family. Your initiation into Freemasonry marks the beginning of a journey rich in tradition, personal growth, and brotherhood.

As you embark on this path, you will find that Masonry is more than just an organization—it is a lifelong pursuit of wisdom, virtue, and fellowship. Our lodge is committed to supporting you every step of the way, helping you understand our time-honored principles of Brotherly Love, Relief, and Truth.

We encourage you to engage actively in our meetings, participate in lodge activities, and seek guidance from your mentor and fellow brethren. By doing so, you will not only enhance your Masonic knowledge but also form lasting bonds with men who share a common commitment to self-improvement and service to others.

If you have any questions or need assistance, please feel free to reach out to me or any of your brothers. We are here to support you in your Masonic journey and look forward to seeing you grow within our fraternity.

Once again, congratulations and welcome to Acalanes Fellowship Lodge No. 480. We are honored to have you among us.

Fraternally yours,

Gary D. Sparks

Gary Sparks, PM
Secretary
Acalanes Fellowship Lodge No. 480
P.O. Box 1
Lafayette, CA 94549
(925) 284-7815
secretary@acalanefellowship.com
<http://www.acalanefellowship.com>



Lodge Informational Brochure

What is Freemasonry?

Freemasonry is the oldest fraternal organization in the world, and is based on the belief that each man has a responsibility to help make the world a better place. We promote a culture of philanthropy and are devoted to the welfare and happiness for all mankind. Our members are taught that kindness, forbearance and charity are a blessing and provide their own reward.

In addition to its charitable and philanthropic pursuits, Freemasonry instills morality and leadership in its members. We believe this serves to benefit our fraternity and the communities that we serve.

In the 17th and 18th Century, Masons in England defined their fraternity as ***"a system of morality, veiled in allegory and illustrated by symbols."***

Today we might define it as "an organized society of men that symbolically applies the tools and implements of architecture and ancient stone masonry to the modern science and art of character building."

Freemasonry endeavors to improve the moral character and reliability of its members. We often say we ***"take a good man and make him better."*** What we teach is not secret, but we do use ritual to enhance the teaching process. In accordance with our traditions, some of that ritual remains private to the fraternity.

AcalanesFellowshipLodge.com

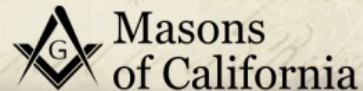
We Look Forward to Meeting You!

Acalanes Fellowship Lodge #480 Free and Accepted Masons is a composite of three Masonic Lodges dating back to 1920. Fellowship Lodge #480 and Fortitude Lodge #624 merged in 1970, with Fortitude giving up its name and number; Acalanes Lodge #723 merged with Fellowship Lodge #480 in 1978 with the resulting lodge combining both names and retaining the original number. We have been meeting in the same location at the corner of Brook Street and Moraga Road since 1960, after purchasing the building from Lafayette Covenant Church.

Acalanes Fellowship Lodge, #480
925 Moraga Road
Lafayette, CA 94549

AcalanesFellowshipLodge.com

(925) 284-7815
or (800)-419-0819



Welcome to Acalanes Fellowship Lodge #480 F&AM



"The Friendly Lodge"
AcalanesFellowshipLodge.com

When you visit Acalanes Fellowship Lodge you will immediately feel welcomed. As a fraternity of men dedicated to personal growth, community development, and charity, we truly enjoy our time together and look forward to meeting other like-minded men.

We regularly assemble for monthly "stated" business meetings, dinners, social events, and charity work activities. We also frequently celebrate the sweethearts and widows of our Brethren, as without them we could not truly fulfill all of our duties as Freemasons.

Lodge Informational Brochure

Our Principles

Our Masonic mission is guided by the enduring and relevant principles of our fraternity:

> **Brotherly Love.** We value respect, freedom, kindness, and tolerance. It is our belief that religious, ethnic, cultural, social, generational, and educational differences can enrich us. We strive for harmony in our individual lives, our lodges, and in the global community.

> **Relief.** We take responsibility for the well-being of our Brothers, our families, and the community as a whole. We provide relief through philanthropy, community involvement, and delivery of excellent care.

> **Truth.** We stay true to our personal code of conduct and ethics. The first lesson we are taught in Masonry is to be good and true. We aspire to incorporate honor, integrity, personal responsibility, and the pursuit of knowledge into our lives.

All Masons are expected to live by these principles. Every Masonic lodge should be a place where worldly divisions are left outside, so we can engage in activities that unite us rather than those which separate and divide us. One of the basic rules of Freemasonry forbids discussion of religious and political matters during Masonic meetings and functions, as these topics could lead to personal arguments.

AcalanesFellowshipLodge.com

Our Members

Our members and their diversity are what make attendance at our lodge so special. We have Christian, Jewish, Muslim, and Buddhist members. They come from all walks of life and professions such as police officers, teachers, salespeople, realtors, doctors, engineers, accountants, lawyers, actors, and musicians. Our membership includes Brethren who served our country from World War II through the present. Some of our Brothers are newly-minted Masons and others have been Masons for over 50 years. Many of our brethren have served Freemasonry in larger ways. Our Lodge is proud to count two Past Grand Masters of California, the Grand Secretary of California, and the President of the Masonic Homes of California among its membership.



Our Events

Lodge events range from formal to casual, but they are all fun! Each year we hold exciting activities such as our annual Crab Feed, a Hawaiian Luau, and a Dinner and Theatre night. We also host monthly "stated" meetings which begin with socialization and a catered meal, and then move into the lodge room for official business.

Becoming a Freemason

There are three primary qualifications required by the Grand Lodge of California for membership in its Masonic lodges:

> **Age.** You must be a man at least 18 years old.

> **Belief in a Supreme Being.** Masonry is open to members of every religion provided that they believe in a Supreme Being and a "future existence." No atheists may become Masons. Beyond this singular restriction, Masonry is not concerned with a member's faith. We seek tolerance and adhere to our principles in religious, social, and political matters.

> **Character.** You must be known to be of good character. Just as a job applicant must provide a prospective employer with certain information and professional references, Masonry requires that candidates provide certain information and character references. Masonry does not expect men to be perfect, but we collectively aspire to be more honorable. We have a responsibility to ensure that the men who find their way through our lodge doors and apply for membership are good people and share that belief.

Application Process

Complete details on the process for application are available on our lodge website.

AcalanesFellowshipLodge.com

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The Trestleboard

The Trestleboard

Acalanes Fellowship Lodge #480 ☉ February 2025
925 Moraga Road
(Mailing Address: P.O. Box 1)
Lafayette, CA 94549

Upcoming Events at Acalanes Fellowship Lodge #480

February 4th 7:30 pm

[Stated Meeting](#)

Social Hour 5:30 pm
Dinner 6:30 pm
Stated Meeting 7:30 pm

February 16th 10:00 am

Lodge Work Party

February 26th 6:00 pm

[Masonic Education](#)

Light Refreshments 6:00 pm
Program 6:30 PM

From the East

A message from Worshipful Peter A Peterson

Still in one piece, and not going to quit! Pretty full of myself sitting in the East as Master for the first time. Gavelled when I should have and didn't gavel when I shouldn't. Things were going well until I muttered the words: "All Masters and Past Masters..." My many bumps and bruises have healed after that friendly assault.

I'm blessed and continue to marvel at our many brother's dedication to the Craft. Our JW Kaveh led our efforts, in coordination with Orinda Lodge No 122, supporting Martinez Lodge No 41's charity drive in support of fire relief efforts in Los Angeles.



The Trestleboard

Many brothers from Acalanes Fellowship Lodge and Orinda Lodge responded to the call of help to sort, and donate, supplies to be sent to a Masonic Lodge down south for distribution. You'll see some photos below. I know we had one or two other brothers assisting other lodges as well.

Our annual Crab Feed will be over by the time you read this. What an incredible evening! Our SW Mark worked tirelessly the past couple of months putting teams together to make sure the event would be a success. A lot of unseen and unappreciated work goes on behind the scenes to make this annual fundraiser successful. Many, many brothers volunteered to assist. Many donated items for our auction.

We had youth from DeMolay, Jobs Daughters and Rainbow Girls on hand to assist. These three youth organizations are composed of exceptional young men and women. You might want to look into these groups if you have younger kids who want to gain leadership, and other skills, which will help them become successful in life.

Our JW Kaveh and our Tiler Joe have been talking about putting together a monthly family night, involving spouses and kids. Many of our younger brothers work and have families, and can't always get away to join us in our monthly meetings or other events. We don't want to lose them and this idea was proposed as a way to keep them involved. Plans are evolving, but suggestions include having games set up, show a movie, card games, board games, etc. You get the idea. Pencil in on your calendars Saturday, March 1 for our kickoff event.

Junior Deacon Sunil (also Hall Association Vice President) has scheduled a Lodge cleanup day on Sunday, February 15, at 10:00 am. There's a lot of little things - cleaning, minor repairs, etc. - that needs to be done to keep our building in good shape. This work doesn't happen on its own. Big jobs- little jobs, we can use your help.

A continued shoutout to JW Kaveh, JD Sunil and PM, Worshipful Mike Wilson for their ongoing Masonic Education nights. We had three prospective members sign up to attend the January 29 meeting. These events are open to all, and all are encouraged to attend!

Faternally yours,

Pete Peterson - Master 2025

The Trestleboard

From the West

Mark Williams, Senior Warden

Greetings from the West! As I write this we have just completed a very successful Crab Feed event evening... and I think everyone in attendance had a great time and enjoyed a wonderful crab and/or steak dinner, good fellowship, and a fun silent auction. This is a “signature” yearly event; one that had been going on for many years before I joined the Lodge 15 years ago. Tradition is a big component of Freemasonry, and our Crab Feed is certainly a tradition of Acalanes Fellowship Lodge!



But I particularly want to share my experience and observation of the incredible teamwork, cooperation, and contribution of so many of our AFL 480 Brothers. Many of our Brothers started Friday evening, and then from Saturday morning until late that evening to make sure that all aspects of this event went off smoothly and that all of our Brothers, family, and friends had the best experience possible. It is a part of Masonry (and our Lodge) to be willing to step up and work tirelessly for the benefit of all. We even had some Brothers who, due to conflicts could not attend the event, but found a way to contribute ahead of time! And at this event we even saw family and friends step up and pitch in. It seems our “contribution ethic” runs so deeply that it is difficult to be around us without jumping in! Many of our “newer” Brothers (some not really that new to us anymore) responded and cheerfully took on any and every task requested... and even if they had never done it before they did not hesitate to do the job. And they did it well! Many, many thanks to all who contributed.

It was just very personally rewarding to me to see the Brothers of our Lodge demonstrating the principles and qualities that we espouse and value so much. Often the greatest bonding experiences that we have as Masons is when we all work together for a common goal. This year’s Crab Feed event was an outstanding example of that. Thank you all again!

Fraternally -

Mark Williams, Senior Warden

The Trestleboard

From the South

Kaveh Astaneh, Junior Warden

The Tenet of Relief

My Brothers, one of the most fundamental tenets of Freemasonry is Relief—the duty to aid and support those in need, be they our Brothers, their families, or our wider communities. Relief is more than just charity; it is the active expression of our Masonic obligation to lighten the burdens of others through acts of kindness, service, and generosity.

In our lodge, we have seen outstanding examples of Masonic relief in action. Several of our brethren gathered donations to support Martinez #41 in supporting those who lost everything in the fires down south, ensuring that much-needed assistance reached those who required it most. Brother Joseph Parra took it upon himself to personally drive down to Los Angeles, with the Brothers of Martinez, to complete the final leg of the donation drive—an act of dedication and selfless service that embodies the spirit of Relief.

Brother Tim Wilbur, exemplifies Relief in another way. Each year, he dons the red suit of Santa Claus and visits the children at the Shriners Children's Hospital in Sacramento. His presence, bringing joy and comfort to those facing medical challenges, is a powerful reminder that Relief is not only material but also emotional and spiritual.

Brother Frank Shoffner demonstrates yet another form of Relief—companionship. He makes it a priority to regularly meet with our Brethren for lunch and on Sundays at the Canyon Club, ensuring that no Brother feels disconnected or forgotten. Loneliness can be as heavy a burden as any other hardship, and through his efforts, Brother Frank offers the relief of Brotherly Love and Fellowship.

As the weather improves, I will be organizing a “garden crew” to help maintain the lawns and yards of our Masonic community who are unable to do so themselves. Whether due to age, illness, or other circumstances, some of our Brothers and widows struggle with this simple task, and we, as Masons, have the ability to offer Relief by giving our time and labor to ease their burdens.

How can you provide Relief?

Supporting Masonic Widows and Families - Many Masonic widows and families may struggle in silence. A simple visit, assistance with errands, or offering a helping hand can make a significant impact.

Mentoring - whether guiding new Masons in their journey or volunteering time to mentor local youth in need, sharing our knowledge and experience can provide invaluable Relief.

The Trestleboard

Food and Shelter Assistance - We can organize food drives for local shelters, volunteer at soup kitchens, or even help build and repair homes for those in need through Masonic or community-based programs.

Disaster Relief Efforts - In times of crisis, Masons have always stepped forward to aid those affected by natural disasters. Whether through donations, rebuilding efforts, or logistical support, we can stand ready to assist.

Organizing a Lodge Charity Event - Hosting a fundraiser, charity dinner, or auction to support a local cause or Masonic charity can be a great way to make a broader impact.

Brethren, Relief is at the core of who we are as Masons. It is not just a word, but a way of life—an obligation we willingly take upon ourselves. Whether through grand gestures or small daily acts of kindness, every effort to provide Relief strengthens our Brotherhood and our community.

I look forward to any and all of your ideas that will produce Relief and together we can show our communities and the world who we are and what we are capable of.

“Knowing is not enough, we must apply; Willing is not enough, we must do.” - Brother Johann Wolfgang Von Goethe

Fraternally

Br. Kaveh, Junior Warden

Fraternally - *Kaveh Astaneh, Junior Warden*

The Trestleboard

Calendar of Events

2025 February Acalanes #480 Birth & Raised Date Calendar B: Birthday R: MM Raised Date 						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	31	01 Crab Feed B: Robert Seitelman
02 B: Noah Maier	03	04 Stated Meeting R: Michael McNulty	05 B: Russell Kenndeg B: Robert Uffens	06	07	08 B: John Osborne
09	10	11 B: Robert Kaleta R: Veston Wheatley	12 B: Harvey Uhl	13 B: Fraser Marshall	14 B: Daniel Argueta	15 Sweet Hearts Luncheon
16 Lodge Work Party R: Chandler Eason R: Michael Kenny	17	18 DDSI: Bay Cities B: Gary Charland R: Terry Kilgore	19	20	21	22
23	24	25 R: Cody Vilbur	26 Masonic Education R: Noah Maier	27 B: Jared Huddleston B: Robert Knebel	28 R: Gerald Walker R: Darren Fanelli R: Raymond Franklin	01
02	03	Reminders: Crab Feed on 2/1/2025 Next Months Stated Meeting: 3/4/2025				

Links to register for events (click to register)

[Stated Meeting, February 4th](#)

[Masonic Education, February 26th](#)

The Trestleboard

MASONIC Phun Photos

Fire Relief Efforts



Whole bunch of donations at Martinez Lodge to be sorted. Many hands at work.



Acalanes Fellowship Lodge & Orinda Lodge - Working together!
Weston, Westley, W. Carey, Brandon, Kaveh, Sunil, Joseph - Great job!

The Trestleboard

ACALANES FELLOWSHIP LODGE #480
MASONIC EDUCATION NIGHT
01/29/2025



"THE IMPACT OF MASONS IN CALIFORNIA"

PRESENTED BY:

BROTHERS KAVEH, SUNIL
AND G. MICHAEL

VISIT [HTTPS://FREEMASON.ORG/](https://freemason.org/) FOR ADDITIONAL INFORMATION

ARE YOU A MASON? LOG IN TO YOUR [MEMBER](#) ACCOUNT AT
[FREEMASON.ORG](https://freemason.org/) > RESOURCES



Taking a brain break! Thanks for your efforts Kaveh, Sunil & Worshipful Mike.

The Trestleboard

Crab Feed 2/1/2025



Don't argue W. Terry, the woman is always right!



Crab feed crew hard at work!



Officers baked goods for the auction.



Third helpings!

The Trestleboard



Officers AFL #480 2025

Master Peter A. Peterson 925-487-2725	Senior Warden Mark A. Williams 925-285-0630
Junior Warden Kaveh Astaneh 925-437-6016	Treasurer Rob Seitelman 415-310-8563
Secretary Gary D. Sparks, PM 707-803-9385	Chaplain Franklin H. Shoffner
Assistant Secretary C. Randall Tolerton, PM	Marshal Cody Wilbur
Senior Deacon Christopher D. Benz	Junior Deacon Sunil Awasti
Senior Steward Eshan Shafaei	Junior Steward William P. Labit
Organist John Minagro	Tiler Joseph Parra

The Trestleboard

2025 AFL #480 Committees

Executive Committee

Pete Peterson, Master - Chair
Mark Williams, Senior Warden
Kaveh Astaneh, Junior Warden
Rob Seitleman, Treasurer
Gary Sparks, PM, Secretary

Auditing Committee

Mark Williams, Senior Warden - Chair
Kaveh Astaneh, Junior Warden
Sunil Awasti, Junior Deacon

Sunshine Committee

Frank Shoffner, Chaplain - Chair
Tom Riley, PM
John Minagro, Organist

Life Membership Committee

Randy Tolerton, PM, Asst. Secty - Chair
Ryder Brose - President
Paul Crawford - Vice Chair
Tom Riley, PM - Member
Fred Lezak - Member
Pete Peterson - Ex Officio
Mark Williams - Ex Officio
Kaveh Astaneh - Ex Officio

Charity Committee

Pete Peterson, Master - Chair
Mark Williams, Senior Warden
Kaveh Astaneh, Junior Warden
Randy Tolerton, PM, Asst. Secretary

Member Retention Committee

Gary Sparks, PM, Secretary - Chair
Tom Riley, PM
Kaveh Astaneh, Junior Warden

Dining Committee

Kaveh Astaneh, Junior Warden - Chair
Chris Benz, Senior Deacon
Eshan Shafae, Senior Steward
Patrick Labit, Junior Steward

Endowment Committee

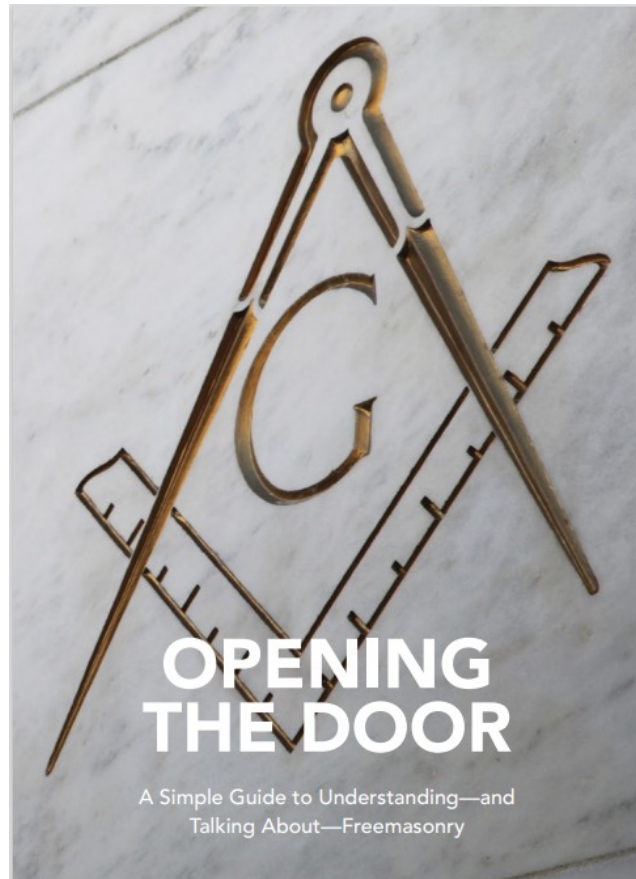
Randall Tolerton, PM, Asst. Secty - Chair
Adam Hanin, PM - Vice Chair
Ryder Brose - President

Prospect Committee

Gary Spakes, PM, Secretary - Chair
Mark Williams, Senior Warden
Kaveh Astaneh, Junior Warden

Simple Guide to Understanding-and Talking About-Freemasonry

<https://freemason.org/openingthedoor/>



Available for free download:

- English
- Spanish
- French

OPENING THE DOOR

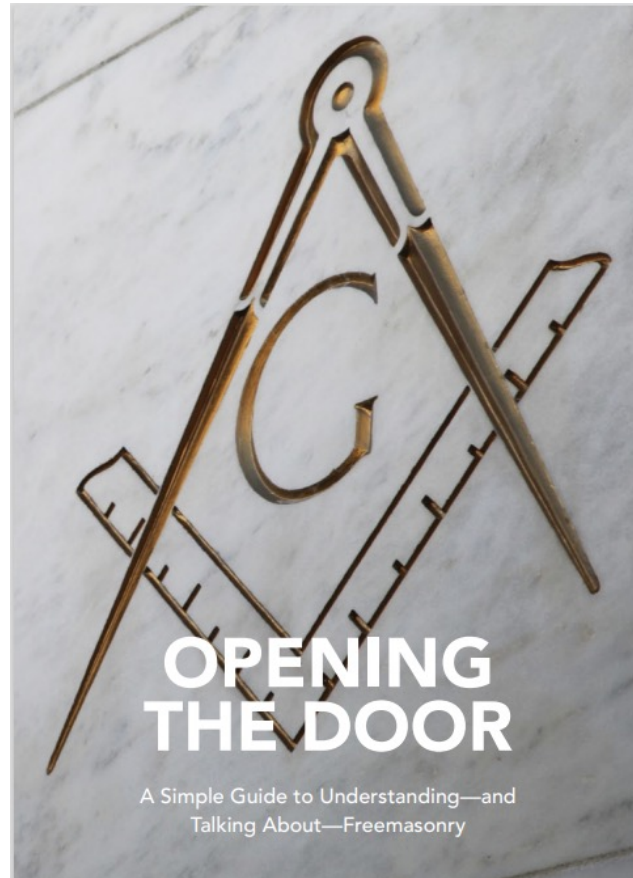
A Simple Guide to Understanding and Talking About-Freemasonry

Supply Order Form LAFSCO

Los Angeles Fraternal Supply Company

(310) 537-7663

<https://www.lafsco.com/100-opening-the-door-package-p-1485.html>



GL-100 Opening The Door
Package of 50 - \$4.00

Invitation to Attend an Event



Date: April 4, 2025

George Jones
3390 Mt. Diablo Blvd. Apt. 240
Lafayette, CA 94549

Dear George,

I hope this letter finds you well. On behalf of Acalanes Fellowship Lodge No. 480, I would like to extend a warm invitation to you to join us for our **Monthly Prospect Information Night**, held on the 4th Thursday of each month at 7:30 P.M. at our lodge located at 925 Moraga Road, Lafayette CA 94595

This evening is designed specifically for individuals like yourself who are interested in learning more about Freemasonry, its values, and the opportunities available within our lodge. We understand that becoming part of the Masonic community is a significant decision, and our goal is to provide you with the information you need to make an informed choice.

During the event, you will have the opportunity to:

- Meet our members and learn about their experiences within the lodge.
- Discover the core values of Freemasonry and how they align with personal growth, community service, and fellowship.
- Ask any questions you may have about the process of becoming a member and what it entails.
- Tour the lodge and learn more about our rich history and traditions.

Known as the “Friendly Lodge” we believe that Acalanes Fellowship Lodge offers a welcoming environment where men can grow personally and spiritually, build lasting friendships, and make a positive impact in the community. We would be honored to share this experience with you.

If you are interested in attending or have any questions, please RSVP by contacting Gary Sparks at (925) 284-7815 or emailing secretary@acalanesfellowship.com. We look forward to meeting you and sharing more about the journey that lies ahead.

Thank you for considering Acalanes Fellowship Lodge No. 480. We hope to see you at our Prospect Info Night.

Fraternally yours,

Gary Sparks, Past Master and Secretary, Acalanes Fellowship Lodge No. 480
Phone: (925) 284-781
Email: Secretary@acalanesfellowship.com



Open Discussion

Tracking member progress



Open Discussion

Tracking member progress

- Who here tracks members' progress in iMember?
- Why do members disengage? What happens when there's no clear path forward?
- How does your lodge currently track progress through degrees in iMember – and what's working (or not)?

Member Information Report



Grand Lodge Of California
F & AM

Member Information Report

Printed: 03/24/2025

Collins, Mark - #387373

Master Mason - In Good Standing

Birthdate:

03/04/1992 --> 33.05 Years Old

Contact Info

1201 TENNESSEE ST APT 119 , SAN FRANCISCO, CA 94107-3695

(M) (925) 771-9006

(E) markjwcollins@gmail.com

Updated: 28 November, 2023 @ 06:50PM

Years of Service:

Date Raised : 11/14/2023

Years since raising: 1.36

Time Missed: 0.0

Total Years of Service: 1.36

Fifty Year Date: 11/14/2073

Military Services

Lodge Memberships

Lodge	Status	Pay Type
Acalanes Fellowship No. 480	Active (Home Lodge)	Dues Notice

Historical Events

Date	Event	Comment	Lodge
08/02/2022	Web Inquiry		Acalanes Fellowship No. 480
09/06/2022	Application of Degrees		Acalanes Fellowship No. 480
10/17/2022	Grand Lodge Approval		Acalanes Fellowship No. 480
11/21/2022	EA Final Exam		Acalanes Fellowship No. 480
01/07/2023	Degree - Initiated - EA	Initiated on this day at AFL480	Acalanes Fellowship No. 480
04/04/2023	Proficiency - EA		Acalanes Fellowship No. 480
04/29/2023	Degree - Passed - FC		Acalanes Fellowship No. 480
11/01/2023	FC Final Exam		Acalanes Fellowship No. 480
11/07/2023	Proficiency - FC		Acalanes Fellowship No. 480
11/14/2023	Degree - Raised - MM		Acalanes Fellowship No. 480
No Date	Intaact Export		Acalanes Fellowship No. 480

Awards

Date	Event	Comment	Lodge
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Lodge Offices Held

Office	Lodge	Start	End
Tiler	Acalanes Fellowship No.480	12/09/2023	12/07/2024

Open Discussion

Integrating members into lodge life with mentorship



Open Discussion

Integrating members into lodge life with mentorship

- Who here has a defined process in place for new member integration?
- Why does new member integration and mentorship matter?
- What is one thing your lodge does (or could do) to collaborate with officers to create mentorship opportunities that foster connection and growth?

Integrating new members into lodge life

Structured Mentorship Program

- Assign a mentor (seasoned Mason) to each new member to help them understand traditions, expectations, and the significance of degrees.
- Set up regular check-ins to answer questions and discuss Masonic education.
- Encourage informal meetups, such as coffee chats or lodge dinners, to build rapport.

Integrating new members into lodge life

Social & Community Engagement

- Plan casual social events (BBQs, game nights, sports outings) to help new members bond with the brethren.
- Encourage participation in community service projects, giving them a sense of purpose and active involvement.
- Invite them to lodge-sponsored family events to help integrate their families into the Masonic community.

Integrating new members into lodge life

Educational Opportunities

- Offer a Masonic study group or discussion sessions on key teachings, history, and symbols.
- Provide digital access to online resources like podcasts, videos, and reading materials for deeper learning.
- Organize a Q&A session where Past Masters share their experiences and insights.

Integrating new members into lodge life

Active Involvement in Lodge Operations

- Encourage participation in degree teams, so they feel engaged in the ritual process.
- Give them small responsibilities (helping with events, setting up for meetings, greeting guests) to foster a sense of contribution.
- Invite them to serve on a lodge committee (charity, membership, social, etc.) based on their interests.

Integrating new members into lodge life

Leveraging Technology for Engagement

- Use iMember Database to track their progress, send reminders, and provide access to Masonic materials.
- Create a private lodge chat group (WhatsApp, Discord, etc.) for informal discussions and support.
- Send a monthly email or newsletter with lodge updates, member spotlights, and upcoming events.

Integrating new members into lodge life

Recognition & Encouragement

- Publicly acknowledge their progress in degrees during meetings or events.
- Offer certificates or small tokens for completing their Entered Apprentice and Fellowcraft degrees.
- Celebrate their first year with a "New Mason Anniversary" event, where they share their experiences and future aspirations.

Integrating new members into lodge life

Mentorship is the bridge between initiation and true belonging. Without it, new members struggle to find their place. With it, they thrive!



In Closing

We've talked about why onboarding matters and how to do it effectively

We explored three key elements:

- Creating meaningful welcome kits
- Tracking progress through degrees
- Integrating members into lodge life through mentorship

In Closing: “A Call To Action”

If you could only do ONE thing to improve onboarding in your lodge, what would it be?

- Commit to One Action
- Write It down
- Share with a neighbor (2 minutes)



Questions



Answers

Let's keep in touch

Michael Roberts



mroberts@@freemason.org



(415) 292-9135