



2026 Lodge Leadership Retreat Agenda

Pre-Retreat Activities

4:00-6:00 p.m.

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.

4:00–7:15 p.m.

Graffiti Wall: What Makes the Masonic Journey Unique in Your Lodge?

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

6:30–7:00 p.m.

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

7:15–7:50 p.m.

Welcome & Meeting New Brothers: Building Masonic Bonds

Start the weekend with energy and excitement. Learn what's in store for you, including opportunities to grow, connect, and be inspired. Get tips on how to make the most of your retreat and begin your Masonic journey with clarity and purpose. Meet brothers from across the fraternity in a fun and interactive session. Exchange stories, share inspiration, and discover what drives others in their Masonic journey. Together, explore questions like, "Who inspires you in Masonry?" and build meaningful connections.

7:50–8:20 p.m.

Our Vision for the Future: The Keystone Initiative

Join us for an introduction to the Keystone Initiative, the fraternity's roadmap for the future. This session will provide an overview of the Initiative and its purpose: building engagement, vitality, and impact across our lodges and communities.



8:20–8:30 p.m.

The Keystone Initiative: Demonstrate Our Value to Our Communities & Extending Our Light Beyond the Lodge

This session introduces the **Community pillar** of the Keystone Initiative, which centers on visible service and philanthropic engagement. We'll explore how California Masons are partnering with organizations, creating meaningful service opportunities, and supporting community needs. Learn about the impact of statewide efforts that connect lodges and members to service opportunities, helping demonstrate the values and relevance of Freemasonry in the communities we serve.

8:30–9:00 p.m.

Leadership Keynote: Why Our Communities Need Freemasonry

Conclude the evening with an inspiring keynote that links the vision of the Keystone Initiative to real-world purpose. This address will explore why Freemasonry matters today—both to our members and to the communities we serve—reinforcing the core principles of service, leadership, and brotherhood that define our work.

9:00–10:00 p.m.

Dessert with the California Masonic Foundation

Wrap up the evening with relaxed and meaningful conversations, with dessert provided by **the California Masonic Foundation**. 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.

10:00 p.m.

The Best Conversations

Keep the conversation going! Meet at hotel bar for further conversations.

Saturday General Sessions

8:00–8:30 a.m.

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.

8:30–8:40 a.m.

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.



8:40–8:50 a.m.

The Keystone Initiative: Build Strong and Confident Leaders

This morning session highlights **Build Strong and Confident Leaders Pillar** emphasizing how intentional leadership development strengthens lodges. We'll introduce key resources and practices that support officers and members across the fraternity, helping ensure that leadership roles are rewarding, supported, and built on mentorship and shared understanding.

8:50–9:50 a.m.

Build Strong and Confident Leaders Through the Executive Committee

Learn why the Executive Committee is the key to running a smooth lodge. Understand how to use this team to ensure lodge officers know what is expected of them and to support them to do their best.

Learn how the Executive Committee can become the hub of planning work (managing budgets, calendars, and plans) so your stated and other meetings can focus on inspiration and education.

10:10–11:00 a.m.

Breakout Session 1

Session on officer job description for all officers that are part of the track.

11:10 a.m.–noon

Breakout Session 2

Noon–1:15 p.m.

Lunch & Meet Our Deputy Grand Master & Senior Grand Warden

Recharge over lunch while meeting your Masonic leaders.

1:20–2:10 p.m.

Breakout Session 3

2:20–3:10 p.m.

Breakout Session 4

3:10–3:25 p.m.

Iced Tea or Coffee Break with Our Youth Orders

Grab a cup of coffee or a glass of iced tea and meet our Masonic youth order members one-on-one. This is your chance to connect, ask questions, share stories, and learn firsthand from the next generation of Masonic leaders.

3:25–3:45 p.m.

The Keystone Initiative: New Resources for Halls and the Insurance Captive

As part of the **Deepen Our Masonic Experience Pillar**, this session focuses on new operational resources designed to support lodge infrastructure and hall vitality. Topics include programs that help lodge halls thrive as vibrant community assets, along with updates on the Insurance Captive Program and other tools that make management and long-term planning simpler and more effective.



3:45–3:55 p.m.

The Keystone Initiative: Deepen Our Masonic Experience

This session introduces **Deepen Our Masonic Experience Pillar**, exploring how we elevate the member journey and lodge engagement. From enhancing the quality and relevance of meetings to enriching ritual, mentorship, and member onboarding, this pillar reinforces the idea that Masonry should be a journey of purpose and connection that inspires long-term engagement.

3:55–5:20 p.m.

The Inspiring, Uplifting, and Meaningful Stated Meeting

Members told us in the market research that stated meetings don't offer the potential for learning and growth. Here, discover how lodges can thrive when stated meetings are focused and the lodge offers meaningful Masonic education. See a demonstration of how stated meetings can be streamlined to strengthen the lodge experience.

5:30–7:00 p.m.

Masonic Homes Cornhole Competition & Cocktail Hour

Take this time to unwind, connect, and have some fun and join us for a **No-Host Cocktail Hour** (cash bar) where you can grab a drink and meet members of the **Masonic Homes** staff one-on-one. Take part in a friendly **Cornhole Competition**. Whether you're playing or cheering from the sidelines, this Masonic Homes-sponsored evening is the perfect blend of connection, relaxation, and friendly rivalry. Ask questions, share stories, and experience the full breadth of support and community that the Masonic Homes family brings to our fraternity.

7–9 p.m.

Dinner & Ye Olde Pin Swap

End the day on a high note with dinner and inspiring presentations. During dinner, celebrate the symbols, stories, and traditions that make our fraternity unique by joining **Ye Olde Pin Swap**. Bring Masonic pins from your lodge, district, or personal collection and trade them with brothers from across the state. It's a fun and meaningful way to share your lodge's identity, discover new designs, and build connections through the emblems we proudly wear.

Sunday General Sessions

8–8:30 a.m.

Coffee Chat

Start your final day with some great conversation. This relaxed gathering sets the stage for the day and strengthens our bonds before the closing sessions.



8:30–9 a.m.

LodgeCraft: Your Working Tool for Engaging Meetings

Discover how LodgeCraft can help your lodge create inspiring, uplifting, and meaningful meetings.

9:10–10 a.m.

Breakout Session 5

10:10–10:50 a.m.

The Keystone Initiative: Putting the Weekend's Tools to Work Your Lodge

A breakout session to start planning the work of your lodge.

11–11:45 a.m.

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.

11:45 a.m.–12:15 p.m.

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.

See breakout sessions below.



Breakout Sessions

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

Understanding the Role of the Master (and later Past Master) in the Beehive of the Lodge

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session will help you see how your daily actions contribute to the “beehive” of lodge life—where teamwork, shared responsibility, and steady effort build lasting success. You’ll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values.

Delegation for Success: Empowering Your Team

Understand the job duties of the lodge. Learn to delegate effectively, ensuring responsibilities are shared and your team is empowered. This session equips you with tools to build trust, reduce burnout, and foster ownership among officers, enabling them to thrive in their roles and drive lodge success collaboratively. 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. Facilitate collaboration across the roles.

Managing Lodge Issues: Practical Problem-Solving for Masters

Equip yourself 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.

Fine Tune the Beehive: Running the Executive Committee

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

Inspiring Tomorrow: The New and Renewed Lodge Development Journey [Co-listed with Membership]

Rooted in the Keystone Initiative’s call to deepen our Masonic experience, this session highlights what it takes to create lodges that honor our past while building a meaningful future. Together, we’ll explore the journey of new and renewed lodges, the timeless virtues at their core, and how purpose-driven members can shape a lodge culture grounded in education, charity, mentorship, and true friendship. Learn how Grand Lodge resources can help transform your vision into a lodge that inspires belonging, strengthens brotherhood, and thrives for generations to come.

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.

Understanding the Role of the Senior Warden and Junior Deacon in the Beehive of the Lodge

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session will help you see how your daily actions contribute to the “beehive” of lodge life—where teamwork, shared



responsibility, and steady effort build lasting success. You'll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values. Include an overview of the membership process from Prospect to Candidate to Master Mason with different needs over his life. How do the different roles hand the baton to one another and build on one another.

The Symbolic and Ceremonial Significance of Rituals [Co-listed with Ritual]

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.

The Candidate Education Program: 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 Member 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.

Mentoring that Makes a Difference [Co-listed with Ritual]

Learn the essentials of effective mentoring in this practical session focused on building trust and openness, setting clear expectations, offering guidance that builds confidence, and modeling the values at the heart of our fraternity. Whether you're supporting a candidate, officer or an emerging leader, you'll leave with simple, actionable tools to help others grow with confidence and purpose.

Membership & Charity: 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.

Understanding the Role of the Junior Warden, Marshall, Senior Deacon, and Chaplain in the Beehive of the Lodge

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session will help you see how your daily actions contribute to the "beehive" of lodge life—where teamwork, shared responsibility, and steady effort build lasting success. You'll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values. Include an overview of the membership process from Prospect to Candidate to Master Mason with different needs over his life. How do the different roles hand the baton to one another and build on one another.

The Welcoming Committee: Creating a Warm First Impression When Talking to Prospects [Co-listed with Social]

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. 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.

Lodge Outreach: Strengthening Our Network of Care

Come learn how to ensure the members of your lodge have the support they need to stay healthy, safe, and connected. This session will help you identify members in need, access Masonic Outreach Services (MOS) resources, and apply proven outreach best practices. You'll also collaborate with other lodge leaders and outreach volunteers to build a stronger, more effective network across your area of California. Through these connections and shared learning, we can continue to ensure that every Mason and Masonic family member knows they are not alone.

Inspiring Tomorrow: The New and Renewed Lodge Development Journey [Co-listed with Membership]

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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.

Understanding the Roles of the Secretaries and Treasurers (and their assistants) in the Beehive of the Lodge [Co-listed with Administration]

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session will help you see how your daily actions contribute to the "beehive" of lodge life—where teamwork, shared responsibility, and steady effort build lasting success. You'll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values.

What's New in iMember [Co-listed with Administration]

This session offers a guided walk-through of updates to iMember's, including a review of the new accounting tools. With the retirement of Intacct systems, mastering these tools is essential for effective financial management. Learn detailed steps to maintain accurate records, track income and expenses, and produce transparent financial reports.

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 essential elements of 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

Gain the confidence to 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. Participants will explore tailored insurance programs designed to meet the unique needs of individual halls, leaving with a clear understanding of how to strengthen their organization's risk management framework and ensure peace of mind.

Audit Preparation and Financial Reviews: Ensuring Compliance and Accountability

Walk away with the knowledge and tools to confidently prepare for audits and inspector reviews. In this session, participants will learn step-by-step methods for organizing financial records, conducting transparent financial reviews, and ensuring compliance with IRS regulations. Discover how 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.

Understanding the Roles of the Secretaries and Treasurers (and their assistants) in the Beehive of the Lodge [Co-listed with Finance]

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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.

Strengthening the Craft: Retention and Member Engagement

Reframe the secretary's role as a key steward of membership vitality. This session explores practical approaches to supporting brothers at risk of suspension for non-payment of dues, guiding meaningful conversations through the restoration campaign, and building systems that encourage long-term engagement. Learn how to welcome sojourning Masons relocating from other states and create simple, repeatable practices that help them feel at home.



quickly. Gain tools for promoting autopayment of dues, improving continuity, and reducing administrative stress. Leave with strategies that strengthen belonging and equip secretaries to sustain a healthy, connected lodge.

Ritual: Officers Coaches, Musicians, 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, Musicians, and Tilers with the skills to preserve traditions, inspire members, and elevate the lodge's ritual work.

Understanding the Role of Officers Coaches, Musicians, and Tilers in the Beehive of the Lodge

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session will help you see how your daily actions contribute to the "beehive" of lodge life—where teamwork, shared responsibility, and steady effort build lasting success. You'll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values.

The Symbolic and Ceremonial Significance of Rituals [Co-listed with Education]

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.

Enhancing the Degree Experience: Music, Regalia, and Paraphernalia

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.

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. 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.

Mentoring that Makes a Difference [Co-listed with Education]

Learn the essentials of effective mentoring in this practical session focused on building trust and openness, setting clear expectations, offering guidance that builds confidence, and modeling the values at the heart of our fraternity. Whether you're supporting a candidate, officer or an emerging leader, you'll leave with simple, actionable tools to help others grow with confidence and purpose.

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.

Understanding the Role of the Stewards in the Beehive of the Lodge

Lead with purpose by understanding how your individual role helps the whole lodge thrive. This practical session



will help you see how your daily actions contribute to the “beehive” of lodge life—where teamwork, shared responsibility, and steady effort build lasting success. You’ll learn simple, hands-on ways to inspire others, strengthen collaboration, and create a lodge culture grounded in purpose and Masonic values.

The Welcoming Committee: Creating a Warm First Impression When Talking to Prospects [Co-listed with Membership]

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. 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.

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.

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.

Creating Experiences, Fellowship and Connections 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.