



# **Administration**

## **Welcoming New Members**

### **Secrets of an Engaging Onboarding Process**

**Michael Roberts**  
**Manager of Lodge Development**








# 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 	<b>Excited &amp; Confident</b> “I love onboarding and feel great about it!”
2 	<b>Curious &amp; Open to Learning</b> “I think I’m doing okay, but I want to improve.”
3 	<b>Overwhelmed &amp; Uncertain</b> “I’m not sure if my onboarding process is working.”
4 	<b>Skeptical or Uninterested</b> “Does onboarding really matter that much?”
5 	<b>Frustrated &amp; Struggling</b> “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 members?**
- **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

April 8, 2026

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](mailto: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](http://AcalanesFellowshipLodge.com)

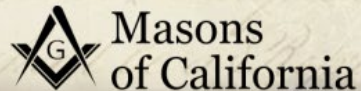
## We Look Forward to Meeting You!

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](http://AcalanesFellowshipLodge.com)

(925) 284-7815  
or (800)-439-0819



## Welcome to Acalanes Fellowship Lodge #480 F&AM



“The Friendly Lodge”  
[AcalanesFellowshipLodge.com](http://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](http://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](http://AcalanesFellowshipLodge.com)

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# The Trestleboard

## The Trestleboard

Acalanes Fellowship Lodge #480 ◉ March 2026  
925 Moraga Road  
(Mailing Address: P.O. Box 1)  
Lafayette, CA 94549

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April 7th @ 7:30 pm

Stated Meeting

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

March 17th 6:30 pm

1st Degree  
for Three New Brothers

AFL #480

March 19th 6:30 pm

DOSI

Light Dinner 6:30 pm  
DOSI 7:30 pm

Fiat Lux #894  
9 Altarinda Rd. Orinda, CA

March 21st 11:30 am

Sweethearts Luncheon

Zio Fraedos: Pleasant Hill, CA



# The Trestleboard

## From the East

*A message from Worshipful Mark Williams*

Greetings from the East! Only a bit over 2 months into this year and what a busy (crazy?) year so far! We have already done five degrees (four Firsts and one Second Degree), hosted a DOSI, had a fabulous Crab Feed, conducted a beautiful Masonic Funeral for Past Master Brainard Platt, had our annual Grand Lodge Officer visit, and probably many other things that I am already forgetting!

As our Brothers practice and perform the work...whether it be a Degree, a Stated Meeting, or one of our other ritual events, I am impressed by the effort and devotion that I see as each one of us strives for the best ritual work we can do. This has been a demanding first two months, and our Degree Teams and others have stepped up beautifully and I can say with pride we have all done our best and done very well! This did cause some reflection on my part, and I will take advantage of my position in the East this year to share my thoughts and perspectives on the ritual work we do.

As I think we will all agree, our degrees and other ritual work are not always “letter perfect”. We all may miss a word here or there or need a prompt to complete our portions. That said, I know that our Brothers diligently study and practice in an effort to be as perfect as possible. As I reflect on this, I was thinking of the legendary football coach Vince Lombardi’s quote (that is often misquoted) “winning is everything”. What he actually said was “Winning isn’t everything, but the *will to win* is everything” (emphasis mine). The fact that we cannot always be perfect in our performance is not nearly as important as our desire to always put in the effort to be the best. It is in the attitude of striving for perfection that our character is revealed and our growth as Masons occurs. It is not a failure if our work is not letter perfect. It is feedback on what we need to work on and how we can improve. Not only this, there is also a lesson in each of us supporting each other in their work, whether it be doing memory work or how to do the best floor work in the Lodge.

One last comment that I want to share. As I sat in the East at the March Stated Meeting and Reception of Grand Lodge Officer I was next to our Worshipful Inspector, Mike Tagulao. He shared with me how very impressed he was with our lineup of new Entered Apprentices sitting together in the Northeast corner of the Lodge, and also with the fact that we elected three more candidates that evening to receive the degrees of Masonry. Those in attendance heard his very positive comments about Acalanes Fellowship Lodge #480 and our history of leadership. With the great “Class of 2026” of newly initiated Entered Apprentices I foresee a great future for our Lodge in years to come!

Fraternally yours,

*Mark Williams - Master 2026*



# The Trestleboard

## From the West

*Kaveh Astaneh, Senior Warden*

Over the past year—and especially in the past several months—our Lodge has welcomed many new brothers into the Craft. With initiations and brothers progressing through the degrees, there is a noticeable sense of new energy in the Lodge. Along with that energy comes curiosity, excitement, new ideas, and sometimes questions about how everything works and where one can best contribute.

First, let me say this: that enthusiasm is not only welcome—it is essential.

Every Lodge grows stronger when brothers bring forward their ideas, their talents, and their willingness to help build something meaningful together. Freemasonry has always thrived when new brothers step forward and take part in the life of the Lodge.

For example, one project I'm currently exploring is improving the landscaping along Moraga Road, the side of our building that the public sees every day. My vision is to create a more attractive edge using succulents or other drought-friendly plants that would enhance the appearance of our Lodge while requiring minimal maintenance. This will take some planning, design ideas, and eventually some hands-on work. If this kind of project interests you—whether you enjoy gardening, design, or just rolling up your sleeves to help—I'd love to hear from you so we can work on it together.

Another effort I'm excited about involves building stronger relationships with local nonprofits. I've begun conversations with Sunflower Hill, an organization that supports adults with developmental disabilities and helps them live full, capable, and independent lives. They are doing meaningful work right here in our community, including a new development near Lafayette. I believe this presents a wonderful opportunity for our Lodge to support a cause that aligns with our values of service and brotherhood.

As the weather warms, we plan to host barbecues and gatherings at brothers' homes, along with other events that allow us to strengthen the bonds of fellowship that make Masonry so special.

For our newer brothers in particular, I want you to know that you are an important part of the future of this Lodge. Your questions, your ideas, and your enthusiasm help move us forward. If you're wondering how to get more involved, the answer is simple—step forward, ask questions, and share your interests. There is always room for brothers who want to contribute.

Fraternally,

*Kaveh Astaneh, Senior Warden*



# The Trestleboard

## From the South

*Worshipful Cary Carlson, Junior Warden*

Dearest Brethren,

As you are aware Acalanes Fellowship Lodge is blessed by having many prestigious members past and present. Our Worshipful Secretary is one of them. Gary Sparks, PM is not only a past Assistant Grand Lecturer, but now the Master of the newly formed Sonora Lodge No. 887. How he finds time to have a successful Law Practice, serve as our Secretary and now Master is a great mystery. He does a stellar job as our Secretary and fills in as Officer Coach in my absence.



Worshipful Gary is a Charter Member of Sonora and a recent recipient of the Hiram Award for his efforts in its establishment. A number of Acalanes members including our Master Mark Williams, Senior Warden Kaveh Astaneh, Immediate Past Master Pete Peterson, AGL Adam Hanin and myself went up to Sonora to spend a memorable three days in the “Heart of the Mother Lode.”

Our sojourn was over the weekend of February 20th. Much of the usual High Jinks had to be curtailed as on Friday Night we conferred a First Degree, Saturday we had an Installation of Officers and on Sunday morning we conferred a Second Degree.

The Degrees were conferred by the Officers of the Lodge. Inspector Nick Hayworth served as MC, AGL Hanin was Chaplain and yours truly had the honor as serving as Installing Officer for the Installation. We installed a full slate of Officers, save two who were unable to attend that weekend. The Ceremony was highlighted by Worshipful Brother Sparks’ lovely wife Anna who brought many a tear to eyes with a very fine solo singing performance. The flag was presented by the Norcal Chapter of DeMolay. The Officer Line is composed of Men from the Bay Area as well as Fellows from Humboldt Lodge #79 in Eureka. The Marshal is a local fellow and the two Candidates are also locals—which bodes well for the future. The Ceremony was followed by a wonderful feast attended by at least Sixty persons. We were all “Zonked” by weekend’s end, but it was certainly worth the effort. Congratulations WB Gary!

Fraternally,

*Worshipful Cary Carlson, Junior Warden*

# The Trestleboard

## Calendar of Events

2026 March		Acalanes Fellowship Lodge #480		B: Birthday R: MM Raised Date		
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
23	24	25	26	27	28	01
02	03 <b>Stated Meeting</b> B: Patrick Labbit	04 B: Clinton Jossey B: Mark Collins	05	06 B: Orren Rupert	07 B: David Sifuentes B: David Stickney R: Gary Sparks	08 B: David Topf
09 B: Brandon DeRouen	10	11 R: Walter Moser	12 B: Chris Benz	13 B: Peter Peterson	14	15 B: Alan Mac
16 R: Larry Woods R: Scott Hoile	17 <b>1st Degree: AFL</b>	18 R: Bradley Rupert	19 <b>DOS: Fiat Lux #894 (Orinda)</b> R: Nicolas Bloisa	20	21 <b>Sweethearts Luncheon (Zio Fraedos)</b> B: Marion Rogers	22
23	24 R: Donald Freitas R: Roger Burt	25	26 B: Ross Hillesheim	27 R: Arne Simonsen	28 B: Ehsan Shafae M: Allan Mac	29 B: Allan Casalou
30 R: William Haynes	31	<b>Reminders</b> Next Months Stated Meeting: 4/7/2026.				

# The Trestleboard

## Officers AFL #480 2026

<b>Master</b> Mark A. Williams 925-285-0630	<b>Senior Warden</b> Kaveh Astaneh 925-437-6016
<b>Junior Warden</b> Cary Carlson, PM 925-360-2716	<b>Treasurer</b> Rob Seitelman 415-310-8563
<b>Secretary</b> Gary D. Sparks, PM 707-803-9385	<b>Chaplain</b> Franklin H. Shoffner
<b>Assistant Secretary</b> C. Randall Tolerton, PM	<b>Marshal</b> Wesley Brown
<b>Senior Deacon</b> Sunil Awasti	<b>Junior Deacon</b> Eshan Shafae
<b>Senior Steward</b> Brandon DeRouen	<b>Junior Steward</b> Ivan Jovanovic
<b>Musician</b> John Minagro	<b>Tiler</b> Joshua Hernandez

# The Trestleboard

## 2026 AFL #480 Committees

### **Executive Committee**

Mark Williams, Master - Chair

Kaveh Astaneh, Senior Warden

Cary Carlson, Junior Warden

Gary Sparks, PM, Secretary

Rob Seitelman, Treasurer

### **Auditing Committee**

Kaveh Astaneh, Senior Warden - Chair

Cary Carlson, Junior Warden

Sunil Awasti, Senior Deacon

### **Sunshine Committee**

Frank Shoffner, Chaplain - Chair

Tom Riley, PM

John Minagro, Musician

### **Charity Committee**

Mark Williams, Master

Kaveh Astaneh, Senior Warden

Cary Carlson, Junior Warden

### **Member Retention Committee**

Gary Sparks, PM, Secretary - Chair

Tom Riley, PM

### **Dining Committee**

Kaveh Astaneh, Senior Warden - Chair

Sunil Awasti, Senior Deacon

Eshan Shafaei, Junior Deacon

# The Trestleboard

## 2026 AFL #480 Committees cont.

### **Life Membership Committee**

Randall Tolerton, PM, Asst. Secty - Chair

Ryder Brose - President

Paul Crawford - Vice Chair

Tom Riley, PM

Fred Lezak

### **Endowment Committee**

Ryder Brose - President

Adam Hanin, PM - Vice Chair

Phil McAllister, PM

### **Prospect Committee**

Gary Sparks, PM, Secretary - Chair

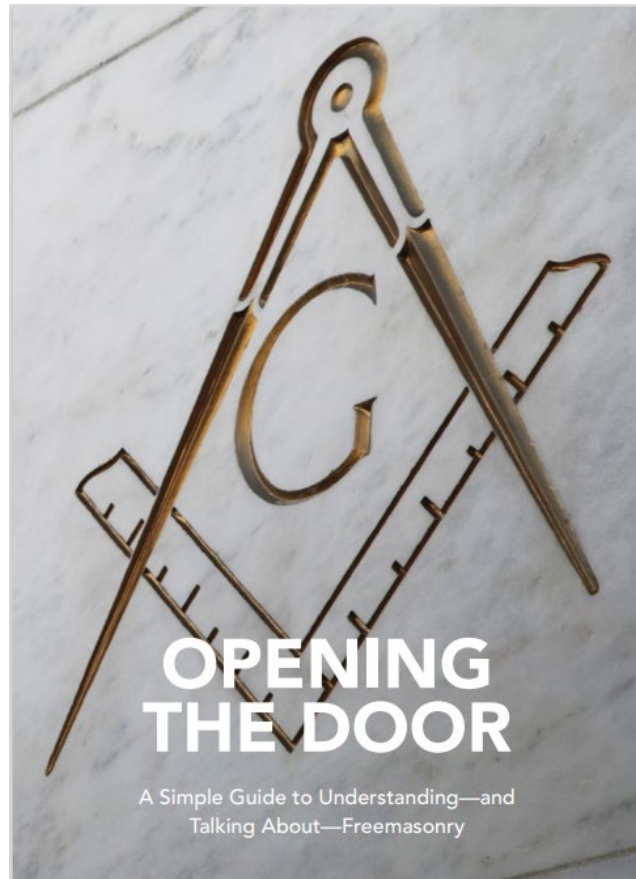
Mark Williams, Master, Ex Officio

Kaveh Astaneh, Senior Warden



# Simple Guide to Understanding-and Talking About-Freemasonry

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



Available for free download:

- English
- Spanish
- French

## OPENING THE DOOR

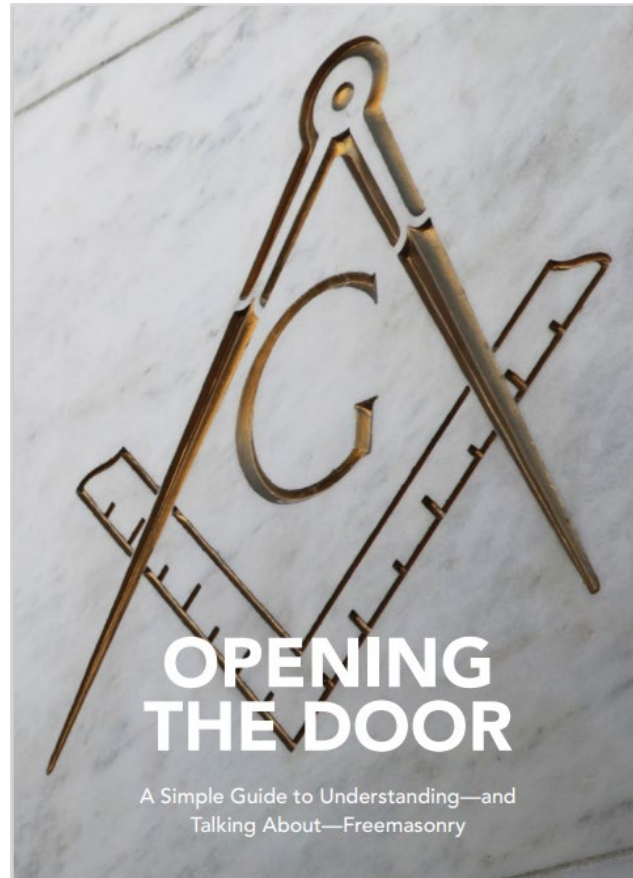
### A Simple Guide to Understanding and Talking About-Freemasonry

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 - \$5.00

# Invitation to Attend an Event



Date: April 8, 2026

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 4<sup>th</sup> 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](mailto: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](mailto:Secretary@acalanesfellowship.com)



# Open Discussion

## Tracking member progress



# Open Discussion

## Tracking member progress

- Who here tracks members' progress in iMember?
- How do you reengage members who have stalled out?  
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: 04/08/2026

**Zaccai, Ari (Avraham) Sagiv - #382828**

Fellowcraft

**Birthday:**  
XX/XX/XXXX --> XX.XX Years Old - Walnut Creek, CA

**Contact Info**  
123 ANY LANE ST, WALNUT CREEK, CA 94596-8505

(H) [1\(925\) 355-1212](tel:19253551212)

(M) [\(925\) 355-1212](tel:9253551212)

(E) [Ari@email.com](mailto:Ari@email.com)

Updated: 24 November, 2024 @ 12:11PM

### Military Services

### Lodge Memberships

Lodge	Status	Membership Class
Acalanes Fellowship No. 480	Active	Regular

### Historical Events

Date	Event	Comment	Lodge
05/28/2021	Web Inquiry		Acalanes Fellowship No. 480
06/03/2021	Application of Degrees		Acalanes Fellowship No. 480
06/12/2021	Grand Lodge Approval		Acalanes Fellowship No. 480
08/17/2021	Degree - Initiated - EA		Acalanes Fellowship No. 480
08/17/2021	Degree - Initiated - EA		Acalanes Fellowship No. 480
08/02/2022	Proficiency - EA		Acalanes Fellowship No. 480
08/18/2022	EA Final Exam	Passing Score of 15	
08/18/2022	EA Final Exam		Acalanes Fellowship No. 480
08/20/2022	Degree - Passed - FC		Acalanes Fellowship No. 480
No Date	Intaact Export		Acalanes Fellowship No. 480

### Awards

Date	Event	Comment	Lodge
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# 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 (Hall Association Work Parties, fundraising, membership retention, 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

Manager of Lodge Development



[mroberts@freemason.org](mailto:mroberts@freemason.org)



(415) 292-9135