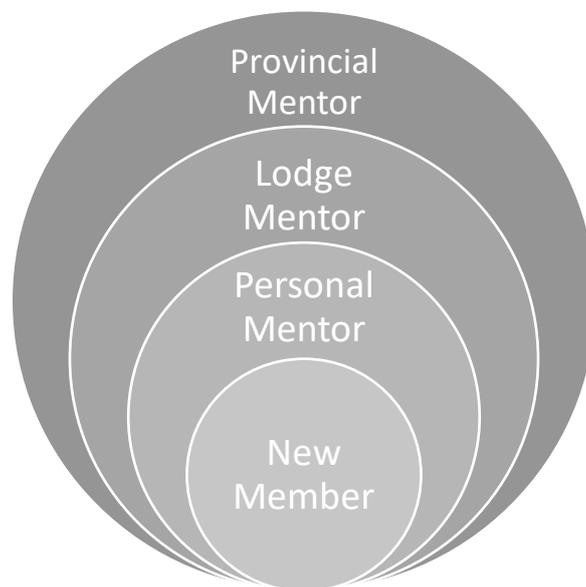


**MEMBERS' PATHWAY  
GOOD PRACTICE  
LOCAL MENTORING STRUCTURES**

A planned and structured approach to mentoring involves the following individuals:

1. The candidate or member being mentored
2. His Personal Mentor
3. The Lodge Mentor
4. The Provincial Grand Mentor.

The person being mentored should be at the centre of the mentoring process and his needs should drive the information, support and personal contact that he receives.



**IN THE LODGE**

The Master of a Lodge will appoint and invest the Lodge Mentor on the day of his Installation. The Lodge Mentor then creates and manages the mentoring process within the Lodge. He assigns Personal Mentors to each candidate and new member. In doing so he considers the relationship the new member has with other members of the Lodge, their experience of Freemasonry and the match between their personal skills and qualities and those desirable in an effective mentor.

Where appropriate and possible, one of the candidate's / new member's sponsors might be his Personal Mentor.

Once assigned, a Personal Mentor will undertake the mentoring process, taking advice from the Lodge Mentor. Personal Mentors are the ones who provide the one-to-one service to new members. While there may be times when the Lodge Mentor might also act as a Personal Mentor, his first priority is to see that the mentoring process is effective for all new members of the Lodge.

The Lodge Mentor will monitor the progress of each new member and the mentoring that they receive. If changes are thought to be necessary he will manage the process.

## IN THE PROVINCE

Lodge Mentors are supported by the Provincial Grand Mentor.

The Provincial Grand Mentor promotes mentoring good practice across the Province and assists, guides and supports Lodge Mentors to help them be effective. The tools and techniques he employs might include:

1. Production of local guidance and other materials
2. Talks in Lodges
3. Regular meetings of Lodge Mentors
4. Training workshops
5. Visits to Lodges
6. One-to-one coaching.

The Provincial Grand Mentor also monitors mentoring across the Province and reports on its effectiveness and results to the Provincial executive.

The Provincial Grand Mentor will work closely with the Provincial Membership Officer to ensure that the Province has a coherent membership development strategy and to provide support to Lodge Membership Officers and Lodge Mentors.

The Provincial Grand Master will define the particular reporting structure within the Province.