

## MEMBERS' PATHWAY GOOD PRACTICE

### ROLE PROFILE: LODGE MENTOR / CHAPTER MENTORING CO- ORDINATOR

#### ***Purpose of the role***

1. To implement and co-ordinate Mentoring within their Lodge / Chapter.
2. To promote a planned approach to Mentoring so that all new members receive the information, personal contact and encouraging support appropriate to their individual needs.
3. To help new members to enjoy their Freemasonry and derive satisfaction from it, so that they become lasting, committed and contributing members.

#### ***Reporting to***

The Worshipful Master / Three Principals. Supported by the Provincial Mentor and his team.

#### ***Measure of success***

Percentage retention of new members in Craft &/or Royal Arch within one, three, five and ten years of joining.

#### ***Main activities***

- a. Promotes the use of planned Mentoring within the Lodge or Chapter
- b. Identifies and allocates suitable members to be each Candidate's personal mentor (being the Candidate's proposer or seconder if they have the experience, skills and availability)
- c. Provides each personal mentor with the information, guidance and support that they themselves need
- d. Arranges for personal mentors to receive the training and support offered by the Province
- e. Arranges the supply of agreed local support materials (eg, welcome letters, Initiate's Guide, etc) for Personal Mentors and new members
- f. Encourages other members of the Lodge or Chapter to support personal mentors
- g. Organises Lodge events and activities aimed at supporting new members
- h. Monitors the allocation of Personal Mentors and makes changes as required
- i. Monitors and review the success of Mentoring
- j. Reports the results of reviews to the Lodge and the Province
- k. Liaises with the Provincial Mentor and members of his team.

#### ***Skills and qualities***

- a. A respected member of the Lodge or Chapter
- b. Knowledgeable and experienced as a Freemason
- c. Who knows members, their strengths and capabilities, well
- d. Approachable, encouraging and supportive to personal mentors
- e. Able and willing to give time to a number of personal mentors
- f. Reasonably well organised
- g. Resourceful – able to identify and obtain relevant materials and make useful contacts
- h. A good communicator.

*Note: For ease of reading, throughout the Members' Pathway we refer to Provinces. All references to Provinces should be taken to apply equally to Metropolitan and District Grand Lodges / Chapters.*