



**Mentoring in the Province
of
Yorkshire, West Riding**

Guidance for

THE LODGE MENTOR

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THE ROLE OF THE LODGE MENTOR

Congratulations on being appointed to the important office of Lodge Mentor. Your role is to co-ordinate mentoring within your Lodge and to see that a Personal Mentor is appointed to every Candidate and to joining members and other members of the Lodge if they need one as well.

It is not necessary for you to act as a Personal Mentor unless you believe that in a particular case it is required. It is your responsibility to ensure that the mentoring process is not only implemented but that it also works effectively in your Lodge.

These notes are intended to be a basic introduction to your role. You are free to extend it in the way you feel will help yourself, the personal mentors and your Lodge.

To fulfil your role you need to:

- Be fully aware of the mentoring process, what it is trying to achieve and what success looks like in your Lodge.
- Make sure that all the members of your Lodge are aware of mentoring and what benefits it will bring to the Lodge.
- Enable Personal Mentors to fully understand the aims and objectives of the programme.
- Find “the best fit” between each Personal Mentor and the Lodge member.
- Become involved at the early stages of a Candidate’s application to the Lodge. This allows you to start thinking of a suitable match. Always consider the Proposer or Secunder first as they may have the ability to fulfil the role.
- Take time to ensure the Candidate and Personal Mentor form a good initial relationship. Do they sit together both in the Lodge and at the Festive Board?

Examples of good practice

- Keep records of Mentoring in your Lodge. Spreadsheets can be a simple effective way of recording information and makes reporting to your MAC simple
- Assess how mentoring is working within the Lodge.
- Make sure that Mentoring Packs are ordered from your MAC at the right time. This should be when the ‘P’ form has been returned.
- Issue Mentoring Pack contents at the appropriate time.
- Arrange for the new members and their Personal Mentors to visit other Lodges to see ceremonies they have recently experienced.
- Arrange Discussion groups with new members from other nearby Lodges. Encourage members to visit academies.
- To support and encourage the development and use of ‘Solomon’ by new and existing Brethren and to encourage involvement in the “Onboarding” modules for EAs, FCs and MMs

It must not be forgotten that it is not only the new members that need to be mentored. Many of the Lodge Officers would benefit from having a Personal Mentor **particularly the Wardens as they approach the Chair.**

The Lodge Mentor must also be aware that many Brethren once they have been Master feel that there is no further role for them and they drift away from the Lodge.

You should look to these Brethren particularly to act as Personal Mentors either for Candidates, joining members or Lodge officers.

Mentoring exists to help develop good Masons and support your Lodge. If it works, everyone wins, and you will be in the enviable position of making that happen.

You can aid and encourage new Masons to become fully involved in the life of the Lodge and in “Masonic Life.”