

ROLE PROFILE: *Personal Mentor*

Personal Mentors are assigned by the [Lodge Mentor](#) to support an individual member of the Lodge.

Purpose of the role

1. To ensure that an assigned new member receives the information, personal contact and encouraging one-to-one support appropriate to their individual needs.
2. To help the assigned new member enjoy their Freemasonry and derive satisfaction from it, so that they become a lasting, committed and contributing member.

Responsible to

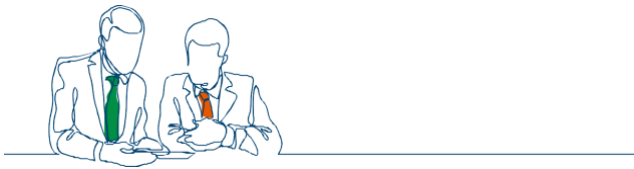
The Lodge Mentor.

Measure of success

1. Engagement of allocated members in the Lodge and its activities – in the Lodge, at the Festive Board and socially.
2. Retention of allocated new members in the Lodge.

Main activities

- a. Builds a supportive mentoring relationship with a candidate for Initiation.
- b. Provides them with the information, personal contact and encouraging one-to-one support that they need, in the manner that they needs it.
- c. Introduce them to other members of the Lodge.
- d. Meet with them outside of the Lodge meetings to discuss Freemasonry and their enjoyment and experience of it.
- e. Prepare them for upcoming ceremonies.
- f. Explain aspects of Freemasonry to them; its structure, Offices, symbolism, ceremonial.
- g. Demonstrate the correct manner of saluting and firing.
- h. Help them to reflect on and review past ceremonies.
- i. Help them to find answers to questions.
- j. Accompany them to visits to other Lodges.
- k. Sit with them at Lodge meetings and at festive boards.
- l. Accompany them if they leave the Lodge room, or arrange for someone else to do so.
- m. Help the member to learn the Ritual, its words and meaning, as they progress in the Lodge.
- n. Encourage the member to play a full part in the life of the Lodge, both ceremonially and socially.
- o. Seek feedback from the member and monitor their interest, involvement and commitment.
- p. Adapt their approach to mentoring to enhance the member's enjoyment of and commitment to Freemasonry.
- q. As the member progresses, hand them over to a new Personal Mentor when appropriate.



Skills and qualities

- a. Knowledgeable and experienced as a Freemason.
- b. Encouraging and supportive to others, especially new members.
- c. Able, willing and available to give time to a new member.
- d. Resourceful – able to identify and obtain relevant materials and make useful contacts.
- e. A good observer – aware of positive and negative non-verbal communication and interactions between people.
- f. A good listener.
- g. Able to use questions to encourage enquiry and develop understanding.
- h. Capable of clearly explaining Freemasonry in simple terms and everyday language.