



UNITED GRAND LODGE
OF ENGLAND

The Members' Pathway

Attracting Members - Growing Lodges

How To Use It

For Lodge & Personal Mentors

Self Study Workbook



Contents

- 1. Introduction**
- 2. How to use this Workbook**
- 3. How to use the Member's Pathway**

Introduction

Before using this workbook, please complete the 'Members' Pathway Introduction For All' workbook, which explains the Members' Pathway overall and why we need it.

This self study pack provides a summary of how you should use the Members' Pathway as a Mentor. It is available to any current, acting or potential Lodge and Personal Mentor.

There is a specific additional Self Study Module for the role of LMO and Almoner.

The material contained in these guides are also available as Zoom or In Person events. Consult your PPO for details

The Guide is comprised of :

1. This Workbook
2. Your set of Keys to access the Members' Pathway guides
3. A Feedback Form

Please make sure you have your set of Keys open on your device for best effect.

How To Use This Workbook

Work through this guide at your own speed.

When you have completed it please complete and return the feedback form to your PPO team. You may receive a follow up call to discuss any matters arising.

It is recommended that you take one at a time with a break in between.

The estimated time for completion is 70 mins if you work through in one sitting.

- Module 1 – What is ENGAGE - 30 mins
- Module 2 – Quiz & Answers - 40 mins

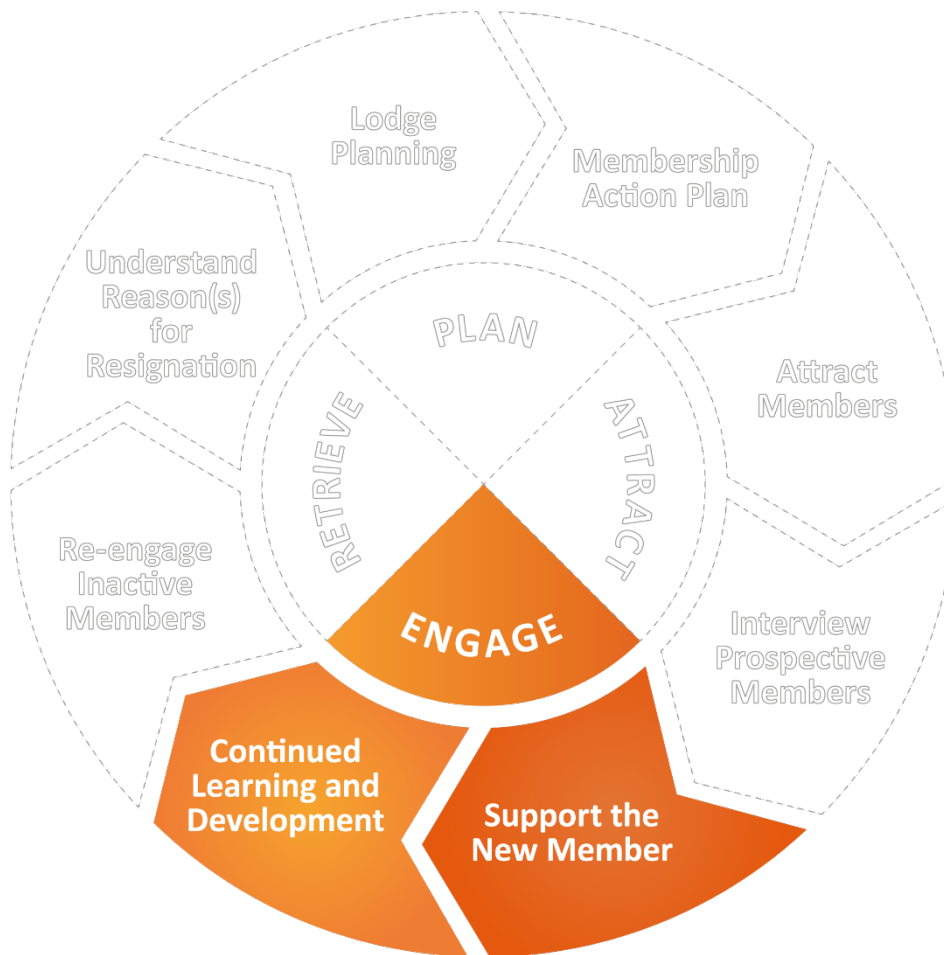
Course Objectives

By the end of this course you will be able to:

- Describe your role as a Lodge Mentor or Personal Mentor
- Use the ENGAGE Level 3 Guides
- Adapt or Adopt this into your Province current practices
- Work with other Lodge Membership Team officers

What is *ENGAGE*?

Level 1 – ENGAGE



Starts with

- A Balloted Candidate

Progresses Through

- Social Activities
- Charity Activities
- Community Activities
- The Three Degrees
- Move up the ladder to the chair
- Offices beyond the chair
- Introduction to Royal Arch

Ends With

- Happy Masons, vibrant Lodge

Level 2 – Quick Start Guide

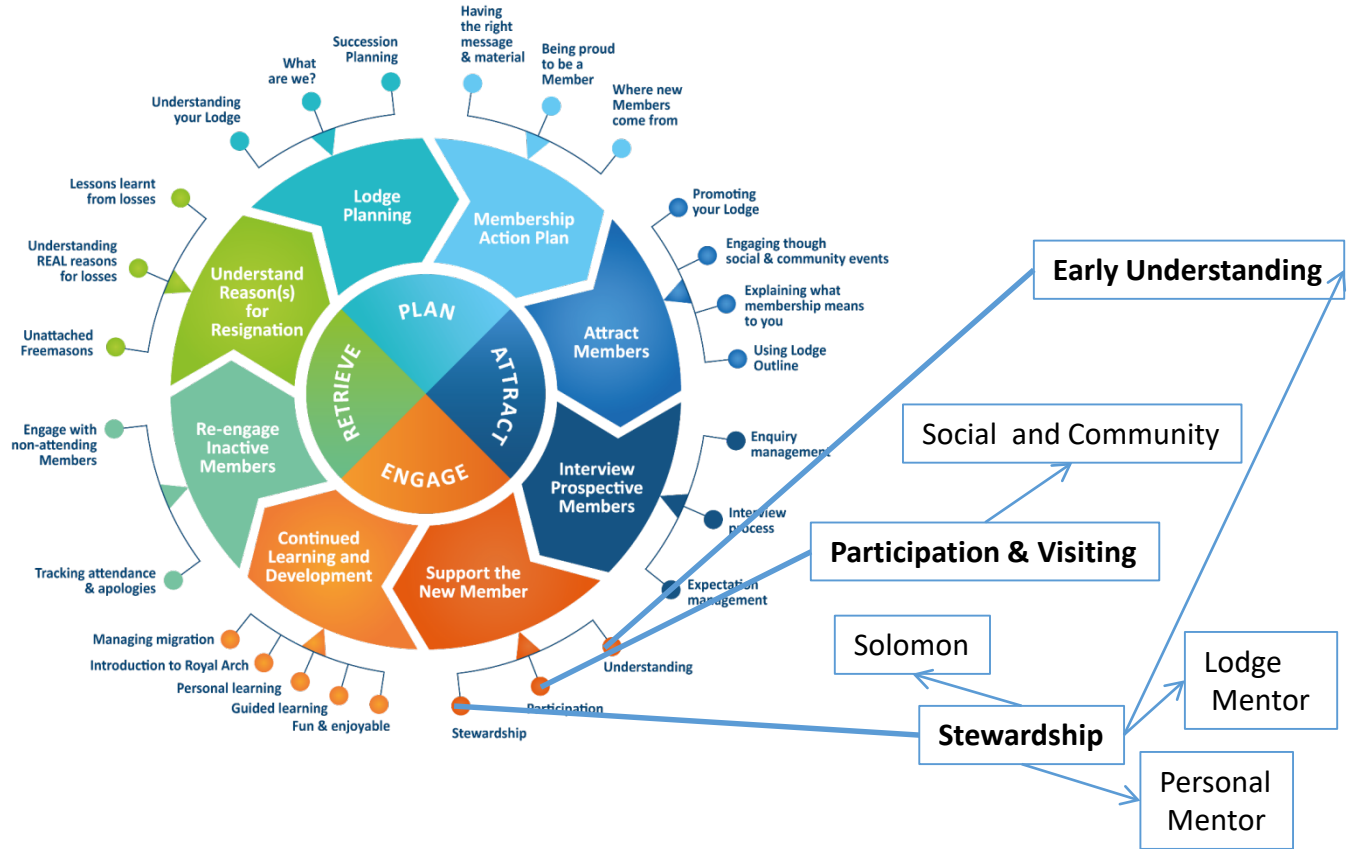
Threads:

Each of the elements are summarised by a number of brief descriptions known as Threads, shown here around the perimeter

A Quick Start Guide explaining all the Threads is available.

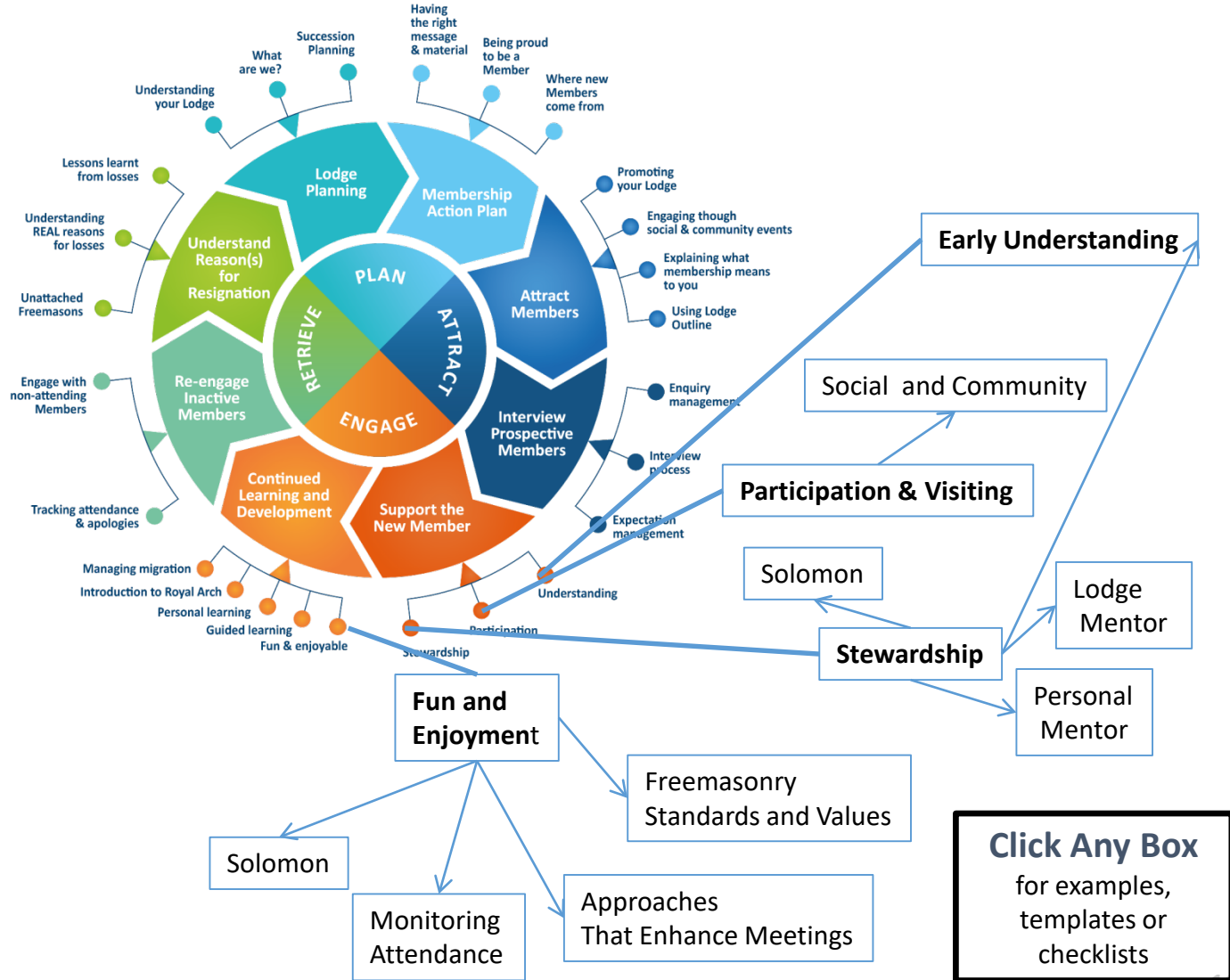


Level 3 – ENGAGE Guide

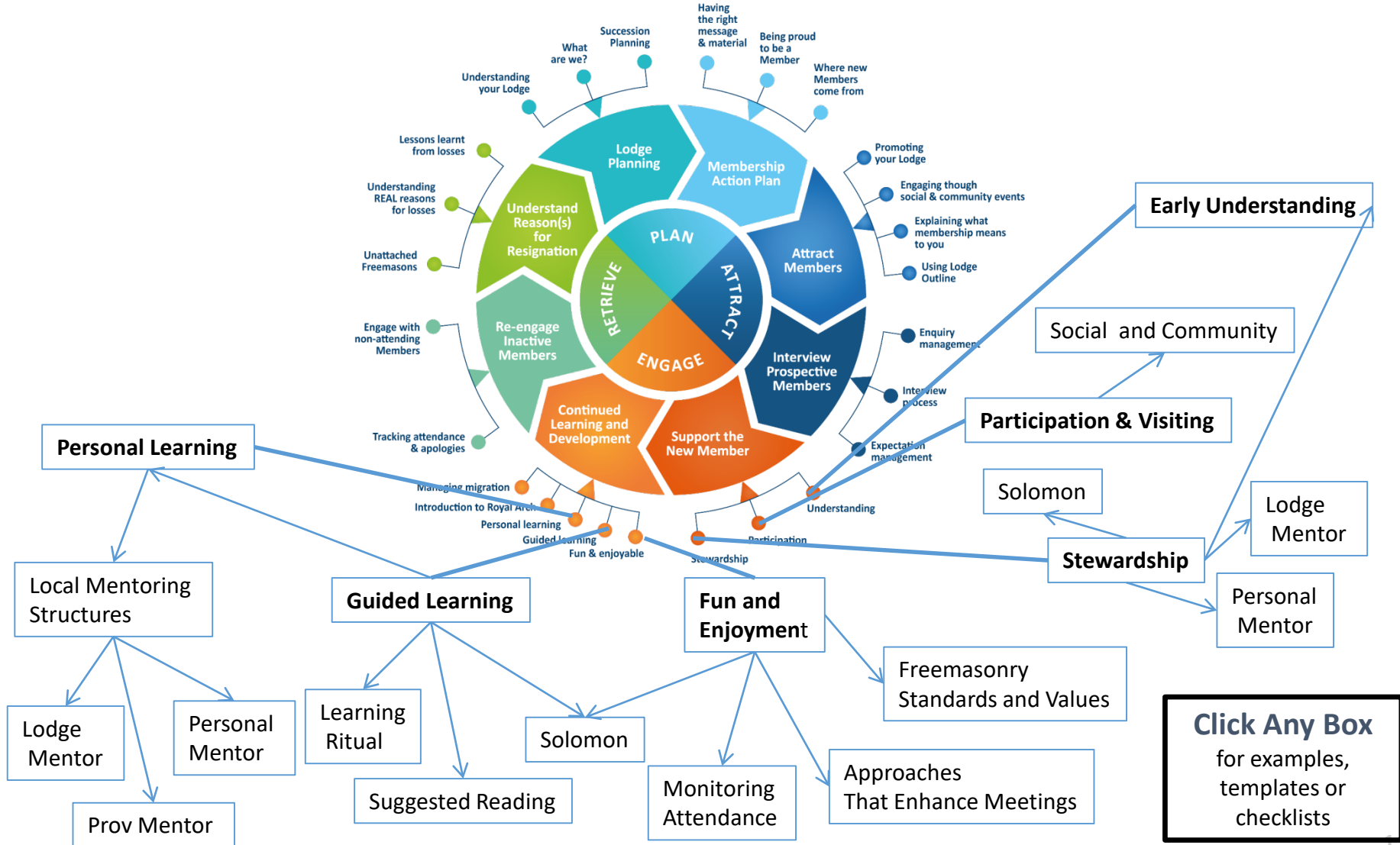


Click Any Box
for examples,
templates or
checklists

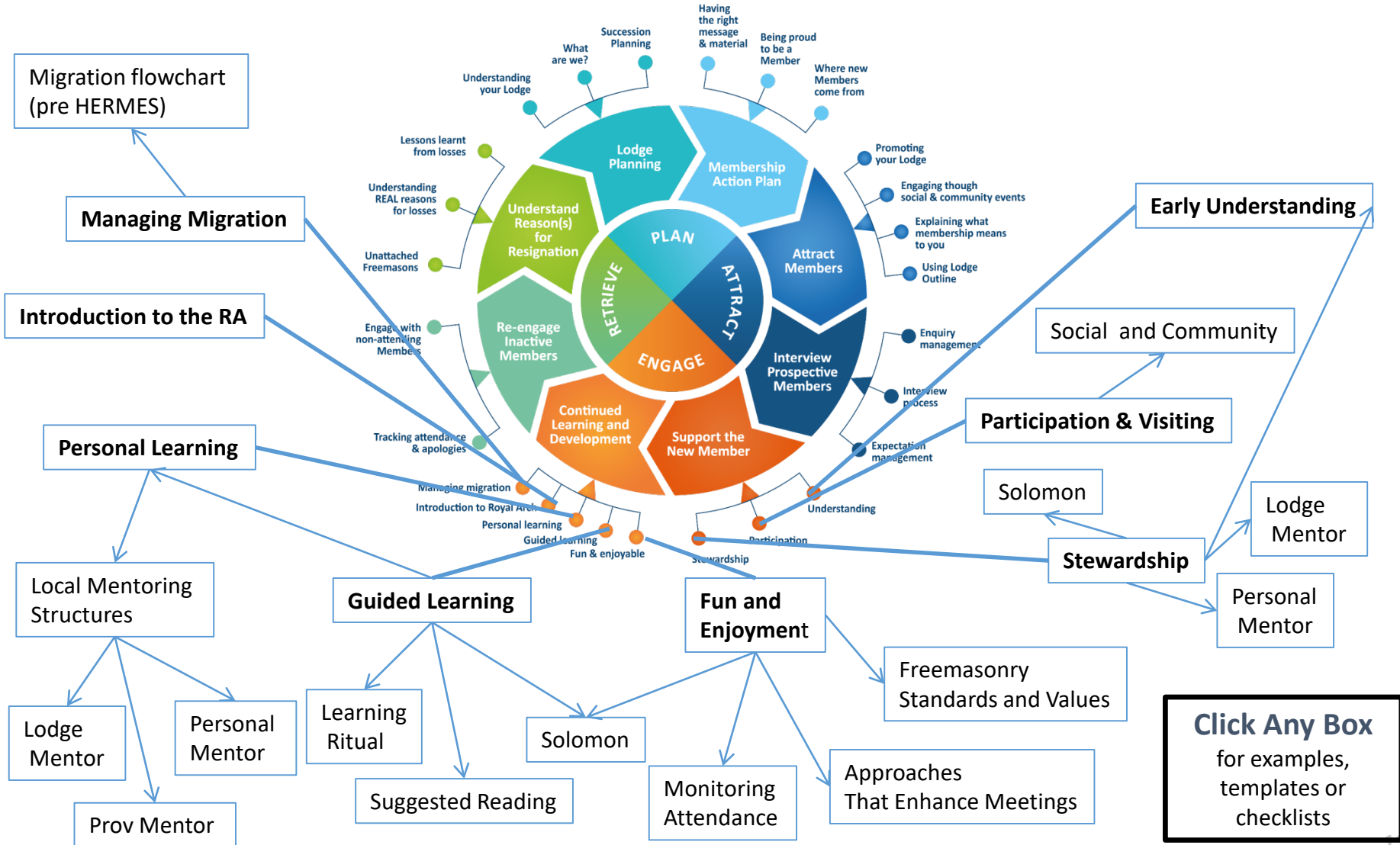
Level 3 – ENGAGE Guide



Level 3 – ENGAGE Guide




Level 3 – ENGAGE Guide




Level 3 – Local Mentoring Structures


These documents incorporate work and ideas from a number of iterations of the UG... 1 / 2 | - 100% + | [Print] [Share] [Download]



1



2



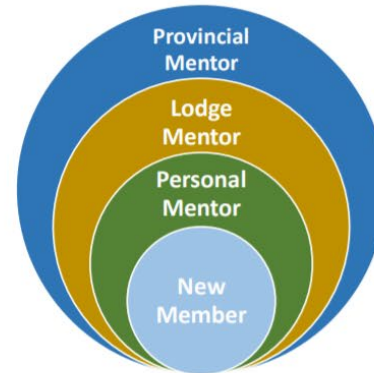
The Members' Pathway: *Level 3* ENGAGE> Continued Learning and Development > *Guided Learning*

LOCAL MENTORING STRUCTURES

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

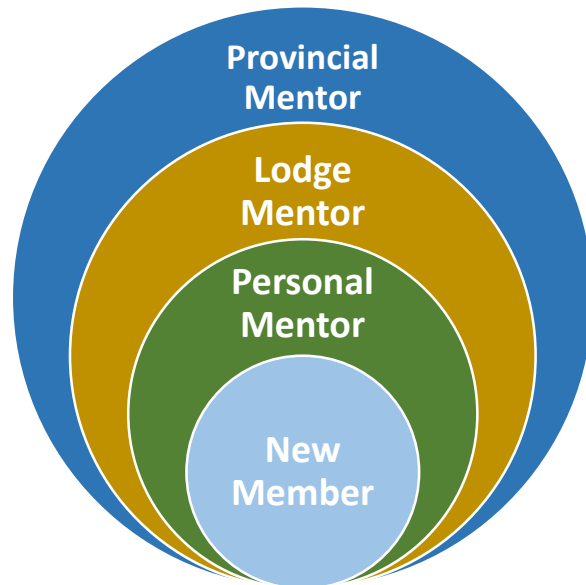
1. The candidate or member being mentored
2. Their [Personal Mentor](#)
3. The [Lodge Mentor](#)
4. The [Metropolitan / Provincial / District Grand Mentor](#).

The person being mentored should be at the centre of the mentoring process and their needs for information, personal support and one-to-one contact should drive the support they receive.



The diagram consists of four concentric circles. The outermost circle is blue and labeled 'Provincial Mentor'. The next circle inward is yellow and labeled 'Lodge Mentor'. The third circle is green and labeled 'Personal Mentor'. The innermost circle is light blue and labeled 'New Member'.

What Mentoring Success Looks Like



In the Lodge

- Member asks for and receives support from his Personal Mentor.
- Personal Mentor cares for his Mentees
- The Lodge Mentor promotes mentoring across the Lodge
- The Provincial Mentor provides the guidance and support

***NB** – Not just 'New Member', but all Masons who want to know more*

Lodge Mentor – Role - Reprise

Purpose of the role

- a) To implement and co-ordinate Mentoring within their Lodge.
- b) 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.
- c) To help new Members to enjoy their Freemasonry and derive satisfaction from it, so that they become lasting, committed and contributing members.

Main activities

1. Promotes the use of planned Mentoring within the Lodge
2. 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)
3. Provides each personal mentor with the information, guidance and support that they themselves need
4. Arranges for personal mentors to receive the training and support offered by the Province
5. Arranges the supply of agreed local support materials (e.g., welcome letters, Initiate's Guide, etc.) for Personal Mentors and new Members'
6. Encourages other Members of the Lodge to support personal mentors
7. Organises Lodge events and activities aimed at supporting new Members'
8. Monitors the allocation of Personal Mentors and makes changes as required
9. Monitors and review the success of Mentoring
10. Reports the results of reviews to the Lodge and the Province
11. Liaises with the Provincial Mentor and Members of his team.

Personal Mentor – Role - Reprise

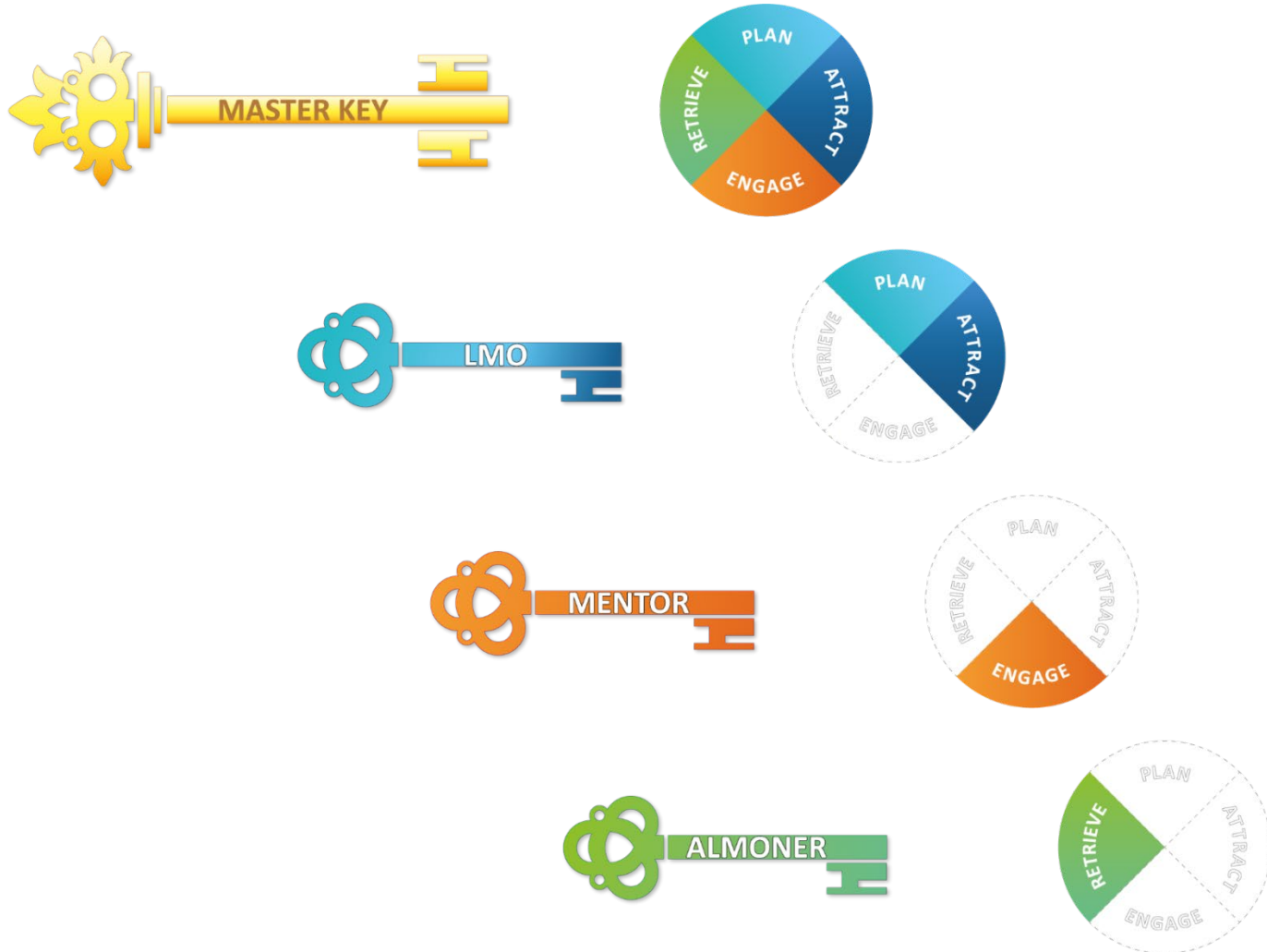
Purpose of the role

- a) To ensure that an assigned new member receives the information, personal contact and encouraging support appropriate to his individual needs.
- b) To help the assigned new member enjoy his Freemasonry and derive satisfaction from it, so that he becomes a lasting, committed and contributing member.

Main activities

1. Build a supportive mentoring relationship with a candidate for Initiation.
2. Provide him with the information, personal contact and encouraging support that he needs.
3. Introduce him to other Members of the Lodge.
4. Meet with him outside of the Lodge to discuss Freemasonry and his enjoyment and experience of it.
5. Prepare him for upcoming ceremonies.
6. Explain aspects of Freemasonry to him; its structure, Offices, symbolism, ceremonial.
7. Demonstrate the correct manner of saluting and firing.
8. Help him to reflect on and review past ceremonies.
9. Help him to find answers to questions.
10. Accompany him to visits to other Lodges.
11. Sit with him at Lodge meetings and at festive boards.
12. Accompany him if he leaves the Lodge room, or arrange for someone else to do so.
13. Help the member to learn the Ritual, its words and meaning, as he progresses in the Lodge.
14. Encourage the member to play a full part in the life of the Lodge, both ceremonially and socially.
15. Seek feedback from the member and monitor his interest, involvement and commitment.
16. Adapt his approach to mentoring to enhance the member's enjoyment of and commitment to Freemasonry.
17. As the member progresses, hand him over to a new personal mentor when appropriate.

Set of Keys



Responsibilities

Roles in Red
for suggestion only



Who is involved?

'Everyone' but especially the LMO, Mentor, Almoner WM, Sec & DC working together as the 'Lodge Membership Team'

All the PPOs engaged:

PMO
ProvGMen
Prov Almoner

The Lodge Membership Team

LMT – Lodge Membership Team

- LMO, Mentor, Almoner
- WM, Secretary & DC
- Other participants as suits your Lodge

Assisted and Supported by the PPO Team

PPO – Provincial Pathway Officer

- Provincial Membership Officer
- Provincial Grand Mentor
- Provincial Grand Almoner
- Other participants as suits your Province



Teamwork

Everybody in the Lodge has a part to play in attracting new members and growing the Lodge.

The Lodge Membership Team (LMT) in particular should regularly speak, meet, share and support each other:

- WM, Secretary, DC
- Membership Officer, Mentor & Almoner

And the Lodge Committee should discuss progress with the Members' Pathway and support their LMT

Together

Everyone

Achieves

More

Adopt/Adapt

Your Province may already have :

- a Provincial and Lodge Membership Officer role in place
- an approach to the original Members' Pathway
- other initiatives you may wish to fold into this approach

Take care to consult your Provincial Pathway team to check if there are any specific tools or techniques that you need to adapt as well as adopting this approach

Especially consult your Provincial Pathway team on the matter of latest good practice available from the UGLE Brand Centre.



Quiz Questions – ENGAGE

Use the Level 3 ENGAGE Guide to answer these questions

1. How many initial considerations should be given to a members early understanding?
2. How many benefits are there in visiting other Lodge?
3. How many reasons are there for focusing on member satisfaction?
4. How many steps are involved in managing a Members' attendance?
5. How many suggestions are there to make Lodge meetings more enjoyable?
6. How many suggested steps are there to learning ritual?
7. How many individuals can be involved in mentoring a lodge member?
8. Where should a new freemason go to learn more?

Quiz Answers – ENGAGE

1. How many initial considerations should be given to a members early understanding?
- **26, as listed in EARLY UNDERSTANDING**
2. How many benefits are there in visiting other Lodge?
- **8, listed in PARTICIPATION & VISITING**
3. How many reasons are there for focusing on member satisfaction?
- **8 as listed in FUN & ENJOYMENT**
4. How many steps are involved in managing a Members' attendance?
- **12, Listed in MONITORING ATTENDANCE**
5. How many suggestions are there to make Lodge meetings more enjoyable?
- **20 listed in APPROACHES THAT ENHANCE MEETINGS**
6. How many suggested steps are there to learning ritual?
- **17 listed in LEARNING RITUAL**
7. How many individuals can be involved in mentoring a lodge member?
- **4 as listed in LOCAL MENTORING STRUCTURES**
8. Where should a new freemason go to learn more?
- **SOLOMON!**

Summary

You now:

- understand why we need the Members' Pathway
- are able to describe the Hub & Elements
- are able to use ENGAGE at Level 3

Please now return to your Lodge, work as a team and encourage everyone to adopt or adapt to the Members' Pathway Hub & Elements

Make sure you have received your set of access Keys to the guides.

Please complete and return the Course Feedback form as soon as possible.



**Any problems or for further details
contact your PPO Team**

**Please Complete and Return the
Feedback Form by Email**