



ROLE PROFILE: *Lodge Mentor*

The Lodge Mentor is a member of the [Lodge Membership Team](#) and, together with other members, co-ordinates the Lodge's activities through the Members' Pathway. Their suggested focus is on those activities to engage and support members from the candidate's election onwards.

Purpose of the role

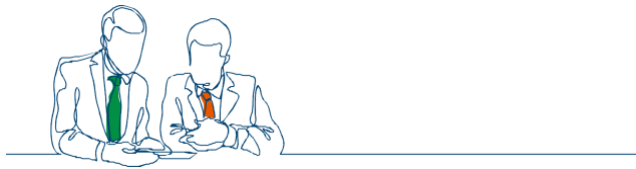
1. To implement and co-ordinate mentoring activities within their Lodge.
2. To promote a planned approach to Mentoring so that all new members receive the information, personal contact and encouraging one-to-one support appropriate to their individual needs.
3. To help new members enjoy their Freemasonry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

Measures of success

1. Engagement of new members in the Lodge and its activities in the Lodge, at the Festive Board and socially.
2. Percentage retention of new members in the Lodge within one, three, five and ten years of joining.

Main activities

- a. Promotes the use of planned Mentoring within the Lodge.
- b. Identifies and allocates suitable members to be each Candidate's [Personal Mentor](#) (ideally 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 one-to-one support that they themselves need.
- d. Arranges for Personal Mentors to receive the training and support offered by their Metropolitan / Provincial / District Grand Lodge.
- 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 to work with and 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 reviews the success of planned mentoring.
- j. Reports the results of reviews to the Lodge and the Metropolitan / Provincial / District Grand Lodge.
- k. In all the above, works with other members of the Lodge Membership Team.
- l. Liaises with the [Metropolitan / Provincial / District Grand Mentor](#) and members of their team.



Skills and qualities

The Lodge Mentor should be selected and appointed on the basis of the closest match to the following skills and qualities. The Metropolitan / Provincial / District Grand Mentor may be consulted for further guidance and advice.

- a. A respected member of the Lodge
- 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 support 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.