

**MEMBERS' PATHWAY
GOOD PRACTICE
ROLE PROFILE: PERSONAL MENTOR**

Purpose of the role

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

Responsible to

The Lodge Mentor / Chapter Mentoring Co-ordinator.

Measure of success

Retention of allocated new members in Craft &/or Royal Arch.

Main activities

- a. Build a supportive mentoring relationship with a candidate for Initiation / Exaltation
- b. Provide him with the information, personal contact and encouraging support that he needs, in the manner that he needs it
- c. Introduce him to other members of the Lodge / Chapter
- d. Meet with him outside of the Lodge / Chapter to discuss Freemasonry and his enjoyment and experience of it
- e. Prepare him for upcoming ceremonies
- f. Explain aspects of Freemasonry to him; its structure, Offices, symbolism, ceremonial
- g. Demonstrate the correct manner of saluting and firing
- h. Help him to reflect on and review past ceremonies
- i. Help him to find answers to questions
- j. Accompany him to visits to other Lodges / Chapters
- k. Sit with him at Lodge / Chapter meetings / convocations and at festive boards
- l. Accompany him if he leaves the Lodge room, or arrange for someone else to do so
- m. Help the member to learn the Ritual, its words and meaning, as he progresses 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 his interest, involvement and commitment
- p. Adapt his approach to mentoring to enhance the member's enjoyment of and commitment to Freemasonry
- q. As the member progresses, hand him 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.