

### **Be a critical friend and hopefully a BROTHER FOR LIFE:**

It is hoped that all who go through this system will form relationships which will stand the rigor and test of time. That mutual respect will be the outcome and that discussion, questions and enquiries will eventually be 'two-sided', as both the Mentor and his Candidate travel the path of freemasonry together eventually becoming BROTHERS FOR LIFE.

Effective Mentoring is designed to make a new Candidate feel at ease within the Order of which he has become a member.

### **Role and Responsibilities**

To assist him in his endeavours you should be:

- Knowledgeable
- Enthusiastic
- Available
- Relaxed and encouraging in your approach
- Quietly persuasive
- A good listener
- A good communicator
- Understand the circumstance and point of view of your charge
- Open to change and the need for change
- A motivator
- A confidante and trusted friend

You should also promote:

- An awareness of Provincial Grand Lodge or Chapter
- An understanding and appreciation of the Masonic Charities
- Regular attendance and participation in Lodge/Chapter affairs

You should also be aware of and react to:

- A general lack of interest
- A reluctance to participate
- A general deterioration in attendance

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

### **THE MENTOR**

Thank you for agreeing to become a Mentor. This booklet will help to explain what is meant by Mentoring and its relevance to Freemasonry in general and the Province of Yorkshire, West Riding in particular. It defines the role, responsibilities and the qualities required to be a successful Mentor.

Membership statistics both within the Craft and Royal Arch demonstrate that whilst recruitment is reasonably healthy the level of resignations are such as to give rise for concern, particularly from amongst those Brethren and Companions who for whatever reason feel the need to resign within their first five years of membership.

It is hoped that your participation as a Mentor will assist the Province in stemming this loss and at the same time you will find it a most rewarding and enjoyable role.

It cannot be overstated that if Mentoring is to be effective your role as a Mentor is "KEY" within the whole process. The success or failure of the scheme [especially in your own Lodge or Chapter] will to a large extent depend on the relationship that develops between you as the Mentor and your Charge.

**As a Mentor** you will be expected to readily give of your time and skills and to possess the necessary temperament for the important role you now hold as a Mentor.

#### **Your role will be principally to**

**Listen:** A Mentor pays attention to his charge, and listens not only to requests for information but also to comments and observations as to how they are 'fitting in' as a new member. A Mentor also identifies any possible opportunities for incidental points which may develop the understanding and knowledge of Masonry in general or the Lodge or Chapter in particular.

**Know or find the answer:** A Mentor answers questions to the best of his ability and knowledge but is, above all, honest in his response and if he does not know the answer should acknowledge it and then both the Mentor and Mentee can find the answer together (either from another Brother /Companion or through research into documentation). A Mentor should encourage questions and never decry the most simple of requests for information or knowledge.

**Discuss:** Points and questions should be discussed openly whilst accepting different points of view. If there is a particular tradition within the Lodge then this could also be a point for discussion alongside an explanation as to why. Differences in ritual, Lodge or Chapter layouts, aprons and badges could easily form points for discussion. Roles and responsibilities and some of the history of Masonry may also come under this category. The man who asks '**Why?**' is the Brother who learns.

**Guide:** Advice given at the appropriate moment and in an appropriate manner is one of the most important aspects of Mentoring. It can inform and prevent misunderstanding, assist in development and lead the individual through his Masonic career. Help and assistance with such things as responding to toasts, guidance as to proper signs, ways of addressing people, where to go and what to look for all come under the umbrella of guidance.

**Encourage development:** The individual Mason who develops and understands Freemasonry is the most valuable asset not only to his Lodge or Chapter but to Freemasonry in general. The Mentor should not be looking for a 'clone' of himself but should be trying to encourage the growth of a free thinking, free spirited mind full of enquiry and a thirst for knowledge.

**Encourage independence:** By taking their Candidate on visits to other Lodges or Chapters, by going out of the Lodge room with them (when the ceremony is in a higher degree) and by introducing them to other Masons the Mentor helps him to an independence of visiting and socializing with like-minded people in order that he enjoys Freemasonry to the full. It is also important that he is encouraged to attend and is accompanied to the Annual Provincial Craft or Chapter and Charity meetings.

**Keep in touch:** There comes a time when the Candidate having become more confident and having found his own friends within the movement may move slightly away from his Proposer/Secunder /Mentor. This is when a quiet aside, a telephone call, a simple enquiry as to HIS well-being is vital. A check that everything is going well and that there are no problems. This is particularly important if there are unexplained or repeated absences from Lodge or Chapter.