



## Role Profile: Lodge Mentor

The Lodge Mentor is an **INTEGRAL** part of the Lodge Membership Team and together with other members, co-ordinates the Lodge's activities through the "Building Together" initiative. Their suggested focus is on those activities to engage and support members from the Candidate's Initiation onwards ensuring all Members, not just recent Initiates and Joiners feel included and engaged within the Lodge.

### 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. New member's growth and engagement within their Lodge, including their understanding of the core Masonic principles, participation in Lodge ritual and activities. Members should feel welcome, valued, and confident in their involvement.
2. Percentage retention of new members in the Lodge within one, three, five and ten years of joining.

### Main activities

1. Promote the use of planned Mentoring within the Lodge.
2. Identify and allocate 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).
3. Provide each Personal Mentor with the information, guidance, and one-to-one support they need to carry out their role.
4. Arrange for Personal Mentors to receive the training and support offered by the province where available.
5. Liaise with Area Mentors over support material (eg, welcome letters, Initiate's Guide, Solomon and the members "Building Together" initiative) for Personal Mentors and new members.
  - i. Encourage every member of the Lodge to work with and support each other.
6. Include newer members to get involved with Lodge social activities and importantly encourage members to be an active member of the Lodge. Liaise with the Provincial Grand Mentor or his area Reps at least once a year to report progress.
7. Ensure that all Brethren eligible to join are aware of the Adair Club.
8. Discuss the importance of joining the Royal Arch.

## **Skills and qualities**

When selecting and appointing a Lodge Mentor, the following are considered useful skills/qualities for any Lodge Mentor (but by no means exhaustive).

1. A respected member of the Lodge.
2. Knowledgeable and experienced as a Freemason.
3. A member and advocator of the Royal Arch.
4. Who is able to identify members strengths and capabilities and help encourage those members that need it.
5. Someone friendly, approachable, encouraging, and supportive to all members of the Lodge.
6. Able and willing to give time to support Personal Mentors
7. Good organisational skills.
8. Resourceful – able to identify and obtain relevant materials and liaise with the Area Mentor.
9. Good communication skills.