



Lodge Mentor Handbook

Somerset Provincial Grand Lodge

Supporting Lodge Mentors in Guiding, Engaging and Retaining Brethren

2026 Edition

This handbook is intended for use by Lodge Mentors across the Province of Somerset to support consistent, personal and effective mentoring for all Brethren.

Welcome from the Provincial Grand Mentor

Dear Lodge Mentor,

Welcome to the Mentoring Guide for the Province of Somerset.

As a Lodge Mentor, you play a vital role in ensuring that every Brother — particularly those new to Freemasonry — feels supported, valued and engaged. This booklet has been prepared to give you practical guidance, structure and resources to help you carry out your role confidently and effectively. It reflects our Somerset approach — personal, friendly and flexible — recognising that every Lodge is unique while sharing the same core principles.

You are not alone in this important work. Alongside me, five Area Mentors are available to support you whenever needed, and to help build a consistent and positive mentoring culture across the Province.

Fraternal regards,

Ray Conneely

Provincial Grand Mentor

Somerset Provincial Grand Lodge

mentor@pglsom.org

About Mentoring in Somerset

Mentoring is at the heart of Freemasonry in Somerset. It ensures that every Brother — especially those new to the Craft — feels supported, welcomed and valued. Our approach is deliberately personal, practical and friendly, reflecting the character of our Province and its Lodges.

The Provincial Mentoring structure consists of a Provincial Grand Mentor, supported by five Area Mentors, who in turn work with Lodge Mentors across Somerset. This simple structure allows us to share best practice, offer support, and ensure a consistent standard of mentoring throughout the Province, while allowing each Lodge to reflect its own personality and traditions.

Effective mentoring does more than just guide new members through their early steps. It builds confidence, creates lasting friendships, and helps every Brother find a meaningful role in Lodge life. When mentoring is strong, engagement is high — and engaged members are far more likely to remain active and enthusiastic in their Masonic journey.

The key aims of Mentoring in Somerset are to:

- Welcome new members warmly into the Lodge and Province.
- Support their understanding of Freemasonry, its principles and traditions.
- Integrate them fully into Lodge life and activities.
- Engage them through meaningful involvement and companionship.
- Retain members by ensuring their journey remains fulfilling and rewarding.
- Encourage Master Masons to complete their Journey in Pure Ancient Freemasonry by joining the Royal Arch.

Lodge Mentor — Roles and Responsibilities

The Lodge Mentor plays a central part in helping every Brother feel welcome, supported and engaged within their Lodge. Acting as both a guide and a point of contact, the Mentor ensures that Brethren — particularly those new to the Craft — understand what is happening, feel confident to take part, and are encouraged to become active members of Lodge life.

The role is not one of authority, but of support. It is about building relationships, offering guidance, and helping Brethren to find their place and their confidence. In doing so, the Lodge Mentor helps strengthen the Lodge, improve retention, and build a positive Masonic experience for all.

- Welcoming new members and ensuring they feel included from their very first meeting.
- Explaining the structure, traditions and values of Freemasonry in a clear and approachable way.
- Providing guidance and support as members progress through their degrees.
- Encouraging members to participate fully in Lodge life and social activities.
- Identifying opportunities for engagement, such as taking part in ceremonies, visiting other Lodges, or attending Provincial events.

- Maintaining regular and friendly contact with mentees, ensuring their questions are answered and concerns are heard.
- Working closely with the Worshipful Master, Secretary and other officers to integrate mentoring into the Lodge's activities.
- Liaising with the Area Mentor and Provincial Grand Mentor for guidance, resources and support.
- Promoting a positive and inclusive Lodge culture that encourages every Brother to thrive.
- Ensure every Brother is made aware of the Royal Arch and its role in completing the Craft journey.

The Lodge Mentor is a vital link between the individual Brother, the Lodge, and the wider Province. By working closely with Area Mentors and the Provincial Mentoring Team, Lodge Mentors ensure a consistent and supportive experience for all members. This partnership strengthens our Lodges, builds confidence, and helps to sustain a vibrant and engaged Masonic community throughout Somerset.

The Mentoring Journey

Every Brother's Masonic journey is unique, but the support and guidance he receives in those early months and years will often determine how confident and involved he feels in Lodge life. The role of the Lodge Mentor is to help make that journey clear, structured and rewarding. Mentoring in Somerset follows the natural progression through the degrees, ensuring each Brother understands what is happening, feels included, and is encouraged to build his knowledge and confidence with the support of both his Lodge and the Solomon learning platform.

Candidate Introduction → Initiation (Solomon Academy Welcome Apprentice Module) → Passing (Solomon Academy Welcome Fellow Craft) → Raising (Solomon Academy Welcome Master Mason) → Engagement & Continued Learning → Royal Arch (Solomon Welcome Companion to complete the Diploma award)

Before Initiation

- Make early contact to offer a warm welcome and answer initial questions.
- Arrange an informal conversation or meeting to explain what to expect at the Initiation ceremony.
- Introduce the candidate to a few members of the Lodge to help build familiarity.
- Ensure they understand dress code, timings, and any Lodge customs.
- Assign a Personal Mentor and encourage registration with Solomon to explore introductory material.

After Initiation

- Arrange a friendly follow-up chat to reflect on the experience and answer any immediate questions.

- Arrange visit to another Lodge to observe a ceremony and build wider engagement.
- Explain the structure of the Lodge, the role of the Worshipful Master, officers and members.
- Introduce basic terminology and symbolism in an accessible way.
- Provide appropriate booklets or resources to support their learning.
- Guide them to the Solomon Welcome Apprentice Module and encourage completion.

Passing to the Second Degree

- Revisit key aspects of the First Degree to help consolidate understanding.
- Explain the meaning and significance of the Second Degree in clear, practical language.
- Encourage questions and provide opportunities for discussion.
- Ensure they feel confident and supported ahead of the ceremony.
- Encourage completion of Solomon Welcome Fellow Craft module.

Raising to the Third Degree

- Support the Brother in reflecting on his journey so far.
- Explain the deeper symbolism and themes of the Third Degree sensitively and clearly.
- Encourage continued learning and involvement in the Lodge.
- Introduce opportunities to visit other Lodges and broaden experience.
- Guide them to the Solomon Welcome Master Mason module.

Continuing the Journey

- Maintain regular contact — mentoring doesn't end at the Third Degree.
- Help them find a meaningful role within the Lodge, suited to their interests and abilities.
- Encourage participation in ceremonies, committees, visits and Provincial events.
- Signpost further Solomon modules and learning pathways that align with their interests.
- Celebrate their progress and ensure they feel valued as part of the Lodge.
- **Make them aware that the next step is to consider joining the Royal Arch, completing their journey in Pure Ancient Freemasonry.**
- Provide clear, friendly guidance about how to take that step when they are ready, and offer support from experienced Companions.

Introducing the Royal Arch

The Royal Arch is the natural and essential next step for a Master Mason wishing to complete his journey in Pure Ancient Freemasonry. It expands upon the lessons of the Craft and offers a deeper and richer understanding of Masonic teachings.

As a Lodge Mentor, your role is not to "recruit," but to ensure that Brethren understand the significance of the Royal Arch and are aware of the opportunity to take this next step when the time is

right for them.

When introducing the Royal Arch, focus on three key points:

- **Completion of the Journey:** recognised as the completion of Pure Ancient Freemasonry.
- **Deeper Symbolism:** develops and enriches the lessons learned in the Craft degrees.
- **Personal Decision:** no fixed timetable; each Brother should take this step when he feels ready.

Introduce the Brother informally to Companions in a local Chapter when appropriate, share information about nearby Chapters and meeting dates, and offer guidance on the Exaltation process when he feels ready. *Note: a Brother cannot visit a Chapter until he has been Exalted.*

Key Message for Lodge Mentors

- The Royal Arch completes the journey in Pure Ancient Freemasonry.
- It deepens and enriches the teachings of the Craft.
- Joining is always a personal choice, taken when the Brother feels ready.

Practical Tools and Resources for Lodge Mentors

Effective mentoring isn't just about good intentions — it's also about having the right tools to support the journey of each Brother. To help you in your role, a range of resources are available through the Province and Solomon to provide structure, guidance and consistency across Somerset.

1. Provincial Mentoring Resources

- A Lodge Mentor Handbook (this booklet) providing step-by-step guidance.
- A standardised mentoring pathway aligned with the three degrees and continuing journey.
- Checklists to help keep track of where each Brother is in his journey.
- Recommended language and approaches for explaining key concepts clearly and confidently.
- Regular updates from the Provincial Grand Mentor and Area Mentors with useful reminders, ideas and good practice.

2. Appointing Personal Mentors

- Appoint a Personal Mentor for each candidate at or before Initiation.
- Choose an experienced, approachable Mason willing to give their time.
- Personal Mentors provide friendship, help and guidance between meetings.
- They maintain regular, informal contact and accompany the Brother on his early journey.
- This personal connection strengthens engagement, builds confidence and prevents isolation.
- The Lodge Mentor retains overall responsibility and oversight of progress.

3. Solomon Learning Platform

- Structured learning modules for each degree, freely available to every Brother.
- Clear signposting to support learning after Initiation, Passing and Raising.
- Accurate, well-presented Masonic knowledge for Brethren and Mentors alike.
- Ideal for encouraging Brethren to take ownership of their learning and reflect on experience.
- Encourage Brethren to complete the full Solomon Academy Diploma (Welcome Apprentice, Welcome Fellow Craft, Welcome Master Mason and Welcome Companion Modules).

4. Templates and Checklists

- Candidate Welcome Checklist – key steps before Initiation.
- Post-Initiation Follow-up Template – ensuring early support.
- Progress Tracker – record Solomon completion, degree progress and engagement.
- Royal Arch Introduction Prompt Sheet – structured, accurate conversations.
- Mentor Handover Notes – smooth transitions when roles change.

5. Support Network

- Provincial Grand Mentor and Area Mentors available to offer guidance and share good practice.
- Peer support between Lodge Mentors is encouraged — sharing ideas strengthens mentoring across the Province.
- Provincial briefings or workshops may be held to align practice and build confidence.

6. Personal Approach

- These tools are a framework, not a script — your personal touch makes mentoring meaningful.
- Adapt resources to suit the individual Brother and the character of your Lodge.

Working with Area Mentors and Provincial Support

1. The Provincial Mentoring Structure

- Provincial Grand Mentor — provides leadership, direction and resources for mentoring across the Province.
- Area Mentors — five experienced Brethren acting as direct points of contact for Lodge Mentors.
- Lodge Mentors — deliver mentoring within their Lodges, supported by Area Mentors and the Provincial team.

This structure allows for quick communication, consistent support, and the sharing of good practice.

2. Working with Area Mentors

- Area Mentors support you — they do not supervise.
- They provide practical guidance, share successful approaches and help with challenges.
- Contact your Area Mentor any time for advice or to discuss mentoring matters.
- Area Mentors may offer informal visits to share resources and ideas.
- A good working relationship ensures mentoring is consistent and well supported.

3. Communication and Good Practice

- Keep your Area Mentor informed — share successes as well as challenges.
- Ask for advice and share ideas; collaboration helps everyone.
- Good mentoring materials are often shared across Lodges via Area Mentors.
- For specific issues (e.g., re-engaging an inactive Brother), your Area Mentor can help identify practical solutions.

4. Provincial Support

- The Provincial Grand Mentor provides direction and regular updates to Area and Lodge Mentors.
- Provincial guidance and new initiatives are shared through Area Mentors and Provincial communications.
- Occasional mentoring briefings or workshops may be held to align practice and build confidence among Lodge Mentors.
- Contact details for all Area Mentors are available on the Provincial website: www.pglsom.org

5. Remember — You Are Part of a Team

- The Lodge Mentor's work is essential, but part of a wider, supportive framework.
- Area Mentors and the Provincial Grand Mentor are there to help you succeed.
- Strong, consistent communication ensures every Brother benefits from a supportive mentoring experience.

Summary & Next Steps

- You are not alone — the Provincial Grand Mentor and Area Mentors are there to support you.
- Appoint a Personal Mentor for each candidate to provide close, personal guidance and friendship.
- Encourage completion of Solomon modules after each degree.
- Keep regular contact with new Brethren — early engagement builds long-term retention.
- Ensure every Brother is aware of the Royal Arch and its role in completing the journey in Pure Ancient Freemasonry.

- Adapt tools to your Lodge; mentoring should be structured and personal.
- Communicate openly with your Area Mentor, share successes and ask for support when needed.

Your Next Steps

- Review the tools and templates in this booklet and adapt them to your Lodge's needs.
- Identify upcoming candidates and appoint Personal Mentors early.
- Familiarise yourself with Solomon modules for each degree.
- Establish a clear line of communication with your Area Mentor.
- Keep mentoring visible and active in your Lodge's culture.

Where to Find Support

- Provincial Grand Mentor: Ray Conneely — mentor@pglsom.org
- Area Mentors: contact details available on www.pglsom.org
- Learning Resources: [Solomon platform for structured learning](#).

Appendices

Appendix 1 – Candidate Welcome Checklist

- Make initial contact to offer a warm welcome.
- Explain the purpose and outline of the Initiation ceremony.
- Introduce the Candidate to two or three members of the Lodge.
- Confirm dress code, timings and any Lodge customs.
- Assign a Personal Mentor and make introductions.
- Provide background information on Freemasonry and the Lodge.
- Encourage registration on Solomon and exploration of introductory material.

Appendix 2 – Post-Initiation Follow-up Template

- Arrange a friendly conversation within a week of the ceremony.
- Ask how they found the experience — listen and reassure.
- Explain the structure of the Lodge and roles of officers.
- Provide Solomon First Degree learning guidance.
- Encourage attendance at meetings, festive boards and social events.
- Remind them their Personal Mentor is available for support.
- Confirm next steps in their journey.

Appendix 3 – Progress Tracker

Brother's Name	Personal Mentor	Initiation Date	Solomon 1 Completed	Passing Date	Solomon 2 Completed	Raising Date	Solomon 3 Completed	Royal Arch Awareness Given	Notes
(Add rows as needed)									

Appendix 4 – Royal Arch Introduction Prompt Sheet

- The Royal Arch is the natural next step after the Third Degree.
- It completes the journey in Pure Ancient Freemasonry.
- It deepens and enriches the teachings of the Craft.
- There is no set timetable — it is a personal decision.
- Ensure every Brother understands its place in the Masonic journey.
- Explain the Exaltation process and provide friendly guidance.

Appendix 5 – Mentor Handover Notes

- Record each Brother's progress on the Progress Tracker.
- Note specific needs, interests or challenges for individuals.
- Ensure Personal Mentor assignments are up to date.
- List planned mentoring actions (e.g., conversations, Solomon reminders).
- Confirm communication with the Area Mentor is up to date.
- Hand over information clearly, securely and confidentially.