



PROVINCIAL GRAND LODGE OF DEVONSHIRE

Everybody is a Mentor: The 3 E's

From time immemorial it has always been the intention that the **Proposer** and **Second** for a new Brother helps and guides him through his Masonic journey. This is essentially **Mentoring**. Sometimes they call upon others to help with the Mentoring process. With true guidance and positive support a Mentor can ensure each Brother reaches his full potential.

Nearly all Lodges have now appointed a **Lodge Mentor**. How Mentoring is implemented in your Lodge is the choice of the Lodge. Ideally the **Lodge Mentor** appoints a **Personal Mentor** (or uses the Proposer/Second) to guide a Brother on his masonic journey, because he cannot effectively mentor everybody.

However, we are all Mentors and how can we help one another? The answer is simple and can be remembered by the **3E's** namely **ENGAGE, ENCOURAGE & EDUCATE**, examples of which are given below:

ENGAGE:

- Its all about building relationships
- Talk to the other Brethren, no member or visitor should be left by themselves in either the Lodge room or the bar
- You have a common interest in Masonry but what other common interests do you have
- If someone has missed a meeting give him a call to see if he is OK
- If someone has left the Lodge or not attended for a long period of time, give him a call and check he is OK
- Has he stopped attending because he can no longer drive or has lost confidence in going out when it is cold and dark
- If you find ritual difficult can you help with the raffle/ bar or help with social functions

ENCOURAGE:

- Encouragement is the fuel that powers our efforts to engage, educate and equip. People need affirmation and encouragement. Saying "*Well Done*" or acknowledging someone's efforts, simply put, make them feel good
- Some people find ritual difficult, help and encourage them with the learning process and give them confidence

EDUCATE:

- Help explain what has happened in a recent ceremony. The Provincial website contains explanations of the ceremonies, an ideal opportunity is when a higher degree is being worked than the rank of the brother
- Explain that **Solomon** has a large number of articles on all thing masonic as well as dedicated **Welcome Modules**, which explain each of the three degrees with a guided learning programme
- Help them understand how we are organised, the ranks, Province, etiquette, charity so that they are able to ENGAGE without fear of showing themselves up

As many as 30% of new brethren leave within 2 years of joining, the next biggest group of leavers is just after brethren have been through the chair. Effective mentoring of **ALL** brethren will reduce this number. Remember that if everybody left a meeting saying "*I enjoyed that, I am looking forward to next month*" the brotherhood would flourish.

If you have any questions or need some guidance, please contact the Provincial Grand Mentor: at mentoring@devonshirefreemasons.org.uk