



PROVINCIAL GRAND LODGE OF DEVONSHIRE

Guidance for Lodge Mentors

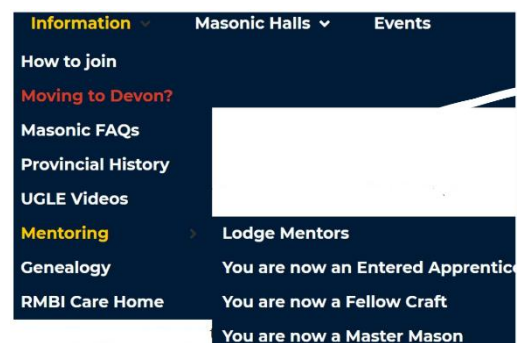
Congratulations on being appointed to the very important office of Lodge Mentor. You are not alone in this task. In addition to the more experienced Brethren in your Lodge there is a dedicated Provincial Team to help you. How Mentoring is implemented within your Lodge is within the control of your Lodge. The purpose of this booklet is to help you in your task and highlights the major aspects of Mentoring that should be considered.

Your role is:-

- To implement and co-ordinate Mentoring within your Lodge.
- To promote a planned approach to Mentoring so that all new members receive the information, personal contact and encouraging support appropriate to their individual needs.
- To help all members to enjoy their Freemasonry and derive satisfaction from it, so that they become lasting, committed and contributing members.
- You appoint Personal Mentors to look after individuals, **YOU cannot** mentor everybody.
- Help Personal Mentors/ Proposers/ Seconders in understanding their responsibilities in engaging with the Brethren in helping them understand the fundamentals of Freemasonry.
- Support the Lodge in its development.

Accessing the Documents

It has been found that newer Brethren tend to use their mobile devices or computer to find information. In consequence all documentation maybe found on the Provincial website and the Information tab drop down gives direct access to Mentoring Resources.



The information can also be accessed directly from the following links

<https://devonshirefreemasons.org.uk/lodge-mentors/>
<https://devonshirefreemasons.org.uk/you-are-now-an-entered-apprentice/>
<https://devonshirefreemasons.org.uk/you-are-now-a-fellow-craft/>
<https://devonshirefreemasons.org.uk/you-are-now-a-master-mason/>

Personal Mentors

These can be the proposer/second, a more experienced brother or a nominated person or persons to mentor a group of brethren by rank e.g. Entered Apprentice, Fellow Craft, Master Mason, Past Master. It is most important that the Brother and his Personal mentor have a good relationship

Dependent upon the experience of the Personal Mentor you may need to help and guide him in his role. So that they are able to explain 'how masonry works' and the symbolism of our ritual, if they are unable to fully undertake this task you may need another Brother to help him.

The documents [Everybody-is-a-Mentor](https://devonshirefreemasons.org.uk/wp-content/uploads/Everybody-is-a-Mentor.pdf) will support you and the personal mentors in this task. <https://devonshirefreemasons.org.uk/wp-content/uploads/Everybody-is-a-Mentor.pdf>

Information Packs for the Brethren

Upon joining Freemasonry there are many aspects to be understood. It is important that we do not overload the new Brother with information.

It is suggested that after a Candidate has been initiated, in the Lodge Mentors Report for the evening he presents the Candidate with the [Welcome to Freemasonry](#) leaflet and introduces him to his Personal mentor and explains the relationship. The leaflet may be downloaded from the Lodge Mentor resources section <https://devonshirefreemasons.org.uk/lodge-mentors/>

It is recommended that the Brother is directed to the resources section on the Provincial website for the ceremony he has undertaken for more information. To aid your task there is an Email Template for each degree in the Lodge Mentor resources section.

Solomon

Solomon is a Grand Lodge initiative that is internet based and forms a central repository of informative material that will answer some of the questions and point members along the path of daily advancement in masonic knowledge with both nuggets and papers of research. There is also a module entitled Mentors' Corner designed specifically for Lodge mentors. The website can be accessed at <https://solomon.ugle.org.uk/>.

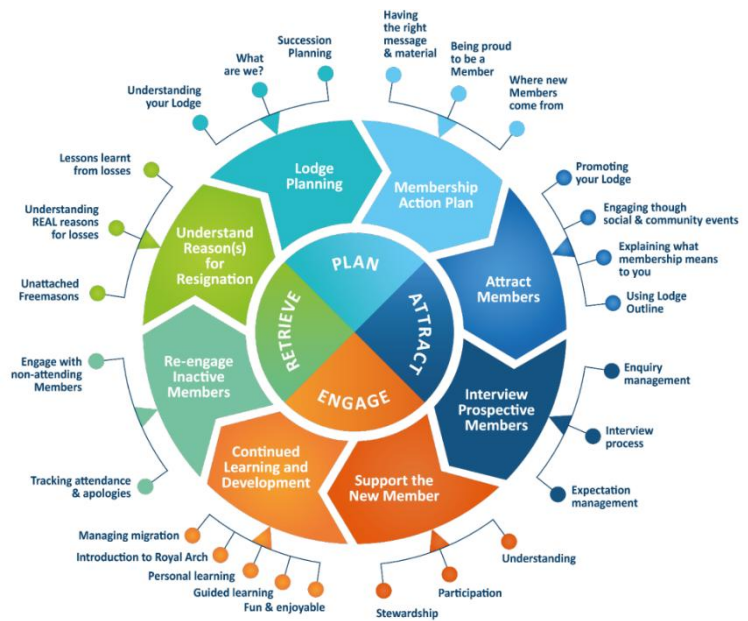
Within Solomon there are **Welcome Modules** for each of the degrees that provide a guided programme of learning to the Brethren. It is desirable that each Lodge Mentor booklet v1.2

Brother visits these modules a link is contained within the Information Leaflet for the degree. Upon completion of each Module the Brother will receive a Certificate and when the Welcome Companion Module is also completed, he will receive the Solomon Diploma. Please ensure that the Provincial Grand Mentor is informed of anyone achieving a Certificate or Diploma so that they may be given the recognition they deserve.

Members Pathway

Grand Lodge has developed the “Members’ Pathway” aimed at Recruitment and Retention of members and is described in [Members' Pathway Level 2 Printed Booklet Interactive Quick Start Guide](#).

The Engage section of the Members’ Pathway focuses upon support to the new member and his continued Learning and Development and forms the focus of Mentoring activities. Within the booklet guidance is given on the many aspects of Mentoring and the Lodge Mentors Role. If the document is viewed online as a pdf it is hyperlinked to the supporting documentation. The document covers all aspects of the Members’ Pathway and how it forms part of the UGLE Strategy.



The document [Members Pathway Keys 2023 Version](#) is also an interactive hyperlinked document in pdf format that provides an alternative way of accessing the information.

Managing Expectations

Through Mentoring the Brother should understand how the Craft is managed, the principles upon which it is founded but also the symbolism contained within the ritual. These tools will help him understand and enjoy his Freemasonry. We must however ensure that we achieve his expectations. Nothing can be more off putting than forcing a brother to undertake an office or piece of ritual before he is ready, but also the converse is true. A Brother can be disappointed or even demotivated if he is not given a piece of ritual or office when he thinks he should be. It is important that you talk with the Personal Mentor/ Brother so that you understand the aspirations of each Brother.

In a well regulated lodge a succession plan should be in place to manage the governance of the Lodge for not only newer members but for those both pre and post the Chair. It is common for the Lodge mentor and the DC or

preceptor/lecture master to have a five year succession plan for all of the offices within a Lodge.

Remember

- You are not alone, the Provincial Mentor and the Area Mentors are there to support you **Mentoring Contacts**- click <https://devonshirefreemasons.org.uk/wp-content/uploads/Mentoring-contacts.pdf>
- Mentoring is nothing new - the proposers and seconders should have been doing this for years.
- Make it fun - People will attend and remain Masons if they enjoy it.
- Mentoring involves everybody - Each Lodge and Chapter should have a Mentor, but they are there to coordinate what happens, not be everything to everybody.
- Mentoring is for everybody - Irrespective of age or seniority, we all need at least one person to be there for us if needed.
- Mentoring is about ensuring our brethren understand why they have joined Freemasonry, what they can do for it, how it can help them.
- If we make Mentoring work, we make Masonry work.
- If a Brother needs to retire from the Lodge whilst a higher degree is conferred please ensure that a more experienced Brother retires with him, this is an ideal opportunity to answer a Brother's questions and review the Explanation of the Degree leaflet through which he has passed.
- The 3E's, of mentoring Engage, Encourage and Educate which leads to Enjoyment

Resources

The Provincial documents may be downloaded from:

www.devonshirefreemasons.org.uk and then Information /Mentoring Tabs

Members' Pathway documents may be downloaded from:

<https://b.ugle.org.uk/images/PDFs/Pathway/Members'%20Pathway%20Level%202%20Printed%20Booklet.pdf>