



# PROVINCIAL GRAND LODGE OF DEVONSHIRE

MENTOR'S



Number 7

CORNER

## An Aide Memoir 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 note 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. Brethren need Mentoring throughout their Masonic journey.
- You appoint Personal Mentors to look after individuals, **YOU cannot** mentor everybody.
- Support the Lodge in its development

### 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. Enter Apprentice, Fellow Craft, Master Mason, Past Master. It is most important that the Brother and his Personal mentor have a good relationship.

### Mentoring Packs

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 the following information is given to the Brother at the conclusion of each ceremony and that it is explained to the Brother. (It is a UGLE requirement to give an Entered Apprentice a Book of Constitution and the Byelaws of your Lodge.

| Entered Apprentice                                                                                                                                                                                                                   | Fellow Craft                                                                                                                                   | Master Masons                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Book of Constitution (and enclosures)<br>Byelaws of the Lodge<br>The Initiate's Guide <sup>1</sup><br>Explanation of the First Degree <sup>2</sup><br>The Q&As from the 1 <sup>st</sup> to 2 <sup>nd</sup>                           | The Fellow Craft's Guide <sup>1</sup><br>Explanation of the Second Degree <sup>2</sup><br>The Q&As from the 2 <sup>nd</sup> to 3 <sup>rd</sup> | The Master Mason's Guide <sup>1</sup><br>Explanation of the Third Degree <sup>2</sup> |
| <sup>1</sup> Booklets available from the Provincial Office or Area Mentor<br><sup>2</sup> Available from your Area Mentor or the Provincial Grand Mentor and are general, it would be a benefit if you customised them to your Lodge |                                                                                                                                                |                                                                                       |

### 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 nuggets, videos, audio 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/>.

There is a Provincial Information Leaflet entitled Accessing and using Solomon, it is suggested that you email this to both new and established Brethren as it includes hyperlinks for easy access via your smartphone or computer. Please ensure that new Brethren are aware of the dedicated WELCOME modules which provide guided learning through the three degrees.

## Members Pathway

Grand Lodge has developed the “Members’ Pathway” aimed at Recruitment and Retention of members and is described in the [Members' Pathway Level 2 Printed Booklet.pdf](https://b.ugle.org.uk/images/PDFs/Pathway/Members' Pathway Level 2 Printed Booklet.pdf) ([ugle.org.uk](https://b.ugle.org.uk)). It is recommended that this document is viewed on the web as it contains many hyperlinks. 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. It is recommended that you read the UGLE publication [Members Pathway Keys 2023](https://b.ugle.org.uk/images/PDFs/Pathway/PWP - 61 The Members Pathway - Keys to the Online Guides v06.pdf) which gives a very good overview of how to navigate the many documents to be found within the The Members Pathway

### 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 – contact [mentoring@devonshirefreemasons.org.uk](mailto:mentoring@devonshirefreemasons.org.uk) for more information
- 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 must 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 symbolical lectures of the degrees through which he has passed.
- The 3E's: we need to Encourage, Engage and Educate the Brethren

## Useful weblinks

Solomon

<https://solomon.ugle.org.uk/>

Members Pathway Booklet

<https://b.ugle.org.uk/images/PDFs/Pathway/Members' Pathway Level 2 Printed Booklet.pdf>

Members Pathway Keys 2023

<https://b.ugle.org.uk/images/PDFs/Pathway/PWP - 61 The Members Pathway - Keys to the Online Guides v06.pdf>

Should you require any help or wish to help the Province in their Mentoring activities or future topics for Mentor's Corner please contact W Bro Chris Bird [mentoring@devonshirefreemasons.org.uk](mailto:mentoring@devonshirefreemasons.org.uk)