

Who can a Lodge Mentor turn to if a problem arises?

If a Lodge Mentor encounters a problem he cannot resolve, he should ask any member of the Regional team to assist and if necessary involve the Provincial Mentor in resolving the issue. The Provincial Mentor will also act as a first port of call for all matters going outside the boundaries drawn and act as signpost to other appropriate agencies for external referrals.

For example, the Province has engaged a fully qualified professional counsellor, with internationally recognised qualifications - MA Counselling, MBACP, who is available to all Brethren for advice and support.

This service is at the expense of the individual mentee concerned but is nominal in price and will ensure that appropriate professional help is on hand for any serious situations outside the mentoring relationship but within the spirit of Brotherly Love, Relief and Truth.

The counsellor is also contactable on a pay as you go basis for any other problems on which individuals may feel they need support.

How do I know that the process is working?

The whole focus of the mentoring process changes from being one concerned with knowledge transfer and acquisition to one which encourages critical reflection and application of the lessons learnt.

The Mentor feels the relationship has matured where no further information is needed; whilst the Mentee can demonstrate new found confidence in his new surroundings.

How do I record progress for each Mentee?

The Province of Warwickshire has published 4 booklets, which set out the various steps each Mentee needs to achieve in the three main areas of Establishing Relationships, Personal Development and Acquisition of Knowledge.

What about the LOI Preceptor?

The Mentoring process is about assisting the Mentee to integrate and enjoy the wider learning and social opportunities presented by Masonry; whilst the Preceptor's role is to assist him in improving his ritual and understanding of the formal aspects of Masonry in the temple.

In short these two parties should work together in a complementary way which benefits the Mentee.

What can the Mentor expect from the process?

Over time the relationship between a Mentor and his Mentee becomes a meaningful one, which affords the Mentor powerful personal insights into the character, aptitudes and attitudes of his charge.

The need to think about Freemasonry and to seek knowledge on behalf of another will expand the Mentor's own perspectives.

The opportunity to share knowledge and wisdom, together with the simple satisfaction of helping others, brings rewards beyond compare.

What will the Mentee get from the Mentoring Process?

Mentoring provides a safety net designed to provide support when needed, which in turn reduces stress and thereby accelerates the learning process.

Individually tailored programmes ensure that progress is at a rate and level of detail that the Mentee is comfortable with.

In order to evaluate the efficacy of the scheme and to drive its future development; feedback is encouraged at all levels.

What resources are available to support Mentors?

It is intended that the Mentoring section of the Provincial website will be the primary resource for news, information, and teaching materials for those involved in Mentoring. The following documents are now available from the website or the Provincial Office:

- A brief paper on Mentoring for presentation within open Lodge
- A reduced version of the introductory power point for information purposes
- Further copies of this Q&A document
- The boundaries paper demonstrating how to set up the Mentoring relationship
- An overview of the workshop for Mentors

These may include questions about the workings of the Lodge, the organisation of the Province and Grand Lodge, or the principles and charitable aims of Freemasonry

What makes a good Mentoring Co-ordinator?

First and foremost, a Mentoring Co-ordinator must be enthusiastic about the process of Mentoring and able to communicate its aims and principles in a clear and concise manner.

He needs to be sensitive to the needs of other people, discrete, encouraging and non-judgmental.

As the person supporting the efforts of Personal Mentors he will be experienced and knowledgeable about all aspects of Freemasonry.

The Mentoring Co-ordinator will also be able to monitor progress and keep the mentoring programme moving forward.

How do you select a Personal Mentor?

A Personal Mentor will be someone to whom the Mentee can easily relate. It may be a friend or family member who is already a member of the Lodge, or someone of a similar age or outlook.

The Personal Mentor must be a good listener. **He needs to be able to put his own ego to one side and to concentrate on the needs of his Mentee.**

Mentoring is not a “one size fits all” process. If the aims of the programme are to be achieved, individually tailored programmes of personal development need to be established.

What about the Proposer and Seconder?

Once someone has expressed their desire to become a Freemason, their Proposer and Seconder have vital roles to play in ensuring their suitability and in explaining aims and principles of Freemasonry. If one or the other of them is suitably qualified, then of course they are the ideal person to act as a Personal Mentor.

However, it may be that they are new to Freemasonry themselves, or that their career, family commitments or Masonic office mean that they are unable to devote the necessary time to mentoring.

In this case it is better that someone else assumes the mentoring role.

What has been done so far?

A series of 14 introductory presentations was conducted at 9 different venues across the Province to which all Warwickshire lodges were invited and 80% attended.

Lodges have been asked to select a Lodge Mentoring Co-ordinator, who will be responsible for implementing the scheme within each Lodge. This may mean acting as the Mentor or more probably matching individuals candidates with an appropriate Mentor from within the Lodge.

A Mentor's workshop has been launched to provide training for individuals interested in the role.

In addition to the Provincial Mentor, there are 3 Regional Mentoring Co-ordinators to support the delivery of the scheme at local level. It is hoped to appoint more and they will typically be experienced in adult training and development.

What is Mentoring?

Mentoring is a structured relationship between a new Mason and one who is more experienced, in which clearly defined levels of personal development are achieved at a speed and in a manner with which the Mentee is comfortable.

By providing guidance support and encouragement the Mentor will seek to develop the competence, confidence and consequently the character of his charge.

What exactly does a Lodge Mentoring Co-ordinator do?

The Lodge Mentoring Co-ordinator's primary role is to champion a spirit of personal development in his Lodge.

He will agree a suitable personal mentor for all new members and will monitor the progress of the relationship to support the process, not to judge the participants.

What is the difference between a Lodge Mentor and a Personal Mentor?

The Lodge Mentor's role is essentially to manage the mentoring process in his Lodge. The Personal Mentor is the person charged with forming a one-to-one relationship with his Mentee.

As the new Mason progresses through the 3 degrees his Personal Mentor will guide and reassure him, answering any questions which may arise along the way. This can be done formally, informally or on a peer to peer basis.



Frequently Asked Questions (FAQ's) about Mentoring

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Why has the Province established a mentoring programme?

The Province of Warwickshire's objective in setting up the Mentoring Scheme is to ensure that every member receives the right level of support, advice, information and encouragement to help them enjoy and benefit from their Freemasonry.

Initially efforts are being focussed on new members, but the process of ongoing personal development enshrined in the scheme will ensure that Brethren who are about to take office or assume other responsibilities, whether at Lodge, Provincial or Grand Lodge level, can do so with confidence.