



Guidance for Lodge & Chapter Mentors

Congratulations on being appointed to the very important office of Mentor in your Lodge or Chapter. The purpose of this booklet is to help Mentors understand their role and where to find help. How you implement Mentoring is your choice, please remember you are not alone in this task a dedicated Provincial Team will help.

Your role

- To implement and co-ordinate Mentoring within your Lodge or Chapter.
- To promote a planned approach to Mentoring so that all members new and experienced receive the information, personal contact and encouraging support appropriate to their individual needs as they progress.
- 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 / Sponsors in understanding their responsibilities in engaging with the members in helping them understand the fundamentals of Freemasonry.
- Support the Lodge in its development for example succession plans
- Re-engaging inactive members- why are they not attending?
- Ensure that members are encouraged to take part but NOT pushed into taking an office before they are ready

The fundamentals- The 3E's

- **Engage**; ensure no one is left alone, include them in all aspects
- **Encourage** them to take part in all aspects of the meeting & festive board, thank them for their efforts
- **Educate**; ensure they understand what is happening and what it means

Accessing the Documents

It has been found that newer members tend to use their mobile devices or computer to find information. In consequence all Mentoring documentation maybe found on the Provincial websites

www.devonshirefreemasons.org.uk/mentoring/
www.devonshirehra.org.uk/mentoring/

Choosing Personal Mentors

These can be the proposer/seconded/ sponsor, 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

The documents [Everybody is a Mentor: The 3 E's](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>

Printed Information for the Brethren / Companions

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

For each Craft degree and the Royal Arch there is a dedicated booklet for presentation after the ceremony to the Brother (available from the Provincial Grand Mentor or Area Mentor). It is suggested that these are presented, in the Mentors Report for the evening.

Provincial resources

A range of documents are available on the Provincial Websites to aid you, arranged in the following groupings

- Information for Entered Apprentices
<https://devonshirefreemasons.org.uk/you-are-now-an-entered-apprentice/>
- Information for Fellow Craft's
<https://devonshirefreemasons.org.uk/you-are-now-a-fellow-craft/>
- Information for Master Mason's
<https://devonshirefreemasons.org.uk/you-are-now-a-master-mason/>
- Information for Mentor's
<https://devonshirefreemasons.org.uk/lodge-mentors/>
- Information for Companions
<https://devonshirehra.org.uk/mentoring/> or
<https://devonshirefreemasons.org.uk/you-are-now-a-companion/>

It is suggested that the Information Leaflet for the craft degrees are emailed to the member after the relevant ceremony so that they can access the document which is hyperlinked to additional reading materials. To ease the burden of this task a draft email has been prepared that you may forward to the member, after tailoring to your own requirements. The documents may be found online at <https://devonshirefreemasons.org.uk/lodge-mentors/>

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 three Craft degrees and the Royal Arch that provide a guided programme of learning. It is desirable that he completes these modules, a link is contained within the Information Leaflet for the degree. Upon completion of each Module he 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.

Building Together

Building Together is the harmonisation of the **Members' Pathway** and **Archway** into one membership journey tool supporting Brethren and Companions work to grow their Lodges and Chapters. Within the material some **concepts have been introduced** which are different from material which you have seen before, some of these key changes are listed below:-

- When enquirers apply to join a Lodge, expectations are set that the Individual is joining FREEMASONRY and not just a Lodge. It comprises four ceremonies; three in a Craft Lodge and one in a Royal Arch Chapter, at a place of your choosing, but sooner rather than later.
- Introduction of Mentors in the Royal Arch
- The Building Together Model is applicable equally to Lodges and Chapters.

UGLE / SGC have produced the booklet **[BUILDING TOGETHER Digital Quick Start Guide](#)** when viewed online as a pdf is hyperlinked to the supporting documentation. The document covers all aspects of Building Together and how it forms part of the UGLE Strategy. This is the primary method for accessing the online supporting documentation. This is a comprehensive 'tool kit to help you in many aspects of Lodge and Chapter life and contains new information on Learning Ritual for members that suffer with dyslexia, ADHD, ASDF etc.



The Province Devonshire has produced simplified guidance

<http://www.devonshirefreemasons.org.uk/building-together>

Managing Expectations

Through Mentoring the Member should understand how Freemasonry is managed, the principles upon which it is founded but also the symbolism contained within the ritual. We must however ensure that we achieve his expectations. Nothing can be more off putting than forcing a member 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/ Member so that you understand the aspirations of each Member. Some pieces of ritual are long and quite daunting, consider splitting it between members!

In a well regulated Lodge or Chapter a succession plan should be in place not only for newer members but for those both pre and post the Chair.

Remember

- You are not alone, the Provincial Mentor Team is there to support you
[Mentoring Contacts](#)
- 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.
- Everybody needs and should be involved in Mentoring – you should coordinate the Mentoring activities and not be everything to everybody.
- Mentoring is about ensuring our brethren understand why they have joined Freemasonry, what they can do for it, how it can help them.
- The 3E's, of mentoring **Engage, Encourage and Educate**

If in doubt ASK you are not alone
mentoring@devonshirefreemasons.org.uk