

# Grey Friars Lodge No 4990 Mentoring Policy



## Introduction

Since its consecration in 1928, Grey Friars Lodge has appreciated that its membership is its lifeblood. A contented membership is vital to the Lodge's success and longevity.

Consequently, custom and practice through which members are supported, encouraged and educated has evolved over the years and been passed on from generation to generation, generally by word of mouth. We term this process *mentoring*.

We acknowledge the significance of this topic in attracting new members of the appropriate calibre - and in retaining members.

Because of the importance we attach to it and in support of the Provincial initiative on the issue we have reviewed our practices and procedures and now produce them in this policy document.

## An Overview of Mentoring

Mentoring can be a very useful way of helping people to give their best. It is concerned with the development of the whole person driven by the person's own work/life goals. It can be unstructured and informal.

Effective mentoring requires the following criteria to be satisfied

- both mentor and mentee must be volunteers
- the mentor has no executive, or direct-line reporting responsibility for the person being mentored
- both are getting ego satisfaction from the relationship. The mentor gets the satisfaction of watching somebody grow who values his insights. The person receiving mentoring gets a feeling of being valued, and gaining regular 'air-time' with somebody who they respect and admire

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- there is no dependency. Neither party needs the relationship to continue, both are happy for it to continue but it could stop tomorrow. It can be very destructive where the mentor needs the relationship for status reasons, or the person being mentored needs it as an emotional crutch. There might be occasions where the person being mentored needs a 'shoulder to cry on' but that is event, rather than relationship driven
- the person being mentored is not a protégé. It is not a teacher pupil relationship, nor does the person being mentored (necessarily) have the patronage of the mentor. An effective mentor gives wise counsel, and the person being mentored can talk about what they need to talk about. Where they can test arguments and have tough questions asked of them
- the obligation for continuing is two sided. The mentor feels they have value to add, the person being mentored is getting something from the relationship. Either side can end it without justification
- mentoring is about guidance and facilitation rather than formal training

### **Process of Mentoring in Grey Friars Lodge**

#### **General Support Process**

It is custom and practice in Grey Friars Lodge that all members of the Lodge have a part to play in the general support and mentoring of new members. By this means the new member comes to appreciate the camaraderie that exists in Freemasonry in general and Grey Friars Lodge in particular. This general support and mentoring includes

- the acknowledgement and warm reception of all new members by existing members who make sure a new member is always made to feel welcome and a valued part of the whole team that is Grey Friars Lodge
- the active support of officers of the Lodge, eg
  - the kindly and fraternal way in which the new member is received and greeted by the Worshipful Master
  - the sympathetic way in which the Junior and Senior Deacons conduct the new member during our ceremonies
  - the support and wise council of the Tyler as he prepares and briefs the new member for the various ceremonies through which the new member must pass
- the inclusion of junior Brethren at our Committee Meetings
- the circulation of Committee Meeting Minutes to all members

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## Mentoring Coordinator

There will be a Mentoring Coordinator who should be an experienced mason and, where possible, a member of the Holy Royal Arch, preferably a Past Master. He will be well skilled in man-management and able to monitor all appointments.

## Mentors

There will be no fixed number of Mentors. They should be experienced masons, preferably Past Masters and, if possible, members of the Holy Royal Arch. Each should be selected on the basis of his compatibility with the Candidate.

## Procedure for Potential Members (new to Freemasonry)

The Lodge Committee will be notified of potential members by their intended Proposer/Secunder through the Secretary.

Where the potential member is not well known by a Lodge member, one or two senior masons should then interview him in his home environment. They will discuss Freemasonry in detail with him and his family, make an assessment of the potential member's suitability to become a mason and report this assessment to the Lodge Committee.

Where the potential member is well known by a Lodge member who is proposing him, this home visit will not normally be necessary.

In the event of either

- a favourable recommendation by a member to whom the potential member is known well, or
- a favourable assessment by the interviewing committee

the potential member should be invited by the Lodge Secretary to appear before the Lodge Committee for final assessment for suitability to become a member.

If accepted the potential member becomes a Candidate. He (and his Proposer/Secunder) should be notified of this by the Lodge Secretary with a date for his initiation. A suitable Mentor (who may be his Proposer or Secunder) should be appointed and informed at this stage.

The Candidate should be brought to the Lodge for his initiation by either his Proposer or Secunder and the procedure for the evening fully explained to him. He should be introduced to the Tyler in whose company he should be

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On his initiation, after the Charge, when the Worshipful Master has welcomed him, he may be presented with the First Book of Ritual/Lectures. This contains the Ritual of the First Degree, the First Degree Lectures and the required questions for the Second Degree. (The Candidate should be told that this book remains the property of the Lodge and he should return it when he takes his Second Degree. He should be told that when he takes his Second and Third Degrees similar books may be given to him.)

In the time between the Candidate's ceremonies he should be encouraged to

- visit a Lodge carrying out a degree ceremony through which the Candidate has just passed. His Proposer, Secunder or Mentor should arrange this
- attend and listen to appropriate talks/lectures on Freemasonry and be involved in debates/discussions when they arise

When the Candidate attends his Mother Lodge for his second and subsequent Lodge meetings, he will receive the traditional general support of all members of the Lodge. His Mentor must also wherever possible be present.

When the Candidate has to leave the Lodge because of a higher degree being worked, then his Mentor must go with him to continue his education in a convenient room adjoining the Lodge.

After his initiation, his Mentor should introduce him to as many other brethren as possible and sit with him at the Festive Board - this should continue until he is a Master Mason.

In the event of his Mentor not being able to be present at any time, another experienced mason (or Proposer/Secunder) should be delegated to stand in.

Above all, a new Brother should not feel that he is being ignored. His enthusiasm for Freemasonry will be in proportion to the attention and goodwill that he receives.

The Mentor Co-coordinator should check from time to time, with both Candidate and Mentor to ensure all is well.

### **Procedure for Joining Members**

The same general principals as apply to potential members who are new to Freemasonry will apply to new members of Grey Friars Lodge who are Joining Members. Due regard will be paid to their experience as Freemasons in deciding upon the level of support they might require and a Mentoring

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programme tailored according

### **Review**

This Policy and its implementation are subject to continuous review in light of the general experience of Grey Friars Lodge and the specific needs of mentees both as individuals and as a group.