

# Coffee With The GM

## Week 3: Mentoring

### Announcements:

- Grand Lodge is coming up in Sioux City on September 17-18. Make sure you get a room reserved at the Clarion Hotel – Contact information provided on the Grand Lodge web site.
- Review your progress on having your “Best Year Ever” some of which has been featured on preceding Coffee With The GM segments.
- License plate applications.
- This Saturday, July 24, The Grand Lodge Officers and I will be laying the Cornerstone and formally dedicating the new building for Grove Lodge in Marne. If you are within driving distance, please join us in these ceremonies. Information and dates are posted on the Grand Lodge web site.

### Recap of Last Week: Social Networking and Freemasonry

- **Who** is doing social networking (Facebook, Twitter, etc.)?
  - The vast majority of people on the Internet today, especially the majority of potential members searching for information about Masonry on the web.
- **What** is social networking?
  - A method of communication that Internet users utilize to connect with current friends and acquaintances as well as create new relationships on-line.
- **When** should our lodge get involved?
  - NOW! Your current and prospective members are using these social networking technologies this very minute. The pool of your prospective members consists primarily of men who are technically adept and connected to these social networking sites. Unless your business or organization is connected to social networking sites, you are considered far less relevant than those who are connected.
- **Where** are these current and prospective members using Facebook, etc?
  - Everywhere. In their homes, at work, public libraries, Starbucks, Internet Café’s, you name it. All they need is a computer and an Internet connection.
- **Why** should your lodge use social networking, such as Facebook?
  - It is one of the best and easiest tools you can use right now to appear relevant to potential members, attract them to your lodge, and retain their membership for as long as possible. It also provides an easy way to stay connected with brothers who no longer live near the lodge. How many of your members have moved out of state or spend a significant amount of time in warmer climates? How often do you contact those brothers? With Facebook, you can maintain constant contact with them, inform/invite them to future events (real and virtual) and keep them abreast of what is going on in your lodge. Plus, it’s easy to do and costs NOTHING!
- **How** do we get started?
  - Go to the Grand Master’s web site at: [www.iagrandmaster.org](http://www.iagrandmaster.org)
  - click on the “Coffee With The GM” tab
  - click on the audio player for Week No 2
  - download the information from last week’s call by clicking on the pdf icon for “Social Networking and Freemasonry,” and

- follow the steps.

## **Main Topic: Mentoring**

Mentoring is one of the most important things we can do for our members, yet it can also be the most intimidating concept to try to get our heads around. So let's see if we can break it down a little bit and take away some of the intimidation.

### **First of all -- What is Mentoring?**

Rather than state what Mentoring is, let's start by understanding the definition of a *Mentor*.

A Mentor is a friend; a wise and faithful advisor who is responsible for providing a new Mason with a solid foundation in the history, philosophy, symbolism, ritual work and organizational structure of Freemasonry.

### **What does a Mentor do?**

A Mentor's duty is to assist the new Brother, helping him understand his Masonic experiences while helping to instill and nurture a desire for further self-development. In short, a Mentor helps a new Brother through the Enrollment Process. The Mentor's goal is to assist the new Mason in becoming enrolled in the lodge and help him become an enthusiastic, knowledgeable and committed Mason.

### **What is Enrollment?**

Masonic Enrollment is a process that takes place as a man is transformed from a prospective member to a candidate and from a candidate to a full member or Brother. It should be conducted in an atmosphere of warmth and informality with the new Mason encouraged to ask questions and make comments at any time.

### **How is Mentoring best accomplished?**

The mentoring process consists of a series of separate and distinct meetings between the Candidate and his assigned Mentor. Ideally, the Mentor should meet with the Candidate at least **six** times. 1) Prior to his First Degree, 2) Following his First Degree (Initiation), 3) Following his Second Degree (Passing), 4) Following his Third Degree (Raising), 5) Two months after the Brother's Raising, and 6) Six months after the Brother's Raising.

### **Meeting Number 1**

Meeting Number One should take place after the prospective member has been elected to receive the Degrees, but before his Initiation. This meeting ideally would take place in the Candidate's home and include his lady. The primary purpose for this meeting is to make sure both the Candidate and his lady are informed about the initiation process and to put them at ease with that process. This meeting begins the enrollment process. Suggested steps in this procedure are as follows:

- Congratulate him for being accepted and unanimously elected into the Fraternity.
- Inform him that he will be clothed in traditional garments for his Initiation, similar to those worn by all Masons at their Initiations. In addition, tell him that he will be required to leave his valuables in the preparation room, where they will be in safe-keeping with a friend.
- Inform him that he will be hoodwinked (blindfolded) during a portion of the ceremony and that he will be required to repeat an obligation containing symbolic penalties.
- If your lodge has a video that you show prospective members, it would be acceptable to do so at this meeting.

- Encourage the Candidate and his lady/family to ask any questions they may think of.
- Provide the Candidate with the beginning section of the Masonic Enlightenment Course as well as the “On the Threshold” booklet to give him a basic overview of Masonry. Another appropriate pamphlet is “What is a Mason?”
- Determine if he has any special physical needs that should be taken into consideration for his degree work. e.g. heart condition, back or leg problems, etc.
- Confirm the date and time for his First Degree and arrange to transport him to the lodge for his Initiation. Emphasize that you are the liaison or representative for the lodge. If he has any questions or needs to reschedule his degree(s), he can contact you.
- The main ingredients for this meeting are: Congratulations, Enthusiasm and Reassurance.

### **Meeting Number 2**

Meeting Number Two takes place at a point following the Brother’s Initiation and before his Second Degree. The goal of this meeting is to continue the enrollment process by providing positive reinforcement about his decision to become a Mason (in other words, help him avoid “buyer’s remorse”). The suggested procedure for this meeting are as follows:

- The Mentor needs to contact the new Brother **not more than** 72 hours after his Initiation to schedule a time to meet.
- Review the Entered Apprentice section of the Masonic Enlightenment Course to make sure he has a good understanding and answer any questions he may have about the material.
- Answer any questions he may have regarding his First or the upcoming Second Degree. If you do not know the answer, promise to find it for him.
- Review the Grip(s), Word(s) and Sign(s) privately with the new Mason and make sure he is able to demonstrate them.
- Schedule the Fellow Craft Degree and offer to transport him to the Degree.
- The main ingredients for Meeting Number 2 are: Congratulations on his Initiation, Continued Enthusiasm and Maintain Comfort Level.

**Meetings 3 and 4** are similar to Meeting Number Two, in that the Candidate should be contacted not more than 72 hours after the Fellow Craft Degree is conferred. The objectives for this meeting are to continue to provide positive reinforcement to the new Fellow Craft, as well as to continue to develop the bonds of friendship and brotherhood. As in the preceding Degrees, the Mentor should:

- Review and discuss the Fellow Craft section of the Masonic Enlightenment Course, answering any questions he may have about that material, his Fellow Craft Degree, or his upcoming Master Mason Degree.
- Review the Grip(s), Word(s) and Sign(s) privately and make sure he is able to demonstrate them.
- Schedule his Third Degree and offer to transport him to the lodge.
- Keep him informed of Masonic events in the area and offer to take him to those events he is eligible to attend.

**Note: Meeting Number 4** is slightly different in that the focus is slightly less on review and a little more on open discussion with the new Brother and **listening** to him to determine where his interests lie within Masonry and your lodge.

**Meeting Number 5** is largely about continuing the enrollment process by helping the new Brother complete the “Skills and Talents Survey” and asking him a series of questions to help determine his interests in participating in the lodge as well as his satisfaction with his experience thus far.

**EMPHASIZE THAT THIS INFORMATION WILL REMAIN STRICTLY CONFIDENTIAL.**

- The final meeting in the formal mentoring process should approximately six months after the Brother has been Raised. One of the main objectives for this meeting is to assist him in finding ways to become involved in the lodge in those areas he has expressed an interest in. It is also extremely important to continue to make the new Brother aware of the opportunities for growth and self-improvement.
- Encourage him to attend all lodge functions and remind him of the opportunities for visiting other lodges.
- Restate the available resources to facilitate his Masonic education.
- Remember, in every interaction with the new brother, your lodge needs to provide at least one of the following:
  - Friendship
  - Fellowship
  - Leadership
  - Family Involvement
  - Community Involvement

**Action List:**

1. Go to the Grand Masters web site, download the call and listen again.
2. Download the documentation for mentoring as discussed in this call and share it with others in your lodge.
3. Send me an email to let me know of any insights or observations this call or the information provided has given you
4. Join me next week for Coffee With The GM