

"Strengthening the Candidate Experience"

**CABLE-TOW BROTHERS
LODGE MENTORING PROGRAM**



OUR MISSION

To ensure that every candidate is properly instructed in the fundamentals of Freemasonry, made to feel comfortable in their lodge, and given direction to become an active and engaged member of the Fraternity.



THE MENTOR STRUCTURE

✦ Lead Mentor

- + To be appointed by lodge Master
- + “Should haves”:
 - ✦ Many years experience
 - ✦ Good communication skills
 - ✦ Time available to oversee Mentors
 - ✦ Willingness to serve in this role for several years
 - ✦ Use a rule of reason: an articulate, knowledgeable Mason with 5 years of membership may be more effective than someone with 50 years experience
- + Works closely with the District Ambassador



THE MENTOR STRUCTURE (CONT.)

✦ Mentors

- + Will be appointed by the lodge Lead Mentor
- + Coordinate activities with the Sponsor
- + Keep in regular contact with the Candidate
- + Provide direction and support
- + Attend ALL meetings with the Candidate
 - ✦ Including Lodge of Instruction, Cipher Instruction, etc.
- + Provide instruction
- + Be a friend, and above all else, be a Brother



PAIRING MENTORS WITH CANDIDATES

- ✘ The Lead Mentor should pair a Mentor with a Candidate as well as he reasonably can
 - + Give consideration to factors such as similar interests, background (e.g., education, training), and closeness in age.
- ✘ Goal: Getting the Mentor and Candidate to “click” and connect.



THE MENTOR INTRODUCTION

- ✘ The Investigating Committee for each prospective candidate should include at least one trained Mentor. Who will be the best Mentor?
- ✘ Mentors should present to the Candidate and his family:
 - + Pamphlets on Masonry
 - + The “Gift of Freemasonry” DVD
 - + A schedule of upcoming events

Mentors should follow up with the prospective candidate after the meeting to see if he (or his family) has questions. **THIS IS VITAL!**



MENTOR AND CANDIDATE SCHEDULE

- ✕ Following a Favorable Ballot
 - + Mentor should contact Candidate separately from the Secretary
 - ✕ Discuss upcoming degree dates
 - ✕ Confirm Lodge of Instruction dates
 - ✕ Review dates for Cipher training
 - ✕ Confirm dress code for Masonic attendance
- ✕ Ask candidate if he has questions! Make sure he has your complete contact information!



PRIOR TO THE FIRST DEGREE

Remember that the evening of the First Degree will be the most anxious the Candidate will be.

- + Call to put his mind at ease
- + Confirm the attire for the evening
- + Be at the lodge before he arrives
- + You should be the first one he sees
- + Make sure he is introduced, and is not left alone



FOLLOWING THE FIRST DEGREE

At the conclusion of the First Degree, the Worshipful Master should present the Candidate a Member's Handbook, the Entered Apprentice Clauudy book, and inform him of the Lodge of Instruction and Cipher training schedule.



BETWEEN FIRST AND SECOND DEGREES

- ✦ Ask the Candidate's thoughts on what he experienced
- ✦ Review the grips, signs, words, etc.
- ✦ Review the **Member's Handbook** up to **page 47**.
- ✦ Introduce him to the **Master Mason Rookie Award** program and discuss the criteria
- ✦ Confirm the dates of the upcoming Lodges of Instruction and Cipher training.

Ask candidate for any questions!



BETWEEN SECOND AND THIRD DEGREES

- ✖ Ask the Candidate's thoughts on what he experienced
- ✖ Review the grips, signs, etc.
- ✖ Review the **Member's Handbook** from **page 47 to page 58**.
- ✖ Explain Lodge etiquette
- ✖ Explain the differences between lodge officers, District officers, and Grand Lodge officers
- ✖ Discuss Lodge Committees (identify one that is of interest)
- ✖ Present a copy of the **lodge By-laws** to the Candidate
- ✖ Candidate will have been given the Fellow Craft Claudy book

Ask candidate for any questions!



FOLLOWING THE THIRD DEGREE

- ✖ Make arrangements with the Master to appoint the new member to an active Committee
- ✖ Ask the Candidate's thoughts on what he experienced
- ✖ Review all grips, signs, etc.
- ✖ Review the **Member's Handbook** from **page 58 to the end**.
- ✖ Explain and demonstrate **Grand Honors**
- ✖ Provide him a copy of the **Grand Constitutions**
- ✖ Confirm the dates of the upcoming Lodge of Instruction and Cipher training.
- ✖ Candidate will have been given the Master Mason Claudy book



THE MENTOR'S ROLE – REVIEW

- ✖ Call the Candidate before each meeting
- ✖ Attend all meetings with them
- ✖ Establish a rapport
- ✖ Get to know him AND his family
- ✖ Serve as a liaison for additional information
- ✖ Introduce the Candidate throughout the District
- ✖ Assist the Candidate in fulfilling the Master Mason Rookie Award criteria



Remember...

- ✖ A Mentor isn't expected to know everything about the Fraternity. There are others who can be called upon to answer unknown questions.
- ✖ Freemasonry is a lifelong journey and we are all learning as the years go by.
- ✖ As a Mentor, be a friend and a BROTHER!



THE DEGREES ARE COMPLETE, WHAT'S NEXT?

Mentors serve to assist in making new brothers feel welcome. Now that our brother has experienced the degrees and has a better understanding of who we are, we now need to focus on:

ENGAGEMENT and RETENTION!

- ✕ Continue to invite them each month to meetings and events
- ✕ Keep them connected to the Lodge



For additional resources, go to:

www.MasonicAmbassadors.net

or

www.EducateMasons.org

For any Questions or Additional Information, contact:

Grand Lodge Membership Development Committee

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Questions?

