

# Mentorship

Strengthening Texas York Rite Masonry

# Reasons New Companions Fall Away

- Health issues
- Job-related reasons
- Lack of support
- Feeling unwanted/unneeded
- Divisiveness or contention in the Chapter or Council
- Finding no value in attending meetings
- Low quality of ritual work
- Other?

# What is a Mentor?

- A guide to the candidate during his journey through the veils
- Support for newly exalted/greeted Companions
- A resource to draw on for questions and advice
- Most importantly, a friend!

Who can be a mentor? Everyone!

# Why Mentor?

- Helps candidates and new Companions feel welcome
- Strengthens the bond between Companions and their Chapter and Council
- Encourages active participation and engagement
- Encourages further growth and development
- Replace yourself

# Mentorship Rule #1

**BE THERE!**

# Where Do We Start?

- Encourage your elected officers to start a formal mentorship program
- Appoint a mentor committee to oversee the program
- Develop and document a mentorship program that meets the needs of your Chapter and Council

# Mentorship Program

During the Degrees:

- Assign a mentor before the Mark Master degree
- Ensure the mentor (or his designee) is present at EACH degree
- Accompany your candidate to the festival (if applicable)
- Take the time to explain the room layout and officer titles for each degree
- Schedule time after each degree to meet and discuss

# Mentorship Program (Continued)

## After the Degrees:

- Ensure the new Companion has a current ritual and monitor
- Ensure the new Companion is not immediately thrust into an elected office. Give them time to mature.
- Encourage the Companion to attend stated meetings
- Get the Companion involved in working on a degree team, serving on a committee, or participating in the appointed officer line
- Take the Companion to one or more York Rite Conferences
- Encourage the Companion to attend schools of instruction and the Grand Sessions



Q&A

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