



Maine Masonic Mentoring Newsletter

Vol. 1, No. 1 – September 2013

To Maine Masonic Mentors and Leaders:

Maine Freemasonry took a leap forward earlier this year with the introduction of “Maine Masonic Mentoring.” It’s intent is to strengthen our Masonic bonds, increase member participation and enhance our understanding of Masonic principles and teachings.

Two new publications were printed: the *Maine Masonic Mentoring Handbook* and the *Guide for Lodge and Personal Mentors*. Both are available electronically on the Grand Lodge web site (www.MaineMason.org) and in printed form from Grand Lodge.

Bro. John Jenkins of Rabboni Lodge in Auburn led two very well received Mentoring Workshops last June that were attended by nearly 250 Maine Masons.

This was just the beginning!

Lodges and individual Brethren are now planning how best to make mentoring an important aspect of being a Mason. They are also initiating efforts to make Maine Freemasonry all that it can and should be in our lives.

Maine Masonic Newsletters

Maine Masonic Mentoring Newsletters will bring information on new mentoring activities statewide to our Masonic Mentors and other Masonic Leaders.

The newsletters will share information on upcoming educational opportunities offered within the fraternity or by local colleges and other organizations. In particular, the newsletters will provide timely information on courses being offered by the Maine Masonic College or being developed by Grand Lodge so that Lodges and Masons can take full advantage of these programs and thereby improve ourselves in Masonry.

Lodge and District mentoring activities and “best practices” will be shared in the newslet-

ters. This is a vehicle for letting other Masons know about your good works and great ideas.

This is not intended to be a Grand Lodge newsletter, but your newsletter, sharing your successes and posing your questions for consideration by other Masons.

Please submit your newsletter input to MasonicMentoring@aol.com.

Mentoring Featured in the *Maine Mason*

By now you should have received your copy of the Autumn 2013 issue of the *Maine Mason* with a picture of the *Guide for Lodge and Personal Mentors* on the cover.

Your attention is directed to several articles important to our mentoring initiative:

- Curiosity: the Key Attribute for Achieving Success as a Mentor and Mentee (page 26)
- One Giant Leap for Maine Freemasonry (page 20)
- A New Mason Shares His Journey to Freemasonry (page 28)
- Maine Masonic College Course and Event Schedule (page 18). Descriptions of the listed courses most relevant to the mentoring initiative are provided starting on page three of this newsletter.

Ten Tips for Starting a Successful Mentoring Program

Chronus Corporation provides mentoring educational programs. It recommends that organizations follow ten tips to jump-start their mentoring program and help make it a big success. Consider how these tips might help your lodge’s mentoring initiatives.

1. **Define your objectives and secure leadership support.**

You would be surprised by the number of mentoring programs without clear objectives or strong buy-in. Such programs often struggle be-

cause there is no consensus of what success looks like. Good objectives are SMART - specific, measurable, attainable, relevant and time-bound. For example, "The goal of our mentoring program is to help new employees become 80 percent productive by the end of their first six months." Objectives provide direction to program participants and help organizational leaders understand why they should offer their support. Make sure to identify a senior leader who believes strongly in the program and is willing to serve as its executive (Lodge) champion. This person will prove to be a critical resource and advocate.

2. Find a strong, passionate program manager.

Selecting the right program manager (Lodge Mentor) is critical to your mentoring program. A strong program manager doesn't guarantee success. But a weak one will guarantee underwhelming results. Program managers provide essential ongoing support, training and coaching to participants. They identify opportunities and troubleshoot issues, working with stakeholders to make ongoing adjustments to keep the program thriving. They also are instrumental in promoting the program to potential participants and serve as the program's ambassador (along with the executive champion) to the organization. Passion, excellent communication and organizational skills are a must. Prior experience in serving as a mentor is a bonus.

3. Build flexibility into the program.

Successful mentoring programs balance the dueling needs of structure and flexibility. A level of formality is needed within the mentoring process, participant training, progress tracking, and communication to help the program run smoothly. Yet mentoring is about individual learning and growth, which means participant needs will vary in outcomes sought and preferred methods of learning. When planning a mentoring program, identify areas that require flexibility and build them into the program. Areas to consider include: mentoring format (one-to-one, group), duration, and participant

interaction tools.

4. Put your marketing hat on.

When new mentoring programs are introduced in organizations, there is generally natural enthusiasm. Yet this enthusiasm doesn't always translate into high participation rates. A common reason is the absence of effective promotion. Don't assume potential mentors and mentees understand the benefits. For many, this will be their first opportunity to participate in mentoring. You will need to convince them participating is worth their time and effort. Beyond participants, key leaders and stakeholders need to be educated on the benefits of the program and strategic value to the organization.

5. Think win-win.

Consider the needs of mentors. Building a solid base of mentors can be a challenge. A key is to understand the positive and negative factors that impact mentor participation. Once you have identified them, look for creative ways to reinforce positive drivers and lower the hurdles of negative ones throughout the mentoring process. For example, mentors are often busy people with limited time to spend. How can you help mentors be more efficient with the time they have to dedicate to mentoring? Also consider recognition and reward strategies. Formally recognizing mentor involvement can be very motivating to those mentors and help attract new ones.

6. Prepare participants for success.

Productive mentoring doesn't just happen. Provide training to mentors and mentees regarding the programs goals, participant roles, mentoring best practices, and your mentoring process. Help mentors and mentees clarify their own objectives. The need for training and guidance doesn't end after the initial orientation. Provide tips and best practices throughout the mentoring program to help participants stay on track and get the most out of the program.

7. Embrace the role of matchmaker (Lodge Mentor).

For mentoring to thrive, a solid relationship needs to form between mentor and mentee. A

critical step in the mentoring process is matching mentors to mentees. Consider giving mentees a say in the matching process by allowing them to select a particular mentor or list their top three choices. Mentoring management software can improve and speed up the matching process. Through intelligent profile matching functionality, suitable mentors are recommended based on learning needs and compatibility.

8. Track, measure, listen and tune.

How will you know if your mentoring program is a success? You won't unless you track program and connection metrics and ask for feedback. At the program level, build metrics around defined objectives (see Tip #1 above). Also, be sure to assess the outcomes of individual mentor and mentee connections. One of the easiest ways to measure success and capture feedback is through surveys. Ask participants and stakeholders how well the mentoring program met their goals and the goals of the organization. Also ask them for their ideas for improving the program.

9. Bring closure to individual mentoring connections.

Entrepreneurs are advised to develop a clear exit strategy for their business to help them focus upon a tangible outcome. Mentoring is similar in the sense that without defining a closure point, the mentoring process can wander aimlessly. As a mentoring connection progresses, work with the mentor and mentee to identify mileposts that indicate when mutually established goals have been reached. Establish a formal process that brings closure to the mentoring experience. Within this process, provide an opportunity for both the mentor and mentee to reflect upon what was learned, discuss next steps for the mentee, and provide feedback.



Consider making Masonic Rookie status this mentoring milestone.

10. Broadcast successes.

After a mentoring program begins, the focus naturally shifts into operating the program and keeping it running smoothly. Keep in mind, there are likely many more potential

participants out there waiting for signs that joining the program is worth their time and effort. Continually demonstrate the value of the program, recognize participant contributions and spotlight successes. These efforts will bring energy to the program, expand participation and increase overall support within the organization.

Maine Masonic College Course Offerings

The course schedule for 2013-2014 is in the Autumn 2013 issue of the *Maine Mason*. The following three courses will be of particular interest to Lodge and Personal Mentors.

October 5, 2013 – Critical Thinking

Monument Lodge
20 Market Square, Houlton
9:00 am to 2:00 pm -- Lunch \$5.00
Diploma credit and open to all

Clear thinking is desperately needed in every aspect of today's world. This course looks at critical thinking and how this skill set should be incorporated into our daily work life. The topic is explored in detail using short class exercises and discussions to dig into the operational side of thinking critically. The class challenges participants to exercise judgments and to abandon patterns of faulty reasoning in favor of asking a few more questions in the elusive search for truth.

The instructor – Sam McKeeman, is a regular and greatly valued faculty member for the Maine Masonic College. He is presently Program Manager for the Maine Bureau of Human Services. He previously was Director of Organization Development and Training at the Maine Department of Transportation. In his life time of teaching and as chief planner for the Justice System in Pennsylvania and in New South Wales, Sam has become an engaging expert in making courses in ethics, critical thinking, and organization leadership vital and close-to-home experiences. You will find Sam McKeeman a wise, witty, and widely informed instructor who listens as well as he teaches.

October 12, 2013 – Curiosity: The Key Working Tool for Speculative Masons

Bethlehem Lodge
317 Water Street, Augusta
9:00 am to 2:00 pm -- Lunch \$5.00
Open to all; (New Course)

When one mentions the word “curiosity,” often people conjure up the image of a dead cat. But far from killing anything, curiosity breathes new life into almost everything it touches and has proven to be a powerful tool for enriching one's life in many positive ways. Drawing on science, stories and practical exercises, the course instructor will provide participants with a blueprint on how to become a “curious explorer.” In essence, a curious explorer is one who is comfortable with risk and challenge, has an open mind, strives to build more lasting and meaningful relationships, wants to increase his or her productivity in life, and wants to enhance his or her mental and physical well-being. Curiosity offers us the tool for realizing these personal benefits. Are you curious to learn more?

The instructor – RW Dr. Charles Plummer, has built this new opportunity in response to a general demand and as called by his own conviction that curiosity is a necessary human characteristic. He brings his well-known and admired scholarship and scope to this important consideration. Curiosity has always been a way of life for Brother Plummer, and we all look forward to the insights he will bring to us.

November 16, 2013 – Symbolism

Maine Lodge
70 Bryant Road, East Wilton
9:00 am to 2:00 pm -- Lunch \$5.00
Diploma credit and open to all

This course will help establish a foundation of understanding for several Maine Masonic College courses dealing with Masonic and other forms of symbolism, allegory, myth and philosophical expressions of belief. It was developed from a psychological and practical perspective that examines the use of dynamic roles of symbols as instruments of understanding and vehicles of exploration both in our personal lives and in our mutual and significant inter-relationships with others.

The lecture portion of this course explores the use of certain symbols of the Masonic degree experience. Participants will be divided into groups and given practical exercises in which to explore the significance and efficacy of symbols

in the process of developing individual and group insights in their encounter with human situations and in their search for greater understanding. This is a practical applications course and is critical for mentors of any organization in which symbolism plays an important role.

The instructor, RW Eric Kuntz, MD, is a member of Lygonia Lodge, a past District Deputy and the current Master of the Maine Lodge of Research. He is a Diplomat in Child and Adolescent Psychiatry as well as a fellow of the Board of Psychiatry and Neurology. He is the Medical Director of Research and Education for the Acadia Hospital in Bangor and Associate Clinical Professor of Psychiatry at Tufts Medical School in Boston, the University of Vermont Medical School, and the University of New England School of Osteopathic Medicine. He is the past chair of the Ethics Committee of the Maine Association of Psychiatric Physicians. In addition, he is an acclaimed instructor of courses dealing with the importance of symbols and the psychological significance of ritual in everyday life.



Please urge your new Brethren to become Master Mason Rookies!
(applications on www.MaineMason.org)



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