

Mentoring New Members

Celebrate when you have a new member join your club! New Rotarians are eager to learn about Rotary and get in the swing of things quickly. Don't let them down! They are willing to invest their time, energy, and money in Rotary. It's now time for the club to step up to the plate and invest in the new Rotarian. They deserve our attention!

One of the best ways to do this is to have a strong mentoring program in place (**in addition to a meaningful new member orientation meeting**) to receive, shepherd, and nurture the new members. The end result will bring substantial rewards and satisfaction to the new member as well as to the club. Remember, the ball is in our court to get the new member connected and involved. If we don't do this, new Rotarians may watch from the sidelines and then quietly disappear. When that happens, it oftentimes is the result of a poor quality new member mentor program.

Guidelines for Effective Mentoring

- ✓ Carefully select the mentor. Do not assume the sponsor will be the mentor. Oftentimes sponsors do a great job in inviting new members but do a poor job in shepherding them.
- ✓ Qualities of a good mentor
 - Active in the club
 - A nurturing personality
 - Enthusiasm for Rotary
 - Someone who will take their responsibility seriously

Mentors should:

- ✓ Be in attendance when new Rotarian is inducted
- ✓ Arrange an informal one-on-one get acquainted meeting with new Rotarian
- ✓ Make a special effort to learn of the new member's family, interests, hobbies, and career. People like others to take an interest in them!
- ✓ Make a 6 month commitment to get new member "launched" properly.
- ✓ Attend the new member orientation, if possible. Ideally the sponsor or mentor will provide transportation.
- ✓ Personally introduce the new member to other Rotarians.
- ✓ Make sure there is at least brief interaction with new member at every club meeting during mentorship. This could range from something as simple as a handshake and "glad to see you" to inviting them to sit at the same table.
- ✓ Let new member know of service opportunities and follow through with helping them get hooked up with an activity/committee that is of interest to them.
- ✓ Acquaint them with club's rules, make-up attendance opportunities, etc.
- ✓ Be prepared to have fun and make a new friend!