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A Guide for Mentors

Assisting new Rotarians with the steep learning curve in Rotary is one of the most important roles in our club. Of course, this requires a team effort, but mentors play a central role in the process. We greatly appreciate you taking on this task! Each of you will no doubt have your own style but there are some standard things we need to have addressed. Below are some handy suggestions for integrating our new members, making them feel comfortable and ideally retaining them in our club for years to come.

Suggestions

1. Participate in the new member orientation with someone from the Membership committee so that expectations can be clearly established, interests can be identified, and questions can be answered.
2. Participate in the induction ceremony with other Rotarians and assist the Program coordinator in establishing an appropriate date for the induction.
3. In the early days of membership, touch base with your mentee every couple of weeks to see how things are going and answer any questions that come up. Meeting in person is ideal but a Zoom or phone call will certainly suffice.
4. Introduce the new member to their Duty Roster team leader and outline the roles that are designated for teams on meeting days. Encourage the new member to try these roles to become engaged in our meetings, better understand Rotary and so that the rest of us get to know them better.
5. Take them through the Roster. It has a wealth of good information and some of it needs clarification.
6. Once the new member has settled in and identified areas of passion and interest, please make sure they join a committee or two and put them in touch with the committee chair.
7. While we no longer have a meeting attendance requirement, participation in meetings is important. Many new members may be working full-time and find it difficult to devote 90 minutes over the lunch hour on a Thursday. Let them know that, when attendance at the whole meeting is not possible, being present for smaller chunks of time is perfectly fine and encouraged. This helps the new member build relationships with Rotarians, hear some outstanding speakers and keep them in tune with what is going on in our club.
8. Participate with your mentee if at least one Fireside Chat. These sessions are more intimate and manageable for new members. It allows them to get to know the Rotary stories of the mentors and other new members too.
9. Bring your mentee out to one of our fellowship events. Do the same with one of our upcoming service activities. This is a great way to show the new member Rotary in action and help them to begin building other relationships within our club and with our partner organizations in Kingston.
10. Introduce the new member to the various levels of Rotary – Seaway West (the various Kingston and area clubs), Rotary District 7040 and, of course, Rotary International. There are tremendous experiences to be had when the new member sees what is available and no end to learning opportunities. You may wish to have someone in our club assist with this discussion. This might include the International committee Chair, the President or anyone else who is involved in Rotary beyond our club. There is also a plan to designate a meeting annually to this topic and you should encourage the new member to be present for it.