

# Rotary Club Mentor Program

## **Purpose:**

To provide targeted, one-to-one support for Rotary clubs experiencing challenges with membership loss, governance, or morale by pairing them with an experienced Rotarian mentor.

## **Program Structure**

### **1. Mentor Role**

- A trusted, experienced Rotarian (PDG, past officer, or senior club leader).
- Offers time, expertise, and guidance to the Club President (or designated leader).
- Acts as a confidential sounding board, not as a decision-maker.
- Helps the club identify issues, explore solutions, and build confidence in leadership.

### **2. Time Commitment**

Up to 1 hour per week, generally by Zoom, phone, or in-person as agreed. Program duration: initial 3 months, with option to extend if both parties agree.

### **3. Focus Areas**

- Membership: strategies for attracting and retaining members, creating a welcoming culture.
- Governance: practical guidance on meetings, compliance, and leadership succession.
- Morale: support for building teamwork, recognising achievements, and lifting club spirit.
- Action Planning: using the Rotary Action Plan framework to set realistic short-term goals.

### **4. Process**

- Step 1: DG or RCL identifies a struggling club.
- Step 2: Club President is invited to participate and nominates a key contact (usually themselves).
- Step 3: Mentor is appointed and introduced as a DG's Envoy.
- Step 4: Weekly one-to-one conversations focus on practical steps and encouragement.
- Step 5: Mentor provides a short monthly report back to DG (confidential, unless otherwise agreed).

### **5. Boundaries**

- Mentor does not take over running the club.
- Mentor offers guidance and shares experience, but decisions remain with the club.
- If specialist support is needed (e.g., conflict resolution, financial compliance), mentor refers to DG or RISPPPO resources.

## **Expected Outcomes**

- Club leadership feels supported and less isolated.
- Clearer direction on membership growth and retention.
- Improved morale and confidence among leaders.
- Stronger alignment with Rotary values and the Rotary Action Plan.