**RCoS - Evolving Mentoring Plan**

First and foremost, as a team, we looked at the definitions for *mentor* & *coach.* Many related words are used such as advisor, guide, educator, trainer, …

We took our definition of mentor to be **coach - like.**

We are focused listeners and observers, always. **Emphasis on listening!**

**Initially – Informal Mentoring Begins**

Our **membership team** (our word choice) is on ‘alert’ for any guest coming into a meeting, as most often there is no sponsor and/or knowledge in advance that a potential member is coming.

Pre- COVID, a member of our team went up to the guest as soon as the greeter has welcomed them, opens a dialogue, and invites them to join their table. We still do this on zoom!

 **Conversation and interest in their presence are paramount!**

Pre-COVID, the team member had the option of presenting the guest with a **Welcome Lunch Ticket** for that day or could provide it for the second visit. Left to team member to decide.

If interested, the guest fills out a simply contact card before leaving.

This team member is the one now responsible for connecting with this guest before next meeting, preferably by phone, if they noted interest in returning.

**Allows for informal information giving/questioning by the prospective candidate.**

Next meeting, this guest is usually met by the same team person, but they go to another table for different connects with other Rotarians and more informal conversation re our club and its members.

Generally, this informal mentor comes to Fireside with the potential Rotarian.

**It is a comfort level we have observed makes a difference.**

**Fireside**

If a guest is out twice, most often, we put forth the invitation to join our Club and set up a Fireside.

We also encourage the guest to attend a committee meeting of their choice prior to fireside, f they are able. We do not wait until induction has occurred. This was a change in the last couple of years.

Have found they often gravitate to the committee of the Rotarian who first welcomed them.

At the Fireside, if the guest decides to move forth with membership, a mentor is now assigned.

The team suggests the permanent/formal mentor based on interests, observations, conversations the informal mentor has had with the new Rotarian.

At times, the choice is to continue with the informal. Tends to be the quieter, shyer folks who stay with the informal mentor.

We have learned a female prefers a female etc and we try to matchage as well interests to the best of our ability.

**Paying closer attention to the choice of formal mentor has paid off in ‘spades’!**

Our listening and observing has allowed us to be so much better at the selection of mentors.

**Induction**

With a formal mentor in place, we are on our way.

**Role of the Mentor – Is To Coach**

Mentor’s objective is to help the new Rotarian have a better understanding of Rotary & its place in our District, Zone, & the World.

Mentor assists in the orienting/informing, involving, & educating of the new Rotarian. We emphasize a **gentle coaching approach & the need to always be deeply listening.**

**1.Orient & Inform**

 Inform the new member about club & RI by focusing on:

 \* opportunities for service & involvement

 \* benefits of being a member of this club

 \* club’s history & impact on the community

 \* club administration details

We try to have a new member orientation (sometimes a few) where we meet up at an agreed upon location and socialize and chat about Rotary in general & answer questions (via zoom now). This includes the mentors and new members and **is most informal!**

2**. Get new members involved right away!**

 \*club projects & hands- on activities

 \* fundraising events

 \* committee(s)

 \* a role in regular club meetings quickly

 \* encouraged to find a new project (new members only

 or a club project recommendation)

 \*keep information flowing via personalized info. re socials & other special activities

 (eg. Foundation Walk)

**3. Educate**

Encourage & **accompany them** to their first District Assembly & District Conference (our club pays some of these fees)

* keep them updated on other district trainings & opportunities
* Zone opportunities
* International conference that occurs yearly
* Leadership training (RLI parts 1 – 3, paid by our club)
* Webinar opportunities & how to negotiate the website
* Use of club runner
* Club runner app use
* RI Foundation
* Our RCoS Foundation
* ICC’s
* RAGS

**Remember**:

 The mentor needs to be a careful ‘match’ for the new Rotarian. With our ‘watchfulness’ we have not had anyone reject a mentor in 3 years.

We encourage mentors to be involved with their Rotarian for 2 years. We call it the ‘ caring, watchful eye’.

 We noticed some new Rotarians backed off and got ‘off track’ when a mentor backed away too quickly - after a year.