

MENTORING PROGRAM

To be a Mentor is to be a teacher, a guide, a liaison, a friend and a Brother. A Mentor has the ability to shape a new Brother's impression of our Fraternity. All who enter Masonry are in darkness concerning Freemasonry. The Mentor will pierce this darkness and bring the new Brother to know the Light of Masonry.

Every Worshipful Master should have a Mentoring Committee. This Committee should consist of Brethren who are not Officers. The Chairman of this Committee should be one of the Wardens or Deacons. The Worshipful Master may give the Committee Chairman the authority to recruit Mentors from the membership of the Lodge. A Past Master would have the Masonic knowledge needed to be a good Mentor. However, many White Apron Brethren would make excellent Mentors. The Mentor must be a dedicated Mason. It is preferred that when choosing a Mentor, he should have something in common with the Candidate. The Mentor should be familiar with all materials given to the Candidate by the Lodge.

THE PETITION

One of the biggest decisions a man will make is to petition a Masonic Lodge. He is taking the first step in a life long journey but as a novice, he must be guided through the rest of the process. On the evening of the reading of a petition, the Worshipful Master should appoint a Mentor. Within the next few days, the Mentor should contact the Petitioner and make an appointment to meet him at the Lodge to inform him of the following:

1. His petition was received at a meeting of the Lodge.
2. No atheist can be made a Mason. **THIS DOES NOT ENDORSE ANY PARTICULAR RELIGION.** The Petitioner must believe in a Supreme Being.
3. An Investigating Committee will be calling to set up a meeting with him and his wife (if he is married) at his residence.
4. The Committee will request the names, addresses and phone numbers of three references.
5. The Committee will contact the references. The Petitioner does not need to contact them.
6. Four weeks must pass between the reading of his petition and the balloting on his request for membership.
7. The ballot will take place at a regular meeting. Inform the Petitioner of the scheduled meeting.
8. The ballot is secret.
9. He must pass a unanimous ballot.
10. A minimum of one week must pass after the ballot before he can receive the Entered Apprentice Degree. After which, at least four weeks must pass before the Fellowcraft Degree and the same before the Master Mason Degree.

11. Review the Declaration of Principals and Purposes of Freemasonry printed on the petition and ask him if he has any questions on any part of the petition.
12. Discuss initiation fees and Lodge dues.
13. Be assured that he is completely at ease with his decision to petition the Lodge.

The Mentor should ascertain from the Chairman of the Investigating Committee when they will meet with the Petitioner. Shortly after the investigation, the Mentor should call the Petitioner and ask his impression of the investigation. The Mentor should confirm that the Committee was able to answer all of his questions. The Petitioner should contact him with any further questions.

Often a man petitions a Lodge and is unaware that it will be several months before he becomes a Master Mason. A man will not mind the time restraints if he is informed.

A Lodge social function is an excellent opportunity to invite the Petitioner and his lady to meet the Brethren. These functions enable them to get to know the Brethren of the Lodge and their ladies on a personal level.

THE BALLOT

The Petitioner has been informed of the scheduled meeting for balloting on his request for membership. The Worshipful Master should program the balloting on a petition early in the meeting. After an affirmative ballot, the Candidate should be informed of the successful outcome. This honor should be given to the first line signer of his petition. If neither signer of his petition is present, the Mentor should perform this task. Formal notification of his acceptance will be forwarded by the Lodge Secretary. If one of the petition signers contacts the Candidate on the night of the Ballot, the Mentor should call to inform him as to when he will receive the Entered Apprentice Degree. Arrange a time to meet the Candidate at the Lodge before the Degree. Address any questions or concerns.

THE PRE-DEGREE MEETING

Before the Candidate's Entered Apprentice Degree, the Mentor should meet him at the Lodge. It is encouraged that this be done on a Lodge rehearsal night. If the meeting is not on a rehearsal night, try to have the Worshipful Master, Senior Master of Ceremonies and Tyler present. Introduce him to those present and give a brief description of their duties in the Lodge. Give him a tour of the Lodge as follows:

1. Congratulate him on his acceptance into Masonry
2. Show him the Preparation Room.
3. Show him the uniform into which he will change. Explain that all Candidates wear this type of uniform and that it symbolizes that all who enter the Lodge are of equal stature. All Candidates are to leave all troubles outside the Lodge so that they might concentrate on the lessons of the Degree.
4. Bring him into the Lodge Room and to the Master's Station. Explain to him that the Master is the ultimate authority of the Lodge and will oversee his Degree.

5. Bring him to the South and explain the duties of the Junior Warden as the third ranking Officer in the Lodge.
6. Bring him to the West and explain that this is the chair of the second ranking Officer in the Lodge. In the absence of the Master, the Senior Warden will take over the reins of the Lodge.
7. Show him the Altar and explain that at this Altar, he will take an obligation on the Holy Bible or the venerable book of his religion in each Degree. These Obligations contain nothing that goes against God, country, neighbor or himself.
8. Explain to him that these Obligations are what bind us together as Brother Masons and that they contain certain ancient penalties that are only symbolic.
9. Explain that Freemasonry is not a religion but is religious in nature. It supports a man's belief in his own religion. To be a Mason, a man must believe in a Supreme Being.
10. Convey to the Candidate that through the Degrees, Freemasonry teaches moral lessons using symbolism and allegory.
11. Let the Candidate know that the Degrees are conducted in a serious and impressive manner. The Officers will be dressed in tuxedos and he will be expected to be in a suit and tie.
12. The Candidate should be aware that following each Degree, he will be given a small examination booklet. The Master will appoint an instructor to help him learn and understand what he witnessed in the Degree.
13. Freemasonry is a way of life and the Candidate should prepare himself mentally to receive the lessons that will be given to him at each Degree. He should approach the evening of his Degree pure of mind and clean of body.
14. Relate a brief history of Masonry. Explain that it is believed that Masonry grew out of the ancient stone guilds of the Middle Ages. The earliest writings on Masonry date back to the 1300's. The Society, as we know it today, was founded in England in 1717 when four Lodges in England met and formed the first Grand Lodge. The first Lodge constituted in America was Saint John's Lodge of Boston in 1733. The Grand Lodge of New Jersey was founded in 1786. Let him know when your Lodge was constituted.
15. Provide a brief description of the Masonic Charity Foundation of New Jersey and some of the charities supported such as the 32nd Degree Learning Centers, The Arc of New Jersey, The Masonic Home and college scholarships. World wide, Masons give about two million dollars every day to charitable causes. Inform him of the charitable endeavors that your Lodge undertakes.
16. Explain that Masonic Lodges are also called Masonic Temples. This has no religious connotation. Temple is an archaic term for a place to receive knowledge.
17. Explain to the Candidate that Masons improve the community by being examples of good moral conduct not by words but in deeds.
18. Remind him that Masonry is not a secret society. The only truly private parts of Masonry are the modes of recognition and the manner in which we confer the Three Degrees of

Masonry. Over time, every part of Masonry has either appeared on film or been seen in print.

19. Review that the Senior Master of Ceremonies will collect his initiation fee before the Degree begins.
20. Ask him to provide a list of his Masonic friends so that they might be informed of his upcoming Degrees. Also, inform those who signed his petition.
21. If the Lodge has a dinner before the Degree, invite the Candidate to dinner and inform him of the dinner hour.
22. Answer any questions.
23. **BE ENTHUSIASTIC.**

THE ENTERED APPRENTICE DEGREE

On the evening of the Candidate's Entered Apprentice Degree provide transportation. He may have made arrangements with one of the signers of his petition. Contact the Brother who will be riding with the Candidate and remind him to impress upon the Candidate the solemnity of the occasion. The evening should be strictly devoted to Masonry, so keep the conversation on topic. The Brother should remind the Candidate to bring his initiation fee.

While the Lodge is opened and any necessary business is conducted, the Mentor should stay with the Candidate and answer any last minute questions.

If the Master decides to close Lodge on the Master Mason Degree, the Mentor should retire with the Candidate. The Mentor should introduce the Candidate to Brethren he has not yet met. During the Collation, the Mentor does not leave the Candidate alone.

Within three days of the Entered Apprentice Degree, the Mentor should call the Candidate and arrange a meeting with him at the Lodge.

The Mentor will make sure the Candidate understands all that took place and answer any questions. Tell the Candidate that he is now an Entered Apprentice Mason. Explain to him that an apprentice is a learner or a student. He therefore, has just entered the studies of the philosophy of Freemasonry.

Review with the Candidate the following:

1. His preparation.
2. How he was received.
3. The arrangement of the Holy Bible, Square and Compasses.
4. His placement at the Altar to take the Obligation .
5. The Grip, Word, Step, Due Guard and Sign of an Entered Apprentice Mason.

When meeting the New Entered Apprentice at the Lodge, walk through the Degree with him. Start in the Preparation Room. Explain that he was divested of all metals to teach him to be charitable to all men, but especially to a Brother Mason. He was also divested of all metals so that no weapons could be carried into the Lodge, which symbolizes that the Lodge is a place of peace and harmony.

Clarify why he was prepared in the uniform. Being neither barefoot nor shod symbolizes humility before God. He was hoodwinked so that he might use all of his senses to experience his initiation into Masonry and also realize the trust he must place in a Brother Mason.

Make plain how he was received when he entered the Lodge and that it was to teach him to be faithful to the trust confided in him.

Reiterate that no atheist can be made a Mason, which is why he knelt for the benefit of prayer and was asked in Whom he put his trust. After a prayer, the response in unison is "so mote it be". This simply means "so be it" or "so may it be".

Review how the Candidate was placed at the Altar. Kneeling on his left knee symbolized that he was taking on the weakest part of Masonry. Remind him that the right hand has always been an emblem of fidelity, which is why he placed it on the Holy Bible when taking the Obligation.

Read through the Obligation with the Candidate. Make sure he understands that it is meant to remind him to be a faithful Brother and not to disclose any of the secrets of Freemasonry. At this point, he won't know what is or is not secretive. He will need to understand that the only real secrets are the modes of recognition (the Grip, Word, Due Guard and Sign) and the manner in which the Degrees are conferred.

Remind him that Masonry teaches moral lessons using symbolism. Explain the following symbols starting with the Three Great Lights in Masonry:

1. The Holy Bible – The Bible is the book placed on most Masonic Altars in the United States. If a Candidate is of a different faith then his Holy Book may also be placed on the Altar on which he will receive his Obligation.
2. The Square – The Square is the symbol of the Master. It is the symbol of morality. This is found in every day language such as a “square deal” or “fair and square”
3. The Compasses – The Compasses teach us to keep our passion in check and within the bounds set forth by the Holy Bible.
4. The Three Lesser Lights - The Three Lesser Lights are represented by the three burning tapers. They denote the sun, the moon and the Worshipful Master. Explain to the Candidate that the sun gives light during the day and the moon lights the night. Within Masonry, light symbolizes knowledge to be disseminated by the Worshipful Master. The ruler of the Lodge is called the Worshipful Master. The title Worshipful, in this regard, has no religious meaning. It is an old English expression of respect such as “Your Honor”. This usage is still employed today in England.
5. The Lambskin or White Leathern Apron – Aprons were worn by operative masons to protect them from the stones. For Speculative Masons, the White Leathern Apron symbolizes builders of a spiritual temple or building, a purity of life that Masons are striving to attain. Though it is unobtainable, the pursuit of a pure life is what makes good men better.
6. The Twenty-Four Inch Gauge – The Twenty-Four Inch Gauge is a device to remember God and our Brethren every day. Time is precious and should not be wasted.
7. The Common Gavel – The Common Gavel depicts the chipping away at all the undesirable traits found within.
8. The Northeast Corner – The Northeast Corner designates the beginning of a new chapter in life, leaving the dark of the North and observing the rising sun in the East. In other words, the search for knowledge.
9. The Warrant of the Lodge – The Warrant of the Lodge is given by the Grand Lodge and grants the authority to Labor as a Lodge.
10. The Rough and Perfect Ashlars – The Rough and Perfect Ashlars symbolize the journey of refining of souls and strengthening of virtues.

Explain that during the Degree, the Candidate was asked a question to teach him a lesson in charity. Make sure he understands that, as a Mason, he is not expected to give more than is possible without hurting himself.

An Entered Apprentice and or a Fellow Craft Mason may travel to any Lodge in this Jurisdiction when accompanied by one Master Mason from his own Lodge. He may sit in on any Lodge business conducted on a Degree that he has already received. The only business that must be conducted on the Master Mason Degree is balloting on a membership issue (initiation, dual, honorary, demit, suspension, expulsion). During the Candidate's time as an Entered Apprentice, the Mentor should arrange to travel with him to another Lodge to witness an Entered Apprentice Degree. Do not leave him alone. When the Lodge is being opened remain in the ante room with him and only enter the Lodge when he does. Before entering, review how he will enter on the Square to a spot West of the Altar, go on the Step and give the Due Guard and Sign. As he is now able to witness the entire Degree, ask his impressions. Answer any questions. Explain that retiring from the Lodge is done in the reverse order as entering. Also, one does not cross East of the Altar except where instructed in the Ritual.

As the Candidate can now witness a business meeting, it should be explained that the Lodge does not operate under Robert's Rules of Order. The Worshipful Master controls all aspects of the meeting and can entertain or deny the discussion of any motion brought before the Lodge.

Instruct that if he wishes to address the Lodge, he should rise and wait to be acknowledged by the Worshipful Master, then Salute the Worshipful Master and say, "Worshipful Master". He should not say anything until he is acknowledged by name.

Involve the Candidate in the Lodge's activities. On meeting nights, if business is conducted on the Entered Apprentice Degree, he can sit in Lodge. The Mentor should attend with him. On rehearsal nights, his instructor should work with him on his examination. The Mentor should bring him to committee meetings of the Lodge such as the Charity Committee or the Sickness and Relief Committee. Most Lodges participate in service projects such as transporting our Veterans or Masonic Home residents to church services. On the Sunday that your Lodge is responsible to cover this service, the Mentor should bring the Candidate.

THE FELLOWCRAFT DEGREE

Offer the Candidate transportation to Lodge and keep the conversation on Masonry. Have a positive conversation. The Fellowcraft Degree is designed to expand his knowledge and motivate his desire to search for the deeper meaning of every day objects.

While the Lodge is opened and any necessary business is conducted, stay with the Candidate and answer any last minute questions.

If the Master decides to close Lodge on the Master Mason Degree, the Mentor should retire with the Candidate. Once the Lodge is closed, introduce him to Brethren he has not yet met. During the Collation, the Mentor does not leave the Candidate alone.

Within three days of the Fellow Craft Degree, the Mentor should call the Candidate and arrange a meeting with him.

Review with the Candidate the following:

1. His preparation.
2. How he was received.
3. The arrangement of the Holy Bible, Square and Compasses.
4. His placement at the Altar to take the Obligation.
5. The Grips, Words, Step, Due Guard and Sign of a Fellowcraft Mason.

The Fellowcraft Degree stresses that man should continually search for knowledge. Man should look for the deeper meaning in the world that surrounds him and take nothing for granted. During the Middle Chamber Lecture, we are taught to know a Brother Mason by the grasp of his hand and then a few moments later are discussing the handiwork of the Grand Artificer of the Universe.

Discuss the following symbols:

1. The Plumb – The Plumb is a reminder that a Brother Mason should always act upright. Never do anything to feel small or shame.
2. The Square – The Square is the emblem of Virtue and Morality. To the operative mason, the square was essential. If it were not true, the structure would not last the test of time. If the Speculative Mason is not true to the concept of being a virtuous man with good moral character then he has not built his spiritual foundation on a solid base. He will not leave an impression on the world worthy of remembrance.
3. The Level – The Level is an admonition that all Masons are equal not necessarily in rank or order because this would cause confusion and chaos but rather equal in that Masonry admits any man who would be conformable to its precepts. All are equal as all are subject to infirmities and ailments of life and in the end, all hope to be judged by their merits.
4. The Cable Tow – The Cable Tow is the barometer by which one decides how much can be given of oneself to Masonry. Each Brother's Cable Tow or time is different. One must take into account family and business obligations as well as health and ability.
5. "G" - "G" represents Deity and Geometry. Geometry is the most important science and is used to study God's works. In the early years, Masonry was often referred to as "Craft

Geometry”. Through Geometry, man tries to imitate God’s work. Geometry is the key to understanding all the works of the Almighty.

6. The Two Pillars – The Two Pillars represent strength and establishment. These two thoughts must go hand in hand to make a perfect whole. Strength without establishment or order is an exercise in futility. Establishment without the capacity to hold it together will not last. When the two forces are joined, the holder of these can accomplish great deeds.
7. Corn, Wine and Oil – Corn, Wine and Oil were the wages of a Fellowcraft Mason. Today, they symbolically represent our wages for living a good life and being serviceable to our fellow creatures.

Read through the Obligation with the Candidate. He is now vowing to be his Brother’s keeper and to be a loyal supporter of his Lodge. The penalty is symbolic in nature but, once again, is put forth as a reminder to be faithful to all Brethren and to Freemasonry.

Inform the Candidate of the date of his Master Mason Degree.

THE MASTER MASON DEGREE

Offer the Candidate transportation to Lodge and keep the conversation on Masonry. Inform him that the Master Mason Degree builds upon the knowledge brought to him in the first two Degrees and teaches a lesson on being faithful to your trust.

Remain with him until he enters the Preparation Room.

Within three days of the Master Mason Degree, the Mentor should call the Candidate and arrange a meeting with him at the Lodge.

You should review with the Candidate the following:

1. His preparation.
2. How he was received.
3. The arrangement of the Holy Bible, Square and Compasses.
4. His placement at the Altar to take the Obligation.
5. The Grips, Words, Step, Due Guard and Sign of a Master Mason.

The Master Mason Degree brings to light the Brotherly Love that binds us together. This lesson begins when the Candidate is received into the Lodge where the Masonic principles of Friendship, Morality and Brotherly Love are equated to the most vital parts of man contained in his breast. The Master Mason Obligation extends this line of thought by admonishing every Mason not only to be faithful to a Brother but to stretch forth the arm of compassion to a Brother's family as well. This theme of Brotherly Love is brought to full light in the allegory of the Master Mason Degree. In this allegory, a man is willing to give up everything rather than betray a Brother's trust and the care given this Brother for not betraying that trust.

The symbols of the Master Mason Degree are many. Two of these symbols are as follows:

1. The Sprig of Acacia – The Sprig of Acacia reminds us that though our body will perish and mingle with the dust, we need not fear because there is a better place awaiting our souls in the Celestial Lodge above.
2. The Trowel – The Trowel is a symbol that reminds us to spread Brotherly Love and Affection. As the operative mason spreads cement to hold the structure together, by spreading Brotherly Love and Affection, the Speculative Mason holds Freemasonry together.

Read through the Obligation with the new Brother. Assure that he understands everything contained therein. Divide it into two sections: Masonic Law and Moral Law.

Explain that in the Obligation he swore to be charitable to a Brother and his family. Confirm that he is not expected to give more than is possible without hurting himself or those he supports.

Impress upon the new Brother that although he is now a Master Mason, there is so much more to learn. Each time he witnesses a Degree will afford him with a new found lesson.

Prepare your Brother to prove himself a Master Mason.

1. Remind him to carry his dues card whenever traveling to a Lodge.
2. Review the Grips and Words of the Three Degrees.

3. Review the position of Three Great Lights for each Degree.
4. Assess the new Brother's proficiency in the Tyler's Oath. Inform him that the Tyler's Oath is not used in all Jurisdictions.
5. Review the Grand Hailing Sign of Distress and the words that accompany it. Explain that it is only to be used in extreme emergencies.

THE NEW BROTHER MASTER MASON

The new Brother Master Mason is still a novice. The Mentor must continue to coach the new Brother for at least the next year. This will ensure that he becomes an active and vital part of Masonry.

The Mentor should contact the new Brother on a regular basis and offer transportation to a meeting at their or another Lodge.

Every Brother brings special talents with them. Discover those talents and put them to work for the Lodge.

Ascertain his impression of the Fraternity and how he would like to contribute to the Lodge. He may want to be an Officer or serve on a Lodge committee. He may want to work as a Candidate Instructor or assist in the kitchen. He may just want to sit on the sidelines and enjoy the Brotherhood. He may also want to join one of the concordant or appendant bodies. Whatever the new Brother has to offer, he will be an asset to the Fraternity. The Mentor ensures that the new Brother is not pushed into a job he is not ready for or does not fully understand. The Mentor should monitor the new Brother's Lodge attendance and is the liaison between the new Brother and the Lodge.

Before, during and after Lodge, remain with the new Brother so that he is never alone. When he is regularly in conversation with the Brethren, he will not require this assistance.

Teach the new Brother how to use your Lodge's ballot box and review the proper procedure when balloting. Once the Master announces that all members should proceed to vote, the new Brother will get in line and stay one pace behind the Brother who is balloting ahead of him. Before he ballots, the new Brother will Salute, ballot and return to his seat. Inform him that it is his duty to vote. When voting, it is not as an individual but as a Master Mason.

Remind him how to enter and retire from the Lodge by using the Outer Door. The Inner Door is for Candidates.

Stress not to cross the Lodge East of the Altar except for where instructed in the Ritual. The Master must have an unobstructed view of the Three Great Lights.

Show the new Brother the various aprons worn in New Jersey and explain the significance of each.

Explain the function of Grand Lodge. The Grand Master is in charge of all Masonic events in the State of New Jersey. He can suspend any By-Law or hand down any edict at his will and pleasure as long as these actions do not conflict with one of the Landmarks recognized by the Grand Lodge of New Jersey.

Provide the new Brother with a copy of the Lodge By-Laws. Read through the By-Laws with him and answer any questions.

Examine the Landmarks, which are contained in Title I of the Grand Lodge Constitution and Laws.

MOST IMPORTANTLY, BE HIS BROTHER. THE BOND WILL LAST A LIFETIME.