

January 1, 2020



Dear Branch Presidents, District Presidents and District Mentors:

The suspension of the Mentor program has been a surprise to many of you. However, we felt it was necessary, allowing us to review and revamp. Comments have been received that individuals feel like they have been fired, but this is not the case - rather think of it as a period of time to help find solutions and to help create a stronger program. We consider you more important now than ever; we **need** your input and assistance on how we go forward with the Program.

I am asking District Presidents/Mentors to please turn over a portion of your meeting to have a dialog at your next District meeting with your members to discuss the pros and cons of the Mentor Program and how you would like to see it operate. Your feedback is the best advice we can ask for.

**WHAT IS A MENTOR?** The Mentor was designed to assist the President during meetings and to act as liaison between the Central Council, Branches and/or Districts. They are advisors when the President needs guidance, assists them in proper procedures, reminds them of things they have forgotten to mention or do. This conversation should be between the Mentor and President not the membership at large. When speaking at the Good of the Order the Mentor should be positive and supportive. Negativity is not an option; it does more damage than good. The Branch and District Mentors are also to keep the Central Council updated on the health of a Branch, letting the Central Council know if the District or Branch faces any challenges with leadership, membership, etc.

Unfortunately, too often, the program was not working as intended.

As we work to revise the program, we are asking all Branch Presidents and Branch Mentors to let us know if the Mentor Program was working at their Branch.

Please send me your feed back on the Mentor Program. Feel free to send me any comments, experiences, ideas or concerns. Your feedback will be kept confidential. However, we would like you to include the Branch Number and your name so that we have a context for your answers.

Here are some possible questions to answer. These are just a sample of questions to help you come with ideas, but feel free to send me any feedback that you wish. You don't necessarily have to answer all the questions.

- Was the Mentor Program working in your Branch?
- Why was it working?
- Why was it not working?
- What do you feel a Mentor's role to be in a Branch?

- If you have a Central Council Member or District Mentor in your Branch, do you need a Mentor? Why?
- Do you need them attending all meetings? Every other month? Quarterly? Why?
- What term limit should a Branch Mentor have? A District Mentor?
- Mentors - How would you revise the report you send to the District Mentor?
- Do you or your Mentor send the required report in? If you don't, why?
- District Mentors - How would you revise the report. Do you send the report in to the Chief Mentor? If not why?
- What ideas do you have to make the program an efficient and effective program for reaching its intended goals?

If you have email capability please email to me, if not send by mail.

Thanking you in advance and looking forward to your feedback.

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