

GRAND LODGE OF THE MOST ANCIENT AND  
HONORABLE SOCIETY OF FREE AND ACCEPTED  
MASONS FOR THE STATE OF NEW JERSEY

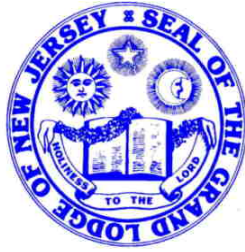


MENTORING PROGRAM

2004

# GRAND LODGE OF NEW JERSEY

## MENTORING PROGRAM



To be a mentor is to be a teacher, a guide, a liaison, a friend and a Brother. A mentor truly has the ability to shape a new Brother's impression of our fraternity. All who enter Masonry are in darkness as to what our Fraternity is all about. It is the mentor who will pierce this darkness and bring this Brother to know the light of Masonry.

The mentoring process begins long before a man is accepted to membership and does not end when he is raised. Every Lodge needs candidates; how we treat our candidates will determine what kind of Masons they will become. One in five candidates go on to be active members of the craft. Why do we lose four out of five candidates? Have we done all we could to welcome them into Masonry? Do they feel comfortable sitting in their own Lodge? What about when they visit another Lodge? Brethren this is the greatest Brotherhood the world has ever known, the reigns of which have been handed to us to travel forward into the future. How we educate the leaders of tomorrow will determine what kind of future Masonry can expect.

Every Worshipful Master should have a Mentoring Committee. Ideally this should consist of Brethren who are not Officers. Officers already have much on their plate and may not have the time to devote to a new Brother. The chairman of this committee would preferably 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 generally have the Masonic knowledge needed to be a good mentor however many white apron Brethren who are not inclined to take an Officers chair could also make excellent mentors. If the Lodge is in a situation where there is no other choice but to have officers labor as mentors then by all means for the sake of your Lodge have them operate as mentors. The most important thing to remember is the mentor must be a dedicated Mason. The knowledge needed to be a good Mentor will be given to all in this guide.

Most if not all of our Lodges have candidate instructors to assist them in learning their exams after each Degree. Candidate instructors should not be confused with Mentors. These are two separate and distinct jobs and should not be intertwined.

Whatever materials your Lodge gives to a candidate such as the pamphlet "On The Threshold" and the Claudy books, the mentor should reread and be ready to answer any questions the candidate may have on these materials.

# THE PETITION

One of the biggest decisions a man will make is to petition a Masonic Lodge. He is taking the first step of 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 immediately 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 explain the following to him;

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 only that the petitioner believes in a Supreme Being.
3. A committee will be calling to set up a meeting with him and his wife (if he is married) at his house.
4. The committee will need him to supply the names, addresses and phone numbers of three references so he should have these ready for them.
5. The committee will contact the references; he does not need to contact them.
6. Four weeks must pass between the reading of his petition (which just took place) and the balloting on his request for membership.
7. The ballot will take place at a regular meeting. Tell him the scheduled meeting that his ballot will be taken.
8. The ballot is secret.
9. He must, as all Masons have, pass a unanimous ballot.
10. A minimum of one week must pass after the ballot before he can receive the first or Entered Apprentice Degree. After which at least four weeks must pass before his second Degree and the same before the third Degree.
11. Go over 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. Go over the initiation fees and lodge dues.
13. Above all be confident 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. Discover if the committee was able to answer all of his questions and remind him that he can call you if any questions come to mind.

All too often a man petitions a Lodge and is unaware that it will be several months before he is a Master Mason. A man will not mind the time restraints if he is informed of this up front. Additionally by following this mentor program, you will have him active in your Lodge long before he is a Master Mason.

If your Lodge has a social function, invite him and his lady to attend even if it is before his ballot or during his Degrees. Social functions are a great opportunity for the new member and his lady to get to know the Brethren of the Lodge and their ladies on a personal level.



## THE BALLOT

Remember, you have already informed the petitioner of the night he will be balloted on. Naturally, he will be anxious. If at all possible, the Worshipful Master should try to handle the ballot on a petition early in the meeting. After an affirmative ballot, as long as it is not too late, the candidate should be called with the great news. This honor should be given to the first line signer of his petition. If neither signer of his petition is present then the mentor should perform this enjoyable task. Let him know that formal notification of his acceptance will be forwarded from the Lodge Secretary. If one of the petition signers calls the candidate the night of the ballot, you as his mentor should call him within a few days and inform him when he will receive the first or Entered Apprentice Degree. Also, arrange a time to meet him at the Lodge at least a few days before the degree. Once again see if he has any questions or concerns.

# PRE-DEGREE MEETING

A few days before the candidate's Entered Apprentice Degree meet him at the Lodge. You may want to do this on a Lodge rehearsal night. If not 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 being accepted into Masonry
2. Show him the preparation room
3. Show him the uniform he will change into. Explain to him that all candidates wear this type of uniform and that it symbolizes that all who enter the Lodge are of equal stature and they also leave behind all the troubles outside the Lodge so as to enable them to 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 ruler 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. That in the absence of the Master the Senior Warden will take over the reigns of the Lodge.
7. Show him the altar and explain to him 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 your God, country, neighbor or yourself.
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 our Degrees are conducted in a serious and impressive manner, that the Officers will be dressed in tuxedos and he will be expected to be in a suit and tie.
12. Make sure he is aware that after each Degree he will be given a small examination booklet and the Master will appoint an instructor to help him learn and understand what he witnesses in the Degree.
13. Explain that Freemasonry is a way of life and that he should prepare himself mentally to receive the lessons that will be given to him at each Degree. That he should approach the evening of his degree pure of mind and clean of body.

14. Give him a brief history of Masonry. Explain to him that it is believed that we grew out of the ancient stone guilds of the middle ages. That the earliest writings on Masonry date back to the 1300's. That 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. Give him a brief description of the Masonic Charity Foundation of New Jersey and some of the charities we support such as the 32<sup>nd</sup> Degree Learning Centers, The Arc of New Jersey, The Masonic Home, college scholarships and that world wide Masons give about two million dollars each and every day to charitable causes. Tell him of the charitable endeavors your Lodge undertakes.
16. Explain to him that Masonic Lodges are also called Masonic Temples. This has no religious connotations, 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. Let him know that we are not a secret society that the only truly private parts of Masonry are the modes of recognition and the manner in which we confer the three Degrees of Masonry. That at one time or another every part of Masonry has either appeared on film or been seen in print.
19. Remind the candidate that the Senior Master of Ceremonies will collect his initiation fee before the Degree begins.
20. Ask him to give you a list of his Masonic friends so you may inform them of his upcoming Degrees.
21. If the Lodge will have a dinner before the Degree let him know that he is invited to dinner and what time it will be served.
22. Answer any questions he may have.
23. Let him see your enthusiasm for Masonry!

As the mentor, you should call your candidate's Masonic friends and those who signed his petition and inform them of his upcoming Entered Apprentice Degree

# THE ENTERED APPRENTICE DEGREE

On the night of his Entered Apprentice Degree offer to pick him up and bring him home afterwards. He may already have set up a ride with one of the signers of his petition. If he has set up a ride contact the Brother who will be picking him up 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. Make sure he has his initiation fee with him.

While the Lodge is being opened and any necessary business is conducted stay with the candidate and answer any last minute questions he may have.

After the Entered Apprentice Degree the Worshipful Master will appoint an instructor for the candidate who will assist him in the Entered Apprentice Exam.

If the Master excuses the candidate to go back up to the Master Mason Degree to close the Lodge, the mentor should retire with the candidate so he is not alone. Once the Lodge is closed introduce him to Brethren he has not yet met. Once again make sure he is never left to sit by himself.

If not set up the night of the Degree, within three days of the Entered Apprentice Degree the mentor should call the candidate and arrange a meeting with him at the Lodge.

It will be the job of the mentor to make sure he understands all that took place and answer any questions he has. 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.

The mentor should also keep in contact with the instructor to make sure they are progressing at a good pace with his examination. The mentor should make sure that the candidate is comfortable with his instructor and that he feels he is learning all he needs to know. If there is a problem it should be the mentor who brings it to the Master not the candidate.

You should review with your candidate the following;

1. How he was prepared
2. How he was received
3. How the Holy Bible, Square and Compasses were arranged
4. How he was positioned at the altar to take the obligation
5. Review with the candidate the grip, word, step, due guard and sign of an Entered Apprentice Mason.

When you meet 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 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.

Explain to him why he was prepared in the uniform. That by being neither barefoot nor shod symbolizes humility before God. That he was hoodwinked that he may use all of his senses in experiencing his initiation into Masonry and also realize the trust he must place in a Brother Mason.

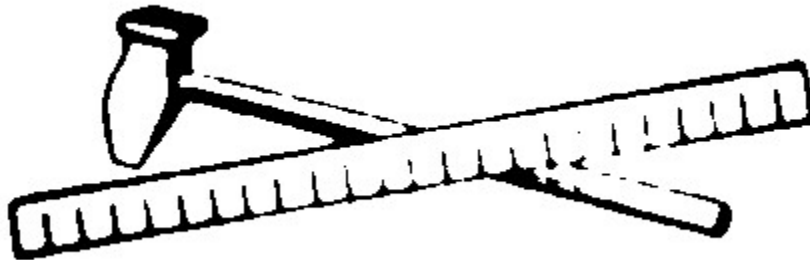
Explain how he was received when he entered the Lodge and that was to teach him to be faithful to the trust confided in him

Explain to him 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.

Review how he was placed at the altar. That by 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 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 really won't know what is or is not secretive and will need to understand that the only real secrets are our modes of recognition (the grip, word, due guard and sign) and the manner in which we confer the Degrees.

Once again, explain to him that Masonry teaches moral lessons using symbolism and explain the following symbols starting with the Three Great Lights in Masonry



1. Holy Bible – Explain that the Bible is the book placed on most Masonic altars in the United States but if a candidate is of a different faith then his holy book may also be placed on the altar for him to be obligated on.
2. The Square – the symbol of the Master is the symbol of morality which is also found in every day language such as getting a “square deal” or “fair and square”
3. 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 - represented by the three burning tapers represent the sun the moon and the Worshipful Master. Explain to him that the sun gives light during the day and the moon lights the night. Well in Masonry light symbolizes knowledge, which is disseminated by the Worshipful Master.
5. The Lambskin or white leathern Apron – Aprons were worn by operative masons to protect them from the stones they were working with. For Speculative Masons the white apron symbolizes that we are builders of a spiritual temple or building, a purity of life that we are striving to reach. Though it is unobtainable the pursuit of it is what makes good men better.
6. The Twenty-Four Inch Gauge – reminds us that we should remember god and our Brethren each and every day. That time is precious and should not be wasted.
7. The Common Gavel – that we should chip away at all the undesirable traits we find within ourselves.
8. The Northeast Corner – That he has begun a new chapter in his life leaving the dark of the North and observing the rising sun in the East. In other words he is searching for knowledge.



9. Show him the Warrant of the Lodge – explain to him that it is given by the Grand Lodge and gives them the authority to labor as a lodge.
10. The Rough and Perfect Ashlars – Symbolize our journey of refining our souls and strengthening our virtues.

After a prayer we say in unison “so mote it be” this simply means “so be it” or “so may it be”.

Explain to him that during the degree he 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.

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 utilized today in England.

Remember 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 that can be 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 his 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 stay in the ante room with him and only enter the Lodge when he does. Before you enter go over 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 see the entire degree, ask him his impressions of it. Answer any questions that he may have. This would be a good time to explain to him that retiring from the Lodge is done in reverse order as entering.

As the candidate can now sit in on a business meeting, it should be explained to him 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.

Explain to him that if he wishes to address the Lodge he would rise and wait to be acknowledged by the Worshipful Master, then salute the Master and address him as “Worshipful Master”.

Explain that we do not cross East of the Altar except where this is called for in the ritual. Let him know that this is so the Master has an unobstructed view of the three great lights at all times.

Get him involved in his own Lodge’s activities. On meeting nights, business should be conducted on the Entered Apprentice Degree so he can sit in Lodge. On rehearsal nights, his instructor should work with him on his examination. As his mentor, you should be with him at both meetings and rehearsals. 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 assisting 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 along.

He is going to be asked questions on what went on at the Lodge. You need to let him know what is secret and what he can share. To tell him what is secret is the easy part. The grip, word and signs are secret. The manner in which the Degree was conferred is secret. The fact that he took an obligation is not secret though its content is. The names of Brethren he met are not secret. The fact that he found out that we are a charitable fraternity is not secret. The several Officers stations and places in the Lodge and their particular duties are not secret. Ask him if he has any specific questions on what is and what is not secret. If you can’t answer the question go to the Worshipful Master.

# THE FELLOW CRAFT DEGREE

Once again offer him a ride to Lodge and keep the conversation on Masonry. Also, keep the conversation positive any problems going on in the Lodge or at Grand Lodge should not be discussed in front of a new Mason. Not knowing the true scale of Masonry you could leave him with an impression that Masonry is wrought with problems and consequently diminish the zeal he has for the Fraternity. Let him know that the Fellow Craft Degree is designed to expand his knowledge and induce his desire to search for the deeper meaning of every day objects.

While the Lodge is being opened and any necessary business is conducted stay with the candidate and answer any last minute questions he may have.

If the Master excuses the candidate to go back up to the Master Mason Degree to close the Lodge, the mentor should retire with the candidate so he is not alone. Once the Lodge is closed introduce him to Brethren he has not yet met. Once again make sure he is never left to sit by himself.

If not set up the night of the Degree, within three days of the Fellow Craft Degree the mentor should call the candidate and arrange a meeting with him at the Lodge or at his home.

You should review with your candidate the following;

1. How he was prepared
2. How he was received
3. How the Holy Bible, Square and Compasses were arranged
4. How he was positioned at the altar to take the obligation
5. Review with the candidate the grips, words, step, due guard and sign of a Fellow Craft Mason.

Beseech your candidate to understand that the Fellow Craft 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. This is best represented in the Middle Chamber Lecture where 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 – Reminds us that we should always act upright. In other words we should never do anything that would make us feel small or hang our head in shame.
2. The Square – Which 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 duration of time. So to 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 and he will not leave an impression on the world worthy of remembrance.
3. The Level – Reminds us that we are all equal not necessarily in rank or order fore this would cause confusion and chaos but rather equal in the fact that Masonry admits any man who would be conformable to its precepts. We are equal in the fact that we are all subject to infirmities and ailments of life and in the end we all hope to be judged by our merits.

4. The Cable Tow – Is the barometer by which we decide how much we can give of ourselves 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" – Deity and Geometry. Geometry is the most important science and is used to study Gods works. In the early years Masonry was often referred to as "Craft Geometry". Through Geometry man tries to imitate Gods work. Geometry is the key to understanding all the works of the almighty.
6. The Two Pillars – Represent strength and establishment. These two thoughts must go hand in hand to have 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 – These were the wages of a Fellow Craft 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. Help him understand that he is now vowing to be his Brothers 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 him of the date of his Master Mason Degree. Once again remind him that this will be a very special night and one he must approach clear of mind and pure of body.

Inquire of him if he has found any friends that are Masons who he until recently did not know were in the Fraternity. If he has, be sure to contact these and the others which you previously contacted and make them aware of his Master Mason Degree.

# MASTER MASON DEGREE

As with the other Degrees, offer him a ride to Lodge and keep the conversation on Masonry. Let him know that The Master Mason Degree builds upon the knowledge brought to him in the first two Degrees and teaches a beautiful lesson on being faithful to your trust.

Stay with him until he enters the preparation room so he is not by himself.

If not set up the night of the Degree, within three days of the Master Mason Degree the mentor should call the candidate and arrange a meeting with him at the Lodge or at his home.

You should review with your candidate the following;

1. How he was prepared
2. How he was received
3. How the Holy Bible, Square and Compasses were arranged
4. How he was positioned at the altar to take the obligation
5. Review with the Brother 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 you are received into the Lodge where the Masonic principals 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. The crescendo of this theme of Brotherly Love is brought to full light in the allegory of the Master Mason Degree. Here we see a man willing to give up everything rather than betray the trust of a Brother and the care given this Brother for not betraying that trust.

The symbols of the Master Mason Degree are many. The ones that we will discuss today are as follows;

1. 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 – 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.

The mentor should read through the obligation with the new Brother and make sure he understands everything contained therein. Break it down into two sections; Masonic Law and Moral Law.

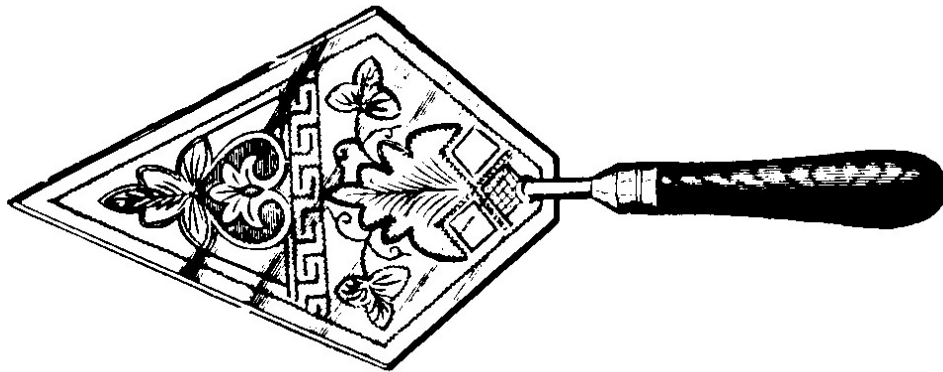
Explain to him that in the obligation he swore to be charitable to a Brother and his family. Make sure he understands that, he is not expected to give more than is possible without hurting himself or anyone who counts on him for support.

Impress upon the new Brother that although he is now a Master Mason there is so much more to learn that each time he witnesses a Degree if he is paying close attention he will walk away with a new found lesson.

You now need to prepare your Brother to be able to work his way into a Lodge.

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 how the three great lights are positioned for each Degree
4. Make sure he is proficient in the Tyler's Oath. Also, let him know that the Tyler's Oath is not used in all jurisdictions
5. Go over 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

Although your student is now a Master Mason, there is still much work to do to ensure he becomes an active and vital part of Masonry. The mentoring of a new Brother should continue at the very least for the next year.

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

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

Ask him his impression of the fraternity and what he would most like to do in 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 go on to one of the co-ordinate or appendant bodies. Whatever he does as long as he is toiling in the quarries of Freemasonry he is an asset to the Fraternity. As his mentor make sure he is not pushed into a job he is not ready for or does not fully understand.

If you find that your student is staying away from the Lodge. Talk to him and ask if something is bothering him. If you have done your job as a mentor he will open up to you and tell you what is wrong. You can then go the Master and see what can be done to rectify the situation. Remember although he is a Master Mason, he is new to the Lodge. You must still be his liaison to the Lodge.

Before, during and after Lodge, sit with him so he is not alone. You will know when he no longer needs this type of protection when he is regularly in conversation with the Brethren without your assistance.

Teach the Brother how to use your Lodge's ballot box and go over the proper procedure when balloting. Once the Master announces that all members should proceed to vote, the Brother will get in line and stay one pace behind the Brother who is balloting ahead of him. Before he ballots he will salute then ballot and then return to his seat. Let him know that it is his duty to vote. When we vote we vote not as an individual but as a Master Mason. In other words we do not let petty motivations skew our vote

Remind him how to enter and retire from the Lodge and that we only use the outer door. The inner door is only for candidates.

Remind him that we do not cross East of the Altar except where this is called for in the ritual. Let him know that this is so the Master has an unobstructed view of the three great lights at all times.

Show him the various aprons worn in New Jersey and explain what each one signifies

Give him a basic explanation of the set up of Grand Lodge. Explain that the Grand Master is in charge of all Masonic events in the State of New Jersey, that 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.

Make sure he receives a copy of the Lodge By-Laws. Read through them and answer any questions he may have

Read with the new Brother the Landmarks, which are contained in section 6 of the Grand Lodge Constitution and Laws.

Most of all, be his Brother. The bond formed between the two of you will last a lifetime.