

New Members and Their Mentors

This presentation is divided into four segments: First, the mentor program is part of the overall membership program, so we'll summarize that. Second, what does it mean to be a mentor—in general, in other organizations and the professions? Third, what are the details of our own program, including how we select mentors and how we pair them with new members. Finally, we'll conclude with the membership chairman's role on the League board, as an advocate for all members.

- I. The Orange Coast League's mentor program came from the San Juan Capistrano League which merged with us a few years ago. There it was the brainchild of Petti Van Rekom. We did our best to have Petti attend this meeting because of her pivotal role.**
- II. The mentor program also grew out of the Coast League's membership program, so it's useful to start by reviewing elements of that structure.**
 - A. Welcoming new members:. Personal e-mail and friendly phone call. Ask if she or he wants a mentor.**
 - B. Follow up e-mails encouraging member to attend next meetings.**
 - C. Arrange to welcome each new member at League events whether Lunch with League, Voter Service orientation or any other meeting.**
 - D. Hold New Member Celebrations which are primarily social occasions for new members and their mentors to get to know each other better.**
 - E. Handle membership year to year renewals. This may appear to be a tedious, annoying task, but it is a wonderful opportunity to get to know existing members better and to hear their complaints, positive comments and suggestions.**
- III. What does it mean to be a mentor in general?**

- A. Since the beginning of recorded history there have been mentors. The Bible records numerous examples of mentors helping the prophets on their spiritual journeys.
- B. Professions often have built-in mentorship programs such as the practice teaching program for teachers.
- C. Other organizations use mentors to keep new members by involving them and integrating them into the ethos of the groups. Tech Coast Angels offer a great example.
- D. Finally, recently a new book came out, called "Mentoring." It actually mentors the mentors, so to speak.

IV. What are the specifics of the Orange Coast Mentor Program?

- A. How do we recruit mentors and how do we pair them with new members?
- B. What are the steps a mentor takes to fill this role? This is where League orientation comes in, especially concerning national and state Leagues.
- C. Paperwork. What is in the packets we give to mentors and their proteges? –A checklist and publications.

V. The role of the Membership Chairman on the Board is to be an advocate for all the members who are not there and not on the board. What do our members need?

- A. Evening and Saturday meetings for those still in the work force.
- B. For a big League covering a large geographical area, there should be various meetings near the specific geographical areas.
- C. Work for the highest level of quality programming to keep the great members now joining our League.