

## **Rotary/Rotaract Mentoring Program for Incoming Rotaract Executives**

*Example of a program being implemented by the Barrie Kempenfelt and Barrie-Huron Rotary clubs and the Rotaract Club of Barrie*

**Goal:** For Rotaractors to obtain support and information related to their roles on the incoming Executive and to foster understanding related to the Rotaract/Rotary experience.

**Time Commitment:** The mentee and the mentor agree to commit to at least thirty minutes per month as a “check in” time to see how the mentee is doing in their role on the Executive and in Rotaract generally. The term is for the length of the typical Rotary year although that may change as circumstances demand.

**How the program works:** Each incoming Executive member will be paired with a Rotary member from either the Kempenfelt or Huronia Club. The Rotarian should have experience in a similar leadership role to the incoming Rotaract Executive member (i.e. a past Treasurer in Rotary would be paired with the incoming Treasurer in Rotaract). That way, the transfer of specific knowledge and information is maximized. Each April, the sponsoring Rotary Clubs will look to their membership to find potential Mentors. Each May, the mentors and incoming Rotaract Executive will meet in an informal setting to discuss the program, expectations, goals and strategies and to ensure that all of the members meet.

**What are the requirements of both mentors and mentees:** Both mentors and mentees should familiarize themselves with the resources provided related to what is a mentor, what is not a mentor as well as some of the strategies that are available to assist with potential complications in the mentoring relationship.

**What should the mentors or mentees do if there is a mismatch or miscommunication?** The Rotarians would speak with the Chair of the relevant Committee (so New Generations in the Kempenfelt Club and Vocational in Huronia) to discuss ways to improve the match or to make appropriate changes, some matches will not work and it is always best to address any concerns early. The Rotaract executives should speak with either the Rotarian from either Club that is responsible for visiting Rotaract regularly or the Chair of the New Generations/Vocational Committee to ensure any questions/concerns are addressed quickly. As the program evolves, more strategies to address questions or concerns will be developed through this kind of communication.

*Hopefully as the program expands and evolves, lasting and helpful relationships will only strengthen the ties of all three Clubs. Everyone involved in this project is a busy and committed Rotaractor/Rotarian. Thank you for the extra effort it takes to make this a successful program.*