

MENTORING NEW MEMBERS...

A checklist from Don Canaday

Experience has shown that we tend to lose many new members during their first year. They leave for various reasons. However, many of these reasons can be nullified if the club has an aggressive program to involve new members. One suggestion: a formalized mentoring program. To establish this program, select several members and ask them to serve as new member mentors. The most important qualification for this position is that mentors be dependable in completing their assigned responsibilities. Use this checklist as a guide for your club's new member mentoring program.

- Say hello.** Introduce yourself to the new member. Extend a warm welcome and congratulate him or her for the decision to become a member of your club. Explain that you'll be serving as a mentor and what that role entails.
- Greet other attendees.** Serve with the new member as an "official greeter" at a minimum of two club meetings. The two of you would arrive a few minutes early and greeting all attendees. Tell the new member a little bit about each member as you make introductions. This will enhance the new members and club members getting to know each other. The new member will feel more comfortable as he or she becomes familiar with more and more club members.
- Sit together.** Sit with the new member at each meeting for the first two months. Make an effort for the two of you to sit with different club members each week.
- Attend an orientation session together.** This should be scheduled as soon as possible after new members have been inducted into the club.
- Take the new member to a club board meeting.** This will help him or her to understand how the club operates.
- Go club hopping.** Attend an inter-club gathering with the new member. This will show that every Kiwanis club is different and help the new member appreciate what Kiwanis clubs do.
- Serve as a team.** Participate in a club community-service project with the new member.
- Suggest committees.** After accomplishing the above and having explained the club committees, recommend to your club president what committee(s) the new member might enjoy.
- Keep them coming back.** If the new member unexpectedly misses a meeting, call to say you missed him or her. Be sure to inquire if everything is all right.