

# CENTRAL DISTRICT MEETING

October 25-26  
2019



## Mentorship Program

During my term as Vice President General I want to encourage all the SAR Chapters in the states of West Virginia, Ohio, Kentucky and Indiana to embrace the mentorship program for new members. This along with increasing the retention rate might bring new faces to the chapter and state leadership for the programs that SAR undertakes.

Following this page is a page that outlines the goals in this program and how points are earned. At the SAR Congress in Virginia in July of 2020, the results of the goals of this program will be announced at a Central District Breakfast. The Central District State Society who has the highest percentage of goal accomplishment will be awarded a \$400 prize along with a Certificate and Ribbon. The second place State Society will be awarded a \$100 prize along with a Certificate and Ribbon. The 3<sup>rd</sup> and 4<sup>th</sup> place State Societies will be awarded a Certificate and Ribbon.

### **Role of the Mentor**

The mentor must have sufficient knowledge regarding both the S.A.R. and the chapter along with a good degree of both communication skills and empathy to be effective. He should endeavor to become a friend, if he is not already, of the new member and tailor his guidance to the member's desire to learn and be involved. The mentor should presume the new member is interested and wants to be a part of the chapter.

### **Choosing a Mentor**

The following are suggestions for identifying experienced chapter members for the role of mentor.

- Possibly the first line sponsor
- Has risen through chapter officer ranks and is looking for additional challenges
- Is a longtime member
- Has a working knowledge of the Sons of the American Revolution and what we are about
- Understands the chapter officer positions, activities and committee roles
- Is comfortable working with people
- Has the time and energy to devote to guiding new members
- Could work with more than one new member if called on to do so
- Is familiar with the Mentorship Program
- Is typically willing to take on new duties and challenges

## Mentorship Goals

<b>Program Goals</b>	<b>POINTS</b>	<b>NOTES (All data passed to State Secretary)</b>
Assign a chapter member to mentor a new compatriot	10 points for first mentor, 5 points for each additional mentor	Each chapter member can only be counted as a mentor for points once
Number of New/Young members being mentored	5 points per mentored member	Consider only Members since 1 Jan 2019
Mentees giving feedback on process	10 points for excellent; 5 points for OK	
Number of non-meeting chapter events held from 7/1/2019 through 6/31/2020 - with at least 10% of chapter membership attending	5 points for each event	Social meals, visiting VA Patients, Awarding Flag Certificates, Wreaths Across America, etc.
<b>Administrative Goals</b>		
Number of chapters with Active Mentor program	10 points if all chapters; 7 points if 75%; 4 points if 50% or less	Determined by State Secretary
Increase in number of state members on 6/30/2020 as were state members 7/1/2019	0 points if same or less, 5 points if number is up to 105% increase, 10 points additional for each 5% increase	Determined by State Secretary
% Reinstatement of dropped members from 1/1/2020 by 6/30/2020	10 points if > 80%, 7 points if 50% to 79%, 4 points if <50%	Determined by State Secretary