



*Carla Wisman*

President, Star Recorder Board

## ***Mentoring; the Path to Success***

From the start of receiving our charter, Saint Albans, West Virginia Women of the Moose Chapter 857 has had a history of mentoring their members.

This choice to mentor began in 1947 with charter member Rosa Specht. Past Grand Regent Rosa, who had a long and storied history with our chapter, is a name which reminds those who had served with her to straighten their spines, and to show ladylike behavior, but who is also remembered by one older coworker as someone who generously helped her find a white gown when she didn't have the time herself.

Rosa, who was a member up until her death in 1984, continued to pass the torch by mentoring those who followed her. Her legacy of mentoring still resonates throughout our chapter today.

But what is a mentor? By definition, a mentor is an experienced and trusted adviser; someone who advises and guides a younger less experienced colleague.

Like many of you, the journey in the Women of the Moose begins with holding a chairman's position. They are often asked to serve as committee members and eventually as chairman. As these co-workers learn about the Moose organization, we ask them to step up as board members.

Mentoring is so important to the future of our chapters. But how do we effectively mentor? We probably all know a mentor when we see one, but how is it accomplished?

Here are six shades of mentoring:

1. *Minding My Own Business*, to refrain from meddling in every decision made by the chapter. When solicited for advice, do your best to offer help. Don't sit back when things aren't right, but try to steer, not order or coerce, the chapter to follow the rules.
2. *Educating Co-Workers*, not by giving them all the answers, but by teaching them where to locate the

answers in the General Laws, Officers' and Recorder's Handbooks and Meeting Procedures Book. We also should explain where NOT to go looking for answers, such as Facebook and other online communities. Often what is posted by well-meaning members is incorrect or out of date.

3. *Nurturing*, encouraging them to attend chapter meetings, then when they begin to come to those meetings, to attend our state conferences, International Convention as well as district meetings and other Moose activities and celebrations.
4. *Touting Their Successes* when things go right. Bolstering their spirits and encouraging them to keep trying even when things have not gone the way they had hoped. Learn from every experience and use that knowledge to increase success next time.
5. *Offering Honest Opinions* when asked. Never tell them “we already tried that” and “that won't work”. With a different set of coworkers, something that hasn't worked before might be successful this time. Share opinions on how to increase participation and improve operations while having fun. Respect the opinions of others, reflect on shared ideas and work together towards success.
6. *Being A Resource*. This can be with material goods, with knowledge, with understanding or by being someone who will always have their back; to be there to guide them forward. Every member has something to offer – some are resourceful at meetings, others like to share their time and talents, some have valuable ingenuity, some help pay the bills by making purchases in the Moose home or donate to our charitable endeavors. Others know the General Laws, like to teach, or serve their community. Resourcefulness comes in many forms.

These guiding principles were established in our rich Moose history and hopefully will remain the lodestar for those who guide our chapters and the Moose organization forward in all future endeavors, especially in this time of change. Our forefathers left us a path – it's our job to find it, follow it and improve it. To paraphrase motivational speaker Bob Goshen, ‘as leaders we should influence others in such a way that builds people up. Encourage them so they can duplicate this attitude.’ That is the true definition of mentoring.

As my year serving as President of the Star Recorder Board comes to an end, I would like to thank Grand Chancellor Barb, for putting her faith in me by giving me this opportunity. To Denielle and all the staff at Women of the Moose headquarters, I thank you for all of your assistance this year. You are AWESOME!

Grand Regent Mary, all I can say is thank you for your kindness, your support and encouragement in my endeavors. To the Grand Council, the Academy of Friendship, and College of Regents Boards: it's been a wonderful year making new friends and renewing old friendships and I thank you.

To the members of the Star Recorder Board Cindy, Nanci, Elizabeth, and Tammy, this year serving as President has been an honor and I am so happy to have you as my newest friends.

To my West Virginia Moose sisters, thank you for all your support and friendship.

To the members of Saint Albans Chapter 857, saying thank you, those two little words, do not allow me to express my heartfelt gratitude for the love and support you have given me since I began my Moose journey 26 years ago. While the names have changed, the faces grown older and hopefully wiser, one thing has remained, you have always been there for me. So while those two little words can only express so much, thank you, thank you, thank you.

In closing, I promise to continue my support of the Women of the Moose and the Moose Organization to Create Our Future, to ensure a bright and shining future for our children at Mooseheart and worry free golden years for our senior members at Moosehaven for generations to come.

The Women of the Moose and the Loyal Order of Moose can make this happen by working together and passing on our love and knowledge to those who will continue to create our future for years to come.