

# THE MARINE CORPS LEAGUE MENTORING PROGRAM!!!!

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The Mentoring Program was devised so that All Detachments and Units can incorporate it into their ongoing Recruiting and Retention efforts....  
It is cost free and it works! The following steps are easy to follow and in a short time you should see measured results.

1. Create a strong bond between the OLD and the NEW.
2. Develop in new members a feeling that they too are a part of the Unit.
3. Encourage and increase open communication among the members.
4. The member that brings a new member into the Unit should be that Members "Mentor" until the new member feels comfortable.
5. The ~~Commander~~ <sup>Cmdt</sup> of the Unit shall assign the duties to the Junior Vice ~~President~~ <sup>Cmdt</sup> to administer this program and keep close watch on the Progress of the program.

ALL MEMBERS SHOULD TAKE PART IN THE MENTORING PROCESS.

DO NOT FORGET THE MEMBERS THAT ARE INCAPACITATED FOR ONE REASON OR ANOTHER....SHOW THEM THAT THEY ARE STILL PART OF THE UNIT.

## THE MENTORING PROGRAM FOR THE MCL

Among the basic tasks of every Detachment in the Marine Corps League is Recruitment and Induction of new members.

The purpose is to promote growth of the league and its subsidiary units...Only in this manner can the organization prosper.

Until recently, the league struggled to increase its overall members on a sustainable track. We lost members as fast as they were sworn in. There were and are reasons for this. A number of our Marines passed on, some became less active due to health or medical issues, and many left because of inactivity within their detachments.

These are all viable reasons, but they can all be countered with good reasons why the membership should and could sustain their numbers even with the scenarios suggested above. We lose more members for one reason and one reason only. "They don't feel included in the social fiber or culture of the detachment." I receive letters and e-mails on a daily basis voicing these same concerns. This is where the "Mentoring Program" enters into the equation.

If you examine this closely you will find two major concerns.. First is the "Fading Away" of many older members. The second is the loss of new members. Both situations must be addressed. Following are suggestions aimed at improving the "communication gap" we seem to have.

The fact that we are vigorously building a detachment we can be proud of should stimulate greater interest among area Marines to want to belong. This is good! In order to build upon this renewed interest it is proposed here that the detachment develop a "Proactive Approach" to the induction of its new members and in an effort to reach out to our members who are either temporarily or chronically unable to take an active role in the detachments programs.

In an effort to grease the wheels, so to speak, it is proposed that the detachment initiate the "Mentoring Program" that will match

up “Old Salts” with our new recruits as a way to ease them into full membership in the detachment. At the same time, it is also proposed that we initiate programs within the detachment to reach out to our brother and sister Marines whose ability to get around is restricted.

## **GOALS**

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- A. Create a bond between old and new members so new members will feel more accepted into the mainstream of the detachment.
- B. Develop in new members a stronger feeling that they, too, are part of the team that is your detachment.
- C. Increase the retention rate and active participation of old and new members in the activities of the detachment.
- D. Encourage and increase open communication among the membership.

## **PROGRAMS**

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A Mentoring Program for the induction and integration of new regular and associate members into a detachment.

1. All prospective Regular members of the detachment shall be Assigned a “Mentor” prior to their induction. All prospective Associates should be assigned two “Mentors.”
2. Once the inductee has been accepted and sworn into the Detachment, his or her sponsor should immediately assume An active role in assisting the new member in his or her

## Introduction into the formal and informal programs of the Detachment.

3. If possible, the sponsor of the new member should be the Mentor. No member shall be required to mentor more than Two new members at a time.
4. If at all possible, the mentor and new member should live in a relatively close proximity geographically.
5. The mentor relationship should continue until the new Member feels it is no longer needed.
6. The Mentoring Program shall fall under the jurisdiction of
7. the Junior Vice Commandant.

## HOMEBOUND BUDDY PROGRAM

Along with the Mentoring Program, we need to develop a system for maintaining contact with Marines who , for a myriad of reasons, are having difficulty getting to detachment meetings and other functions.

These men and women probably started the detachment and kept it operating through some difficult times. They now find themselves unable to keep up the pace and are in danger of falling out of the ranks. Many of them have begun to lose contact with the league and even the community at large.

Marines have a long history of taking care of their own. However, we sometimes lose contact with our old friends and shipmates. That should not be allowed to happen. Unless we take positive action to prevent it, we shall soon lose an important part of our history.

In that light, I propose that the detachment and the auxiliary under the direction of the detachment chaplain initiate a program to organize volunteers responsible for maintaining contact with fellow Marines and Auxiliary members who- because of age or infirmity-can no longer be as active as they once were.

The volunteers would make regular contact by telephone or e-mail or any other means of communication available. The goal is to improve our lines of communication and regenerate the process of inclusion.