

THE MENTOR POOL

What is the Mentor Pool?

1. The Mentor Pool is not another working group.
2. The Mentor Pool is a group of committed Residents, dedicated to helping the Entry Process.
3. The Mentor Pool is the second layer of the Entry Service – the Entry Service will take care of the core administrative process, and the mentors will be responsible for engaging and supporting applicants and newcomers. The mentors will report back to the Entry Service on the newcomer's process. The Entry Service will remain the body responsible for communication with the community.
4. The Mentor Pool has a commitment to responsible participation in the Entry Process. The aim is to work towards a much more welcoming Entry Process and to increase community interaction with the applicants.

Why Mentor Pool?

1. The Entry Service is currently entrusted with the joint responsibility of administrative processes as well as having to decide who joins Auroville.
2. The Mentor Pool, made of committed Residents of Auroville, will now relieve the Entry Service of having to decide who joins Auroville. The Mentors (minimum three (3) per newcomer) will assist newcomers through the Newcomer Period, get to know them, and will learn through interactions/intuition if issues need to be addressed.
3. The aim is to also make Auroville more open, more trusting, less judgemental – as was the outcome of the Retreat in March 2015. A person should generally be allowed to make his/her own choice of becoming Aurovilian – or not. The Mentor Pool will effectively offer assistance and support without the necessity of being “gate keepers” to each applicant.
4. The responsibility to decide if a person is ready or not for Auroville will be taken out of the hands of a single group and will be shared by the Mentor Pool, Entry Service, the community at large and the applicants.

Responsibilities and tasks of each mentor

1. To mentor a newcomer through the Newcomer Period, offering guidance, friendship and a solid link to the community.
2. To discuss any constructive feedback with the newcomer and to assist the newcomer, if needed, in coming to a resolution in case of conflict.

3. To offer as much assistance as possible to the newcomer in helping to find answers to the newcomer's questions as they arise.
4. To communicate as often as needed with the Entry Service and amongst themselves on the newcomers, and to provide the information needed for the administrative process.
5. To be active on an online interactive forum, open to the Mentor Pool and newcomers.

Commitment of each mentor

1. A mentor will attend at least one Welcome Talk, meant for applicants to familiarize him/herself with the Entry Process and with applicants.
2. A mentor commits to the whole Newcomer Period of the applicant and agrees to support and to report to the Entry Service periodically.
3. Time commitment towards the newcomer is entirely up to the mentor and the newcomer. However, if a mentor feels he is offering too little time, or if the newcomer feels he needs more guidance, the Entry Service will assign a new mentor to the newcomer.
4. A mentor will keep the Entry Service updated of their commitment to be part of the Mentor Pool.

Joining and leaving the Mentor Pool

1. Every resident of Auroville from the age of 18 onwards is welcome to be active in the Mentor Pool.
2. To join the Mentor Pool, the resident may register with the Entry Service in person, via an online form, or by email.
3. Alternatively, a mentor can be chosen by an applicant from the community at large, who agrees to be part of the Mentor Pool along with mentoring that particular applicant.
4. A Mentor is free to leave the pool at any time, unless mentoring a newcomer. However, the former mentor is welcome to re-join the Mentor Pool at any time.
5. If a mentor is inactive for more than three (3) months, he can be asked by the Mentor Pool to re-join at a later time.

Responsibilities and tasks of the “Mentor Pool”

1. To be actively engaged in interaction with one another and with the Entry Service (through the online forum and otherwise)
2. To come together, if needed or called upon, to discuss specific cases, or processes in general.

3. Being the first Mentor Pool, they will, together with the Entry Service, report to the AVC as often as needed on what works and what doesn't, and their suggestions on how to make this process better.

Decision making

- 1) At any time during the Newcomer Period, if all the three (3) mentors believe that the applicant is not ready for Auroville at this time, they will inform the Entry Service who can rescind the administrative process.
- 2) If one or more mentors agree that the applicant is not ready for Auroville at this time, then the topic is discussed among five (5) other mentors, selected at random from the larger Mentor Pool by the Entry Service. The five (5) mentors will come to a conclusion through consensus or majority. The applicant will be informed in writing as well as in person, with reasons explained.
- 3) Alternatively, the mentors, together with the Entry Service, can decide that the applicant is better suited for another category to join Auroville and will recommend the same to the applicant. The Entry Service will then guide the applicant through the relevant administrative process.