

Mentoring Program Guidelines

A. Objective: The REBA Mentoring Program is available to REBA lawyer members who are new to the practice of real estate law. The program is intended to help such members develop professionally by providing access to an experienced real estate lawyer who can provide guidance and direction within the program guidelines. Participation in the program will:

- Allow REBA mentors and newer members to address practical issues and concerns which are common to the practice of real estate;
- Help newer members develop proper professional and ethical values;
- Direct members to other committees, programs and organizations which are better suited to address particular concerns and needs;
- Help newer members develop professional contacts; and,
- Encourage newer members to participate in REBA committees and events.

B. Mentor Qualifications: REBA mentors are experienced real estate lawyers who volunteer their time to help newer colleagues in their professional development. Many of our mentors are active REBA members, frequent lecturers at continuing legal education seminars, and highly regarded within the practice area. In addition, each mentor must:

- Be a lawyer licensed to practice in the Commonwealth of Massachusetts;
- Be in good standing with the Board of Bar Overseers;
- Certify that he or she has not been the subject of disciplinary sanctions within the past five years;
- Notify the Program Administrator if he or she is suspended from the practice of law or if disciplinary sanctions are imposed while he or she is serving as a mentor; and
- Have considerable experience in the practice of real estate law.

C. Procedures and Guidelines: Mentors agree to serve for a period of six months. The Program Administrator will try to pair lawyers based on their professional and personal interests and the geographical proximity of their practices. Once paired, the parties are free to interact in any manner that meets their needs and interests (i.e. occasional meetings, by telephone, e-mail, etc.).

REBA mentors are being asked to provide informal guidance to the newer member, which is based on the mentor's considerable experience in the practice of real estate law. The following functions are beyond the scope of the mentoring program, and mentors are asked to refer the newer member to other appropriate programs and organizations:

- Address specific ethical or substantive legal issues;
- Help identify and overcome substance abuse problems;
- Counsel lawyers experiencing financial, domestic, emotional and/or psychological problems;
- Counsel lawyers who are the subject of disciplinary actions;
- Help with job placement; or,
- Establish a co-counsel relationship with the newer lawyer.

Moreover, a mentor is not a substitute for proper legal research.

REBA mentors are cautioned not to venture beyond their area of expertise. When faced with a question which is beyond the mentor's expertise, the newer member should contact the Program Administrator to refer that particular inquiry to another mentor with greater experience in that area of practice.