

FIVE RIVERS BEE CLUB MENTORSHIP PROGRAM

"REACH ~ TEACH ~ KEEP"

1. PURPOSE:

- To help expand the knowledge of bees and beekeeping for the membership.
- To establish new relationships that help build community around honeybees.
- To publish guidelines and requirements to enhance knowledge and understanding of beekeeping for all membership and utilizing the mentor/protégé format to create a bond of trust and sharing.

2. BACKGROUND:

- The Five Rivers Bee Club is committed to developing its members.
- A key element to achieving this goal is establishing a mentorship program.
- Mentorship programs are designed to provide members insight and learned experiences to assist them in their pursuit of beekeeping goals.
- Anyone who is a beekeeper learns something every time they open and interact with their hives.
- To *mentor* is a way to share your interactions with another and to pass along your knowledge and be true to our motto *"REACH ~ TEACH ~ KEEP"*.
- Each *mentor* can invite (**REACH**) a *protégé* to help, offer guidance (**TEACH**) and give encouragement when they lose hives (**KEEP**) to continue each year to have bees. With every loss of a hive, you gain knowledge on how to improve your setup with the hope that you are able to have your bees survive a full year or longer.

3. RESPONSIBILITIES:

- **MENTORS:** Mentors play a key role in the guidance and development of their protégé. They are a role model and must establish a professional, trustworthy and respectful relationship with their protégé. Mentors will establish goals with their protégé suitable to the needs of the protégé.
- **PROTEGE:** The Protégé must make a personal commitment to the mentorship process. The protégé will set goals and needs to the mentor, explaining what guidance they are looking for.

4. SUMMARY:

- A Mentorship program is only as effective as the participants support and involvement.
- A successful program will aid membership in reaching their beekeeping goals.

5. MENTORSHIP CHAIRPERSONS:

The mentorship coordinator for initial point of contact to assist/suggest a Mentor in your area is:

Vernon Lamb (President) (870) 866-6669

Lonnie Perry (Vice-President) (870) 895-2771

MENTOR: _____ PROTEGE: _____

We, Mentor and Protégé, agree to enter into a mentor/protégé relationship for a period of _____ . By entering into this agreement, the Mentor recognizes their role as a professional role model and expects to share advice, experience and guidance. The protégé understands that this relationship is designed to meet their goals and needs and that the primary responsibility to meet those goals remains the responsibility of the protégé.

In order to facilitate cooperation and avoid potential obstacles to this relationship, we agree to the following terms:

The frequency of contact is at a minimum: _____

The preferred method of communication/contact is: _____

Mentor's expectations of the Protégé: _____

Protégé's expectations of the Mentor: _____

Concerns: _____

We acknowledge that we have discussed this relationship and understand it to be an important developmental opportunity for both participants. We agree to respect the other's personal requests and maintain confidentiality before, during and after the mentoring period. We recognize that our participation is voluntary. We further understand that either participant may end the relationship without question at any time.

MENTOR'S SIGNATURE

PROTEGE'S SIGNATURE