

Mentor/Mentee

Thoughts for contract or guidelines

A mentor is a wise and trusted counselor or teacher.

What are the needs of mentor and mentee? Things to decide and communicate with each other.

1. Time needed and willingness to commit. How much time do you have to mentor someone or how much time do you think you need to learn the art of beekeeping?
 - a. Learning: Minimum is once a month during the active season. Once a week would be better. Once per season (4 times) a must. At least an hour each time.
 - b. Or are you just on call for emergency and general questions.
2. Location – travel? – distance?
 - a. How far and often are you willing to travel?
3. Apiary who's?
 - a. Will you go to a club apiary, mentor apiary or mentee apiary? Recommend doing all and another if possible. Seeing several apiaries is valuable information. Working in the same apiary multiple times (seasons) is just as important.
4. Hive styles?
 - a. What hive styles will you mentor with? Can you refer to someone else that has a style you are not willing to work with?
5. What taught?
 - a. How are you mentoring? Via phone, email or message? In an apiary with hands on?
 - b. What are you mentoring? Are you doing full teaching of beekeeping? or Just advice.
6. Assisted with what?
 - a. How much will the mentor physically do? Recommend showing not doing. The mentees will learn better if they work the hive after instruction and demonstration. "Teaching to fish not giving fish".
7. Finances – payment? how much?
 - a. Payment should be decided before services. The amount depends on location (what others charge) and the amount and type of service.
 - b. It is common to not allow payment if you are mentoring with a group or just starting at this level.

3.a

8. **Contract?**

- a. Put in writing all items that matter to either person. Clarity before saves any problems later.