



Managed Mentoring

The Managed Mentoring Program on Getting Started in Beekeeping.



Welcome to Beekeeping

A rewarding pursuit



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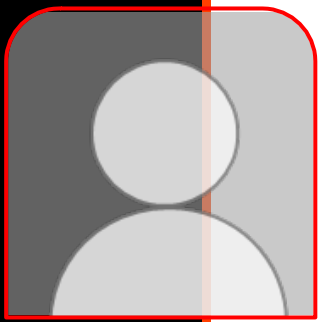
✓ We are excited to have you

□ Crazy about beekeeping

- *As spring approaches, the 'buzz' of a new season is upon us*
- *Like our bees, we look forward to spring every year*

□ We are happy to share this with you

- *We have been in your shoes, the anticipation, the excitement, and in some respects the anxiety and uncertainty*
- *Our number one goal is to make this a good experience for you*

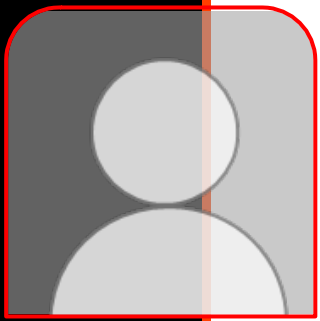


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This program is different

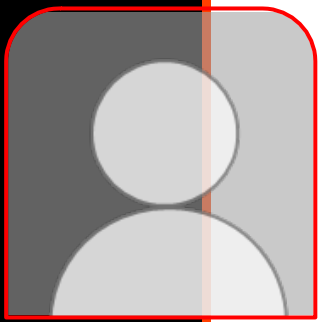
□ This is a comprehensive course

- *Disclosure for some that did not peek at the course design*
 - It is time to tell you that this is going to be a lot of work
 - For some, this is the first preview of this training, and some are surprised to know that the program is designed to run over a two-year time span
- *If this is a concern, hear us out*
 - Realistically it takes at least two seasons to learn how to be a beekeeper.
 - We are pretty sure that it will be far easier to be guided by this program – since it is available. The contrast is learning on your own which is a hard road for sure



Welcome to The Managed Mentoring Program

- A program to help you along the path to becoming a competent beekeeper
 - *The program started in 2016 and has been in Pilot over the last few season with the Northwest NJ Beekeepers Association*
 - *2023 is the formal launch of the program for New Jersey Based Beekeepers*
 - And for those who wish to tag along... welcome
 - *This presentation sets the introduction for the 2023 beekeeping season*





INTRODUCTION – Kevin Inglin

15-year hobbyist beekeeper - 18 hives

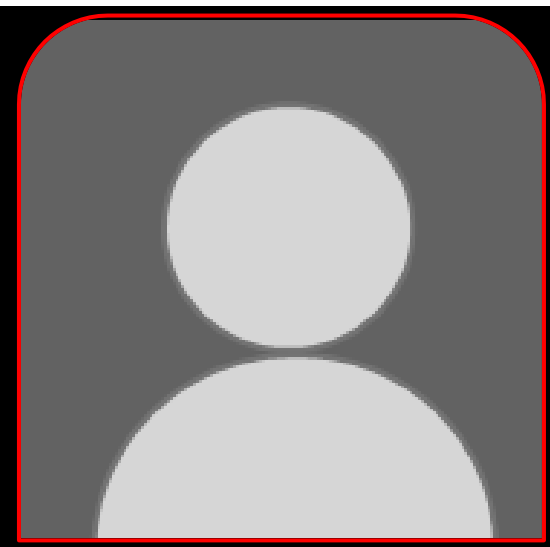
EAS Master Beekeeper

Past President – NWNJBA

Day Job > IT Manager for Web/Mobile Solutions

Bristol Myers Squibb

Beekeeping Podcaster



Today's Agenda

Personal Introduction and Welcome

Program Catalyst

The Mentor Gap/Problem

Program Structure

Program Stipulations

Mentor Arrangements

Disclaimers

Managed Mentoring - Sunshine Hills LLC

Engaging in the Program (Registration)

Managed Mentoring Website



Looking at it differently

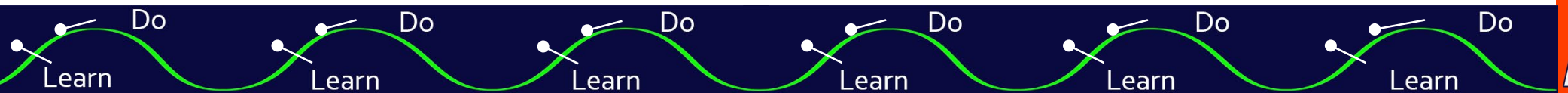
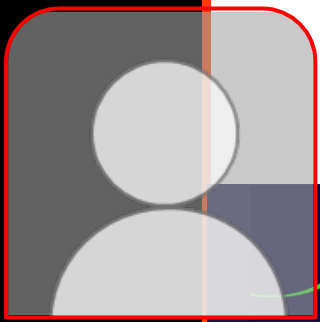
A reimagined way to approach the challenge



Revised approach

□ Rethinking the typical approach

- *The typical path is a beginners beekeeping course (aka short course)*
 - A short course is a beginning beekeeping course that teaches you a full complement of topics on beekeeping.
 - It includes management basics, biology, pesticides, industry practices, and more.
 - Taught over a course of days, (or weeks sometimes) they are administered in a once and done fashion.
- *This is good and bad*
 - It provides a good base, but it can also hinder a new beekeeper
 - It provides information that may be lost in time and what is learned is hard to retain
 - Difficult retention; lacks timeliness – can lead to relearning post course participation



Why is it structured this way?

- **A different way of looking at things**
 - Short courses do not supply mentors.
 - *Even after taking a short course, **New Beekeepers** often express anxiety when working with bees.*
 - The short course often does not prepare you for the more detailed tasks involved as you learn the craft
 - Often there is a lot of small details that helps to make someone successful
 - *New beekeepers really would like some guidance.*
 - *Logically that manifests in wanting more personal, detailed advice, in the form of a mentor.*
 - *As to mentors **they are hard to come by.***



Managed Mentoring Overview



- **An alternative way to learn beekeeping**
 - Instead of a sit-down learning approach, this program employs an ongoing engagement.
 - *It is tailored for **Right-On Time guidance**, that delivers **training in phases***
 - *Each phase encapsulates the typical activities that take place in the phase and prepares you for what you will do next as you progress your understanding.*
 - *It assumes no knowledge at the beginning and builds skills until a beekeeper is competent and operational*
 - It is design to be supported by hands-on in person sessions with a mentor*

* When participating clubs/associations are signed on



Lack of Mentors

- ❑ It is difficult to find mentors for everyone.
 - *The reason why is a matter of practical limitations.*
 - *Beekeeping is a popular pastime and has showed no signs of slowing down.*



Significant number of supporting comments



Lack of Mentors



- **It is difficult to find mentors for everyone.**
 - The reason why is a matter of practical limitations.
 - Beekeeping is a popular pastime and has showed no signs of slowing down.
 - *Membership rates for the NW association have grown from a few dozen members to well over 150 members.*

- **Out of Balance**
 - We simply do not carry enough seasoned beekeepers who could serve the role of a mentor
 - Mentors also have to agree to donate their time.
 - Let's not forget that most mentors have their own bees, which require a commitment.



With a plan and oversight

Consider that...

- **If bees can survive in nature, unaided...**
 - The fact is beekeeping should not be that hard
 - With a good plan and the right help, you can be successful
- **What causes uncertainty?**
 - The better question is, what can wrong?
 - If you know what can go wrong, from a well-informed beekeeper, then you will be better prepared for success.
 - *If you could **emulate what successful beekeepers do...***



What if? We stage what is learned

■ Right on time training

- By our way of thinking, what if one considers the lifecycle approach
- Cover what you need to know, when you will need to know it.
 - *Defer more complex details until later, and when more relevant*
- Keep things a little simpler, and timely
 - *It might require more attention over a longer period, but the metered approach seems practical and in harmony with learning the craft*
- This is the essence of why this program is different



Quick Aside:
**Should I go to
a short
course?**

Yes!

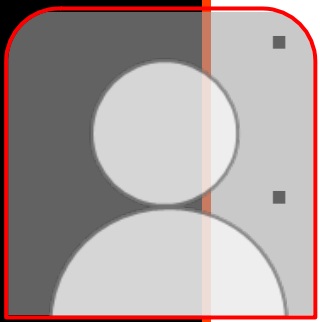


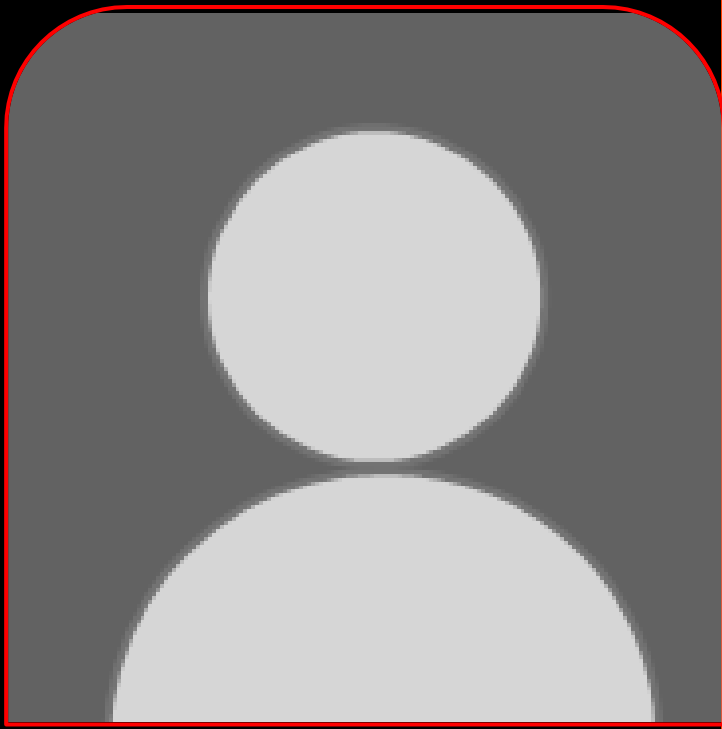
- **Benefits of a short course**

- Start with a good foundation
 - *Use it as a start to beekeeping.*
 - *Get exposed to the concepts, jargon, and practices.*
 - *But know that this program will augment your short course with more timely reminders of what is in front of you.*
- Short course, or some form of training, are in the regulations...
 - *If you are in NJ, there is a stipulation that you take some form of recognized training in order to qualify to keep bees in the state.*



- Setting up an apiary for honey bees requires careful planning and preparation. Here are the basic steps:
- **Choose a location:** Look for a location that has access to sunlight and a source of nectar-producing plants, and that is protected from strong winds. The location should also be easily accessible for maintenance and honey harvest.
- **Obtain bees:** You can obtain bees by purchasing a packaged colony or a nucleus colony from a reputable beekeeper or supplier.
- **Prepare equipment:** You will need beehives, frames, foundation, a bee suit, gloves, smoker, and a hive tool.
- **Install the bees:** Place the beehives on a level surface, and install the bees into the hives.
- **Monitor the colony:** Regularly check the hives for signs of disease, pest infestations, and adequate food stores.
- **Provide forage:** Plant a variety of flowering plants that bloom at different times of the year to provide a source of nectar and pollen for the bees.
- **Harvest honey:** Harvest the honey when the bees have capped the cells, typically in the late summer or early fall.
- Remember, beekeeping requires time, patience, and knowledge. Consider taking a beekeeping course or seeking guidance from experienced beekeepers to ensure success in your apiary.





About the Managed Mentoring Program

The Program Layout



High Level Plan Approach

- **Annual Plan – Planning Objectives**
 - Planning beekeeping activities from phase to phase
- **Bi-Monthly Meetings**
 - Live Meetings + Lesson Instruction and Q&A
- **Beekeeper Visits**
 - Mid Year – Visit and Monitoring, Fall Closeouts
- **Networking**
 - Mentoring Get Togethers, consults, Social Tools
- **Sustain the program**
 - Pay it Forward



Program Layout Parts...

- **Program Introduction**
 - Today!
- **Phase 1 – Starting Out**
 - I want bees *to* Bees in the box
- **Phase 2 – Getting Up and Running**
 - Bees in the box to fully operational hive
- **Phase 3 – Surviving Winter**
 - Fully Operational Hive to Winter Preparation
- **Phase 4 – Winter to Spring**
 - Winter Preparation to Spring Forage



Parts... continued

- **Phase 5 – Spring to Summer [Year 2]**
 - Spring Forage [Year 2] to Summer
- **Phase 6 – Extracting Honey [Year 2]**
 - Summer honey Extraction
- **Phase 7 – Summer to Fall [Year 2]**
 - Queen Management and more
- **Phase 8 – Winter [Year 2]**
 - Overseeing Hives in Winter – Final topics of beekeeping

Spring Year 3 is a repeat of the Year 2 with support



What you will learn

■ Anticipated Activities for each part

- Each part of the journey for the first two years will be deconstructed
- We'll take successful models and advice and provide a roadmap of what to do in your first two years

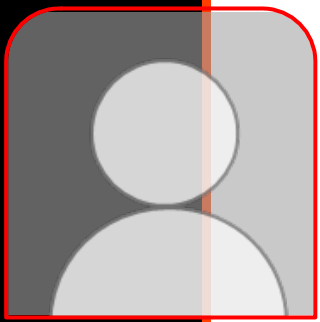
Along the way we will cover:

- What you need
- How to prepare
- How to install bees
- Colony Care
- Managing colony health
- Harvesting Honey
- Basic Biology and beekeeping management practices
- Humility



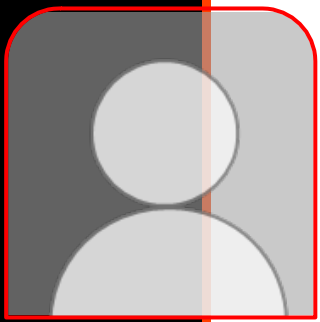
Lesson Titles (75 and Counting)

- **Langstroth Equipment**
- **Langstroth Equipment Pieces**
- **Purchasing Hive Equipment**
- **Other Beekeeping Equipment**
- **Protective Equipment**
- **Building Frames**
- **Hive Fabrication**
- **Hive Painting**
- **Sourcing Bees**
- **Queen Rejection - Packages**
- **Beekeeping is Local**
- **Choosing a Style**
- **Adherence to Regulations**
- **Be a good neighbor**
- **Apiary Design**
- **Hive Placement**
- **Bear Fencing**
- **Installing Bees- Package**
- **Installing Bees- Nucleus**
- **Post Install - First Week**
- **Hive Inspections**
- **Using A Hive Tool**



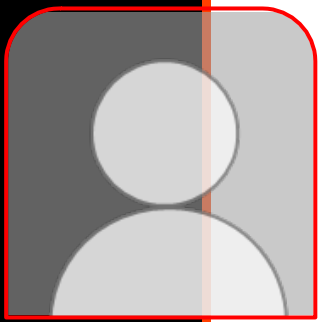
Lesson Titles

- **Things you will See**
- **Feeding New Colonies**
- **Equipment Prep for future stages**
- **Record Keeping**
- **From one box to Two**
- **Varroa Mites**
- **Small Hive Beetles**
- **Mite Monitoring**
- **Mite Treatment Options**
- **The Calendar of Summer**
- **From two boxes to two three or more**
- **Summer and Fall Feeding**
- **Propping up Weak Hives**
- **Summer Queen Assessment**
- **Robbing**
- **Mite Infestations in the Fall**
- **Equipment (comb) Storage**
- **Dealing with Waxmoth**
- **Executing Winterization**
- **Looking after Hives in Winter**
- **Bee Anatomy – Drones**
- **Bee Anatomy - Queens**



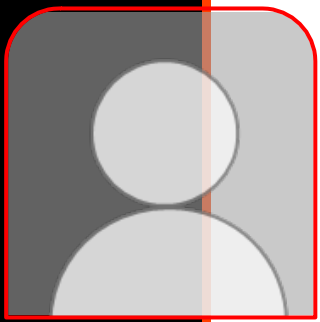
Lesson Titles

- **Bee Anatomy – Workers**
- **Preparing Fall Nectar Flow**
- **CSI Deadouts - Hive Autopsies**
- **CSI Back in Service**
- **Replacing Poorly Formed Comb**
- **Intro to Hive Maladies**
- **Swarm Triggers**
- **Swarm Indicators**
- **Swarm Prevention**
- **Introduction to Splitting Hives**
- **How to do a Traditional Split**
- **How to do a Walkaway Split**
- **Basics of a Demaree Split**
- **Hiving Swarms**
- **Supering Methods**
- **Utility of Nucleus Hives**
- **Introduction to Honey Harvesting**
- **Clearing Honey Boxes**
- **Uncapping Tools and Process**
- **Using Extraction Equipment**
- **Bottling Honey**
- **Replacing Queens**



Lesson Titles

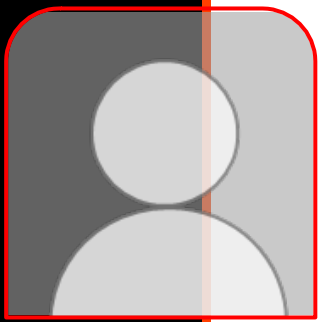
- **Replacing Queens**
- **Frame Management (Frame Game)**
- **Colony Thermodynamics**
- **Hive Monitoring**
- **Entering a Honey Show**
- **Rendering Wax**
- **Products of the Hive Overview**
- **Beekeeping Conferences**
- **What have you learned (Graduation)**



Keeping it contextual

□ We will Keep it basic and for *YOU*

- *A lot of information out in the world for beekeepers has a commercial beekeeper focus.*
 - It can be confusing to a new hobbyist beekeeper. Many beekeeping organizations cater to experienced beekeepers and it confuses newcomers
 - Many programs inadvertently cover content on overload
 - For example: If you are trying to get started, and want to know what equipment to buy, learning the life of the varroa mite in the cell is not terribly important at this time.
- *This is a safe place, and all the extraneous information is filtered out*



Program Design - Prerequisites

■ Some Mandates

- There are a few decrees in the instruction that result in certain constructs within the program. (These are centered on Conventional Beekeeping)
 - *The reasons are two-fold:*
 - The instruction would be too disruptive if it had to address various styles and techniques.
 - Users are encouraged to follow the direction because it leads to more mainstream support from those surrounding them.
 - Case in point, new beekeepers will likely struggle to find mentors or information beyond a book to use a Warre or Top-bar hive because there is not a lot of clubs that have trainers with experience in these form factors.
- Other factors built into the program/instruction take these ideas into consideration.

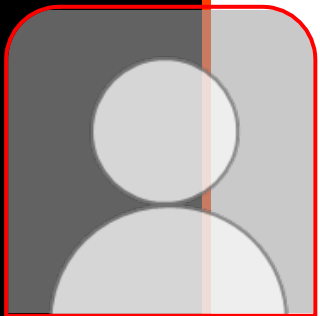


Some Program Stipulations

□ Common Wisdom, Common Situations

● *Before Outlining Stipulations*

- We hope that you understand that we did not go crazy and only have a few rules.
- Most of the stipulations are to make the course a better place to learn
- Some constraints are simply because the program is brand new and has to be adopted widely for things to work



Geography & Practice Applicability

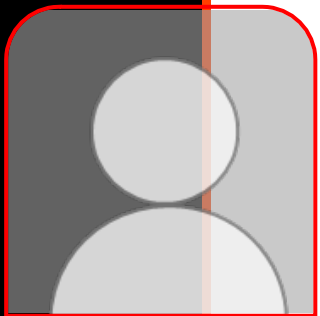
□ Geography and Stipulations

- *Geography*

- The course instructions are suitable for the Mid-Atlantic Region
 - This is the intended target audience.
- We are ok if you are here from outside that area, but please be respectful if you are not in that region by refraining from asking how to do it in your zone.

- *Stipulation let downs*

- If you came here with the intention to be a Top-Bar beekeeper and learned that this program is Langstroth only, sorry... You do not have to go away, but we are not going to allow for questions about top bars.



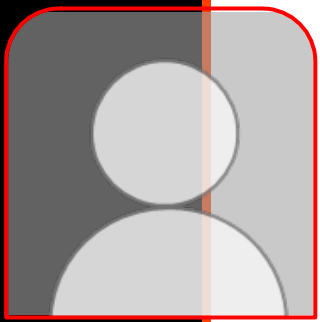
Why Two Hives?

□ Utility

- *Hives that start with packages are subject to challenges*
 - We know from working with new beekeepers that the best insurance to mitigate problems, is to have two hives so that resources from one can prop up the other should problems arise
 - Secondly, being pragmatic – hives die. If you only have one hive and it dies you will have to start over next year.
 - If you have as second hive, we can guide you to use that hive to replace your losses should you lose a hive.
- *Improved learning. You expedite your learning with two hives.*

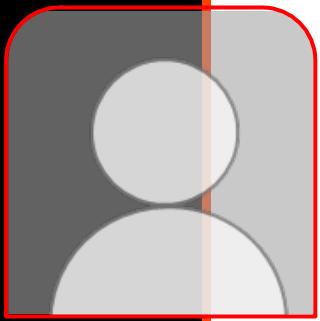
Incidentally,

We cover why there are challenges with packages as part of this courseware



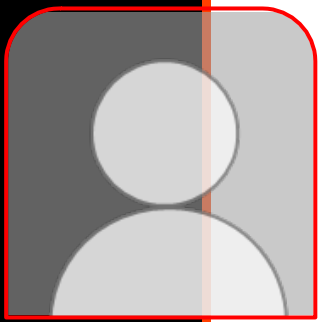
True Mentor Visits are very limited

- They only apply for the pilot agency (NWNJBA)
 - *This is a bit of a chicken and egg situation*
 - Clubs/Associations have not had exposure to this program
 - Therefore, they have not grappled with the requests to provide mentors (as associated with this curriculum)
 - *We anticipate that more will come on board as the program becomes known*
 - And we anticipate that participants will go back and discuss this with their clubs/associations



◀ (Please) Wax Foundation over Plastic

- We would prefer you start with Wax
 - *In our experience, wax foundation is superior for new hives*
 - As an aside: **This is probably the most controversial stance** in this program.
 - We have experienced new beekeeper struggling with plastic
 - In comparison, bees simply build out better on wax
 - *MM candidates – this is a distinguishing stipulation*
 - In principle, if you want to be more in step with the program, this is one area where you will humor us and go with wax instead of plastic.
 - We cannot in good conscience mandate it for several reasons, but we really, really, want you to use wax.





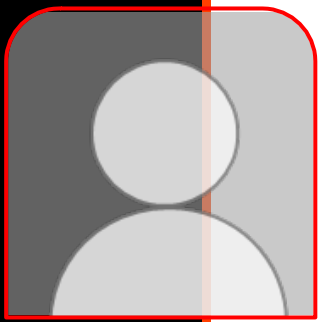
To illustrate
the point

This is a pretty
typical example of
poorly formed
comb on plastic.

Devotee of the MM Program

□ Last word for Stipulations

- *At some point we will have to provide evidence of how this program works.*
 - We already anticipate that some will only loosely follow the program
 - We are not going to be able to govern these inevitable behaviors.
- *MM Devotees*
 - We intend to examine what beekeepers did, and judge to what extent the followed the program outline.
 - Logically only the beekeepers who we see followed the program will 'graduate'



Community

- **Building a community**
 - An element in the program design is to create a local support resource
 - *Ideally the program will result in a community of people working together toward a common goal.*
 - *In the pilot programs we saw relationships develop between new beekeepers and they forged relationships and supported each other.*

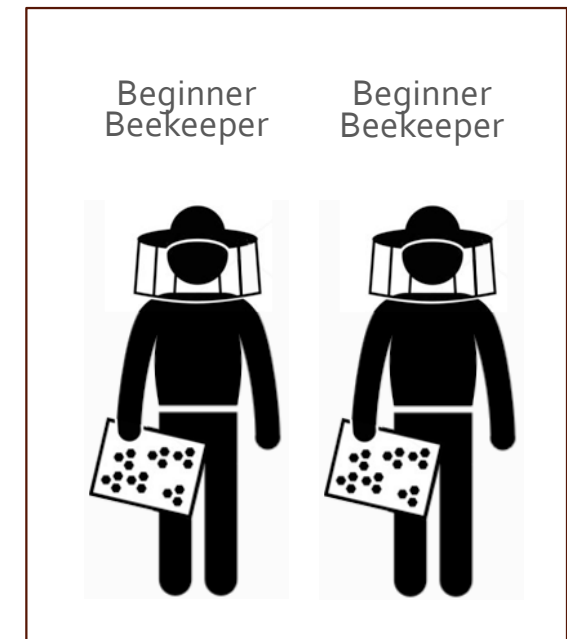
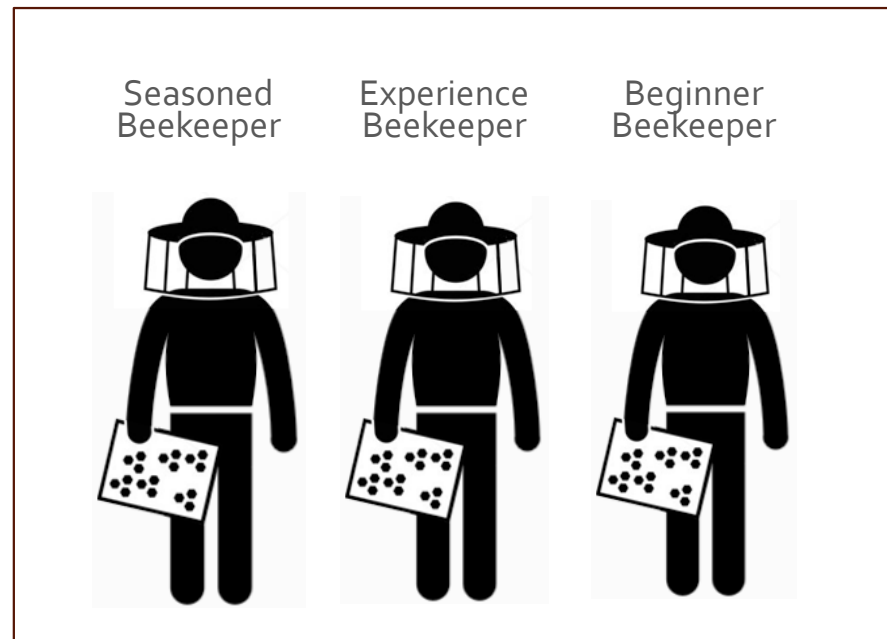
- **Pay it forward concept**
 - The program suggests that those benefit from the program support it in the future in a manner of paying it forward. This has been successful.



Mentor Arrangements

■ What you will receive

- This is a tailored plan, supported by visits
 - *We will visit two to three times a year (if you want) to ensure you are on the right track*
 - *We will facilitate a network of beekeepers to consult and communicate with*



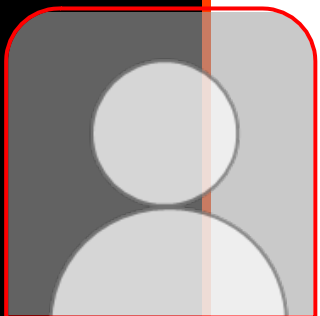
Visits

□ We will visit at pivotal times of the year

- *There are a few times of the year that require management practices crucial to success.*
 - We will come to your home, and open hives with you, and ensure that you are in a good place
 - We will answer questions for your specific situation

□ Emergency Consults

- *If everything is well, these will not be needed*
- *If however, something is wrong, we will arrange a meet-up.*



Disclaimer

*Perseverance
Required*

- **Even the best laid plans**
 - Unfortunately, beekeeping is not an exact science
 - Many factors play into success
 - *Mistakes are unavoidable, even with seasoned beekeepers*
 - *Not all bees are the same*
 - *Weather and other things 'happen'*



Disclaimer

Perseverance Required



- **The truth is**
 - There is uncertainty in beekeeping.
 - We obviously do not want you to fail but losing colonies is not and uncommon occurrence.
 - We will give you every good faith effort in the spirit of helping and assume you will also do your part.

- **Gauge your tolerance**
 - Beekeeping is somewhat risky and if you have no tolerance for possible failure...
 - *Or anticipate that someone else is going to resolve all discrepancies*
 - *Then perhaps you should consider if this is for you.*



Ownership, Sponsorship *and the possible* Underwritten Funding Model

■ **Managed Mentoring Branding**

- This program is being provided by Sunshine Hill Farms LLC.
- This program is being developed for the beekeeping community at large.
 - *The MM Program has partnered with the Northwest NJ Beekeepers Association as an ongoing pilot.*
 - *Somewhere in the future*
 - The pilots have helped the course to mature.
 - In support of the program, some aspects of the program will likely be sponsored in order to help support distribution costs.
 - The sponsorship is to defray the and is not intended to be profit based.



Program Cost

■ No Charge

- We have discussed this program with some commercial friends we have worked with in the past.
- All of the costs for now are paid by Sunshine Hill.
- In the future we will consider doing things like the model employed by NPR or public radio and TV.
- If there are sponsor plugs it will be in the form of
 - *This program is supported by....*

***Brushy Mountain is sadly no longer in business. We used the name illustratively. We liked Brushy stuff and it was a sad day when they closed their doors.**

- Brushy Mountain Bee Supply*. Brushy mountain has a full complement of beekeeping supplies. On the web at brushymountain.com.
- And by...



Intellectual Capital

■ Photos, graphics, etc.

- We believe that content should be easy to read, visually appealing, and well designed.
 - *As such we have used personally created images and photographs from my collection. Please respect the content in support of the program and refrain from harvesting it for sale or commercial use.*
 - *There are occasions where we have used images from others because it is not practical to create the reference. We will provide references to the sources of those images.*
 - We have done our best to stay with creative commons licensing for these purposes. If an owner wishes to request an image to be removed, we will do so with no discussion.



How to Participate - Engagement

Signing Up

- *To register for the program, please visit*

<https://www.managedmentoring.com>

- *Go to the START HERE page (on the main menu)*
- *Complete the form on the page (name, email, location, and a few questions)*
- *We will add you to our mailing list*
 - *Please be sure to check your spam filter, in case our emails are*

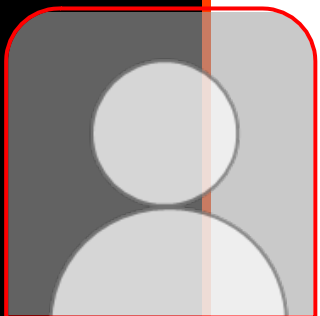
**We will only use
this information
in support of
the program.**



Program Participation

□ Mix of video lessons and online check-ins

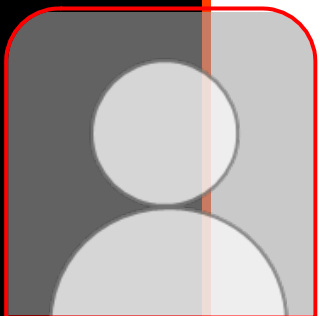
- *Watch the videos (from our YouTube channel)*
- *Then when the schedule calls, come to the online meeting (Zoom)*
 - We will provide a short reinforcement presentation of the key points from the videos for that period
 - Then we will host a Question and Answer (Q&A) to make sure everyone is in a good place to proceed to the next session.
 - We often facilitate a little bit of open topic discussion as time allows
- *The full schedule is on the website*



When you Register....

□ We will add you to our Constant Contact Tool

- *Most messaging will be communicated via email using constant contact*
 - Our constant contact email bulletins also will be posted to Facebook in the future and we will let you know where that is when it is setup
- *The schedule for the program is on the website*
 - We will have the schedule and the Zoom conference call information on the website for the bi-monthly sessions



Closing Comments

■ Customary Close

- At the end of each presentation is a snapshot of what comes next
 - *With the close of the introduction, it is time to start watching the video lessons.*
 - *This is the list of the starter set of lessons to watch*
 - Overview of **Langstroth Equipment**
 - Review of the individual **Langstroth Equipment Pieces** in a hive stack
 - Some tips for **Purchasing Hive Equipment**
 - And information about **Other Beekeeping Equipment** for your kit.



Q&A

- **What Questions did we not anticipate?**
 - If you have feedback, you can leave a constructive comment; but be nice.
 - You could also send an email to comments@managedmentoring.com
 - *Please refer to this video in the subject so we know what the reference is.*



Thank you for considering managed mentoring



■ Thank You

- We hope this introduction was informative
- We are excited to get underway
- And we are excited for you

- Thank you for taking the time
- And we wish you the best
- As you begin the journey of becoming a beekeeper

*Like our beloved bees,
When beekeepers go together
They can accomplish great
things.*

