



The Association as a Super Organism

In Support of Beekeeping

October 9th, 2021 | Omaha Beekeepers

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SLIDE #XX: Rose Hive <http://www.rosebeehives.com/>



❑ If you see a pin...

● I will be coming back to that at a later point



Where do you fall on the continuum?

❑ Each level: different needs

- *New beekeepers require instruction that is completely different the beekeeper with one year of experience*
- *Presumably a second-year beekeeper also has different needs as the first year can often be considered a 'build year' while the second year is more operational*
- *Those with several years may get by but some may not feel like they are comfortable with their programs.*



Responsibility Assessment

❑ Question. So, who takes care of us?

- *Who provides guidance?*
- *Who facilitates training programs for hobbyists?*
- *Where do cultural norms and directions come from?*

❑ Answer. It Depends

- *The proper answer is there are a wide array of choices to learn beekeeping and the craft.*
 - One key dynamic: Club or no Club involvement

Answer = Club (Association, etc.)

□ Let's assume the path is for club involvement

- *Of course, one can selectively learn on their own, fine choice*
 - Surprisingly, there are so many that have never stepped foot in an organized session. They are completely self-taught and self-managed. Good for them.
- *In this session we will talk about the path of working within a club*

□ Objective: Become a competent beekeeper

Beekeepers with Common Goals

❑ **Objective: Become a competent beekeeper**

- *We can all agree that whether we are brand new or even a seasoned veteran, we all want the same outcome – to be a good beekeeper*

❑ **Fostering the art of Bee Culture**

- *Associations, along with industry, share some of the responsibility to foster the culture and tradition*

Specifically, it is
mostly the local
organizations that
support **hobbyists**

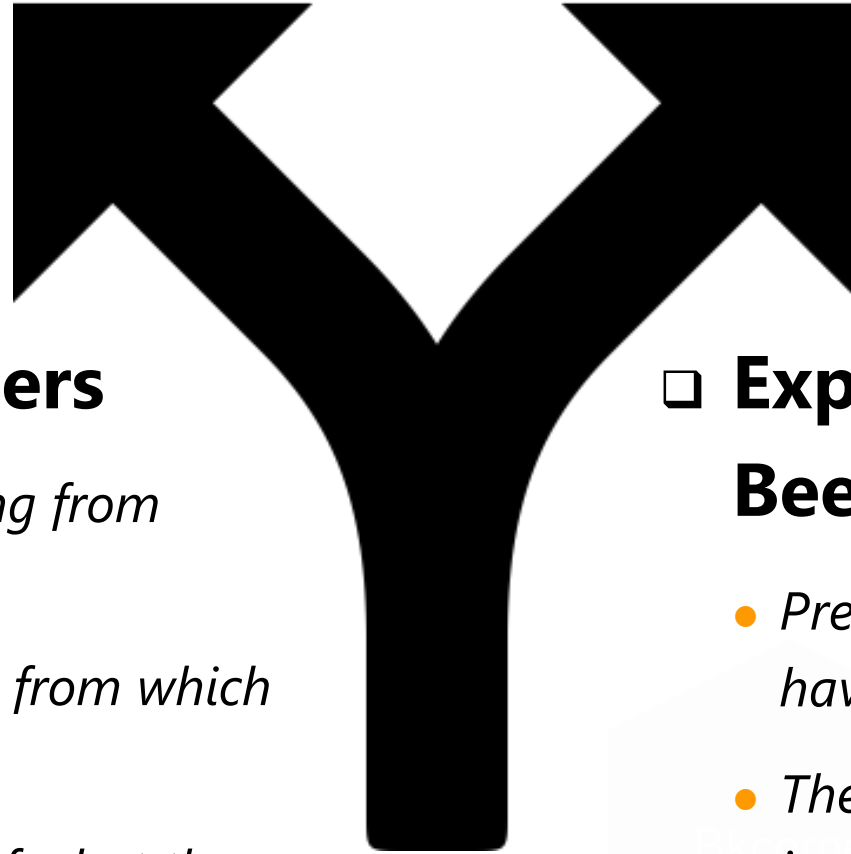


Serving the Needs

□ Diversity of needs

- *Coming back to the point made just a bit ago, each of the groups require different information dissemination*
 - New beekeepers need basics and experience
 - 1st and 2nd year beekeepers need to build on a base of learning + reinforcement
 - Multi-Year beekeepers need more advance topic coverage + reinforcement
 - And Veterans likely want to focus on the task at hand so they can have success
- *Paths Diverge*

Diverging Paths



❑ New Beekeepers

- *They will be starting from scratch*
- *They have no base from which to draw upon*
- *Their perspective of what they need is amateurish*

❑ Experienced Beekeepers

- *Presumably, 1st year and up have a baseline*
- *They will always be on a journey to learn and improve.*



We must consider that these groups need to be served in their own ways



So Let's Talk



The NJ Scene



Morris County Beekeepers Association – South Jersey Beekeepers Association – Mid State Beekeepers Association – Jersey Cape Beekeepers Association – Essex County Beekeepers Association

❑ State Association

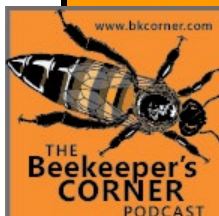
- *New Jersey has a state org the parent to the state Branches*

❑ Branch Operations

- *There are 10 Branches (Clubs) around the state.*
 - The various regions of the state are served by individual branches
- *The associations operate independently*
 - They collaborate and coordinate when it is beneficial to do so
 - Over the past few years with the popularity and explosion of beekeeping the associations have **upped their games**



**And they
face a lot
of challenges**



One challenge in particular...

There sure are a lot of us these days



Why is that?

✓ Beekeeping Popularity

❑ Conventional Reasons

- *Fresh Honey, Connection to someone, No Particular reason, Appreciation for bees, and so on...*

❑ Colony Collapse Disorder

- *"Save the Bees"*
 - In 2006 the media latched on to CCD and made it a running topic



✓ Beekeeping Popularity

❑ Slow Food/Farm to Table

- *The food culture has really come on.*
 - People are connecting with where food comes from and the connection with honeybees

❑ COVID

- *A recent development*
 - The public has embraced new hobbies and beekeeping has seen a surge



Clubs are Thriving

❑ New Beekeepers at Every Turn

- *The hobby and sideliner ranks are growing year on year*
- *No signs of slowing down.*

❑ Omaha Bee Club

- *Steady increase over the last 10-12 years*
 - 120 to 150 members at the peak

Keep in mind
that we are but
one of the 10
branches

Northwest NJ Branch: 227
(in 2016 it was 105)

Bee Club Members

*Please print off form and send to our mailing address. Please include your payment for membership. Mailing address is at the bottom of this form.

Type of Membership

New _____ Renewal _____

General \$25 _____ Family \$30 _____

General Membership of \$25 a year will include free admission to all monthly meetings, library privileges, use of tool shed, eligible to Member Only activities and events. My put want ads in our newsletter and webpage, ability to cast one vote at the Bee Club Elections.

Family Membership of \$30 per year will include free admission to all monthly meetings, library privileges, use of tool shed, eligible to Member Only activities and events. My put want ads in our newsletter and webpage, ability to cast two votes at the Bee Club Elections.

Any payment for membership will be from January to January. If membership is paid after January, that membership will start in January and end the following January.

At various meetings, events and activities, the Omaha Bee Club may have live honey bees on location. ALL attendees, participants, and members are expected to have consulted with their medical professional in regard to actual or anticipated bee sting allergies BEFORE attending or participating in any Omaha Bee Club activities, events or meetings.

By signing below, the member agrees for themselves and any family, non-family, or business colleagues, that they have read and understand they are responsible for their own safety, protection and medical necessities. The Omaha Bee Club, its officers, members and partners will NOT be held responsible or liable for any medical or non-medical issues arising from participation in the Omaha Bee Club, its events, activities or meetings.

Print Name _____

Signature: _____ Date: _____

Mailing Address:

Omaha Bee Club
4089 South 84th St
Box 211
Omaha, NE 68127



Keeping Pace

*While
fostering the
culture*

❑ It is a challenge

- *With larger groups of beekeepers to look after, there is more work to effectively support and meet expectations*
- *Clubs should be periodically revisiting program delivery*

❑ It requires Progression and Evolution

- *How you would run a meeting ten, even five years ago is very much different from today*
 - Varroa Mite do's and don'ts have evolved
 - Younger Beekeepers and ways of working
 - Wider practices to consider (Flow-Hive, Treatment Free, etc.)

All of this to say as '**consumers**'
the marketplace is changing

■ The Age Mix

❑ Beekeeping is Gen-X and Boomer

- *Most traditional mainstream beekeepers, lets call them conventional, are older – 50s, 60s, 70s.*
- *Millennials (25-40) are coming > 30s, 40s, and such*
- *GEN Z (6 to 24) showing incidental Interest*

❑ A younger influx?

- *If we take that into consideration – Millennials are our target audience*

The **average age** of a beekeeper these days **is between 57 and Dead.**



Ways of Working

❑ Each generation has a way

- *They have been raised differently*
- *They have been educated differently*
- *They have different tools/resources available to them*
- *Technology evolves*
- *Access to information is unprecedented*

Supporting Brand New Beekeepers

□ Age notwithstanding

- *Things have not changed*
- *Beekeepers need a sound Foundation*
 - Ensuring they have the basics to become competent beekeepers
- *Programs need to be suitable to the consumer*
 - And while we are at it, ensuring the approach is suitable for the **hobbyist**



Kevin Moment: Coming back to hobbyists



❑ How do we feel about how the hobbyist beekeeper is served?

● *Disconnected?*

- Sometimes it feels like there are some disconnects when it comes to the hobbyist point of view.



Specifically, it is mostly the local organizations that support **hobbyists**



**The commercial
beekeeping
industry very
much plays a
role in how
beekeeping is
done**



Is It Our Beekeeping?...

❑ Kind of, *but not really*....

● *Research and Equipment*

- Research often has a commercial bias
- The foundation of our Equipment is designed with a slant to suit commercial pursuits

● *Training*

- It frequently comes from 'experts' in the commercial space
 - ❑ This is not a dig at the expertise of commercial beekeepers. It simply is a recognition that they often do things differently from a backyard beekeeper.



- ❑ Commercial influences are both pro and con from a backyard beekeeper point of view.

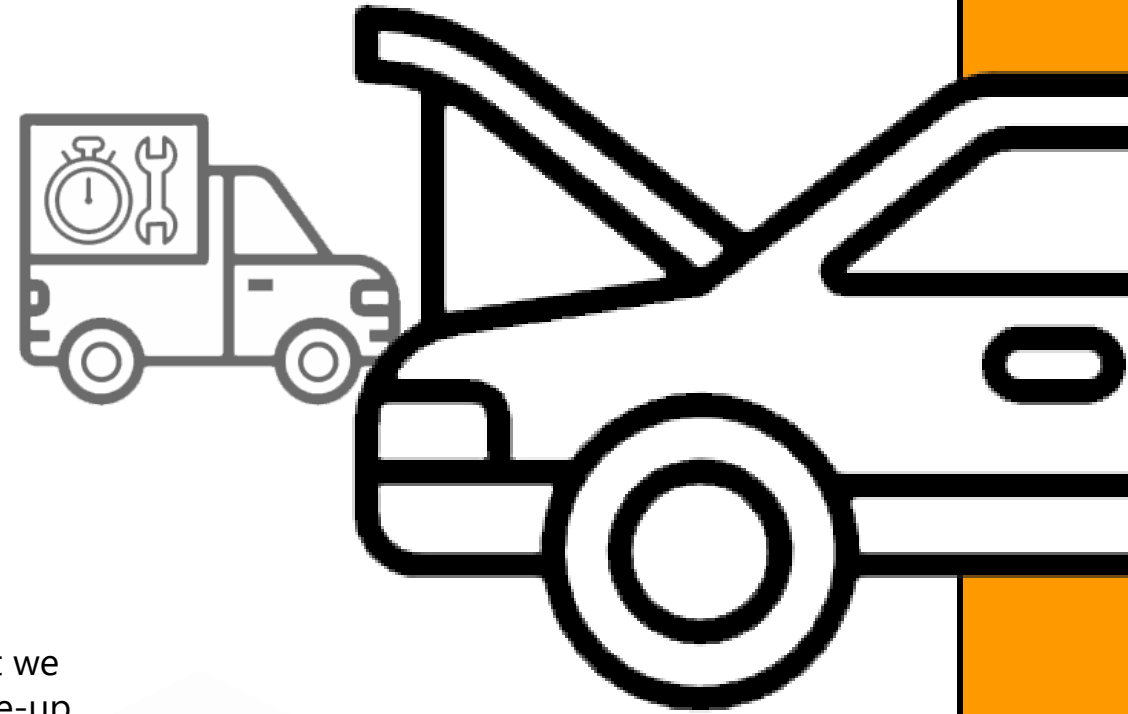
Evaluation of the Environment

Looking from the 50,000 foot view

How About a Tune-Up?

□ What can we do better?

- *At the heart of the organization is to provide support.*
 - We **interact** and we **exchange**
 - For each of these opportunities we can examine what we do and decide what is working and what needs a tune-up
 - We exchange through **distribution**
- ***If we reevaluate and evolve (or simply keep pace), we can be even more successful***





❑ **Where we Interact**

- *In Person/Virtual Meetings*
- *Field Meetings Club Hives*
- *Training Sessions*
- *State Meetings*
- *Internet, Other*

❑ **How we Exchange**

- *Provide Content*
- *Demonstrations*
- *Hands On*
- *Video and Audio*
- *Content Collection*

What we distribute, Where we distribute it

□ Distribution Opportunities

- *Each interaction has the potential to generate content to be distributed*
- *From the point of view of the beekeeper*
 - Can they access it? Is it available?
 - By what manner is it distributed to them?
 - Will it be available to refer back to?
 - How do they learn where to consume it?
 - Has it been provided in a manner which is suitable to that particular individual?



Finding Focus

Reimagining Delivery and Keeping Pace

❑ **Keeping Pace**

- *Delivery that suits today's lifestyle*
- *That is up to date with the target audience*

❑ **Reimagining**

- *Interactions that are more aligned to the hobbyist*
- *Contextual to what they know*
- *Contextual to what they need to know, in that moment when they need it.*



Keeping Pace

Undocumented

□ There are *unsp^oken requirements*

- *Everyone consumes in a different way.*
 - Mantra: Make it accessible, make it convenient
 - We are accustomed to getting information in ways that suit us.
 - We are used to the way the world caters to us
 - Commercial pursuits go deep and cater to delivery for various lifestyles.
 - In some respects, this raises expectations and sets a high bar.
- *Society has a low tolerance for inept delivery*
 - Even volunteer clubs must meet pretty high expectations; no pass given

Concept

Undocumented Requirement:

Requirements that are inherent.

Requirements that may not be known by the participants but are sure to emerge.

Experienced subject matter experts often attuned to undocumented requirements.



Reimagining Beekeeping

Undocumented

□ What are the *unspoken* requirements?



- Pretend you are Steve Jobs, and you want to reimagine, and serve, the **hobbyist** beekeeper experience.
 - What do they want?
 - Information in the moment – given in the most pleasing way
 - The challenge is to serve **diverse** experience levels
 - Veterans, Intermediate, Moderate Experience, to Brand New
- Answers to questions for each experience level in the moment
- Answers to near term questions and planning for what is coming



Concept

Undocumented Requirement:

Requirements that are inherent.

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Experienced subject matter experts often know of the undocumented requirements.



Reimagining Beekeeping

□ What are the *unspoken requirements*?

- *Concise, Snackable*

- We live in a soundbite world.
 - Attention spans and learning methods have evolved.
 - Strip it down, keep it focused
 - The mind can only absorb what the posterior can endure

- *What of comprehensive?*

- A subset are striving for mastery, and they are seeking out a more comprehensive experience
- Some want more than sound bites; Supporting information and references are also made available

Concept

Undocumented Requirement:

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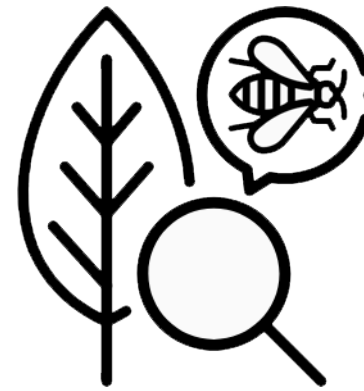
Reimagining Beekeeping

□ Relevant Content

- *Deconstructing for relevance*
 - Two paths:
 - Things that benefit everyone
 - Things that benefit certain experience but that are not relevant to the others.

□ Biology Driven

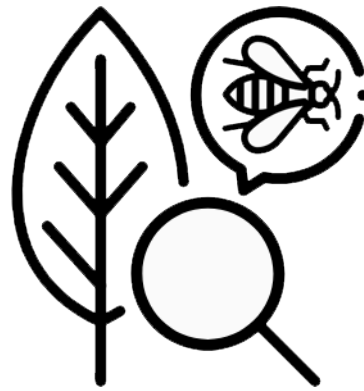
- *When it comes to management: **BIOLOGY DRIVEN***
 - The longer you keep bees, the more obvious it becomes to embrace the biologically driven approach



Concept

Biology Driven:
Honeybees have inherent biological needs and as such, if we can get in tune with what the bees are doing, then we stand a better chance at being successful

Biology Driven



I Believe

- It is our job to become a focused biology driven beekeepers.
- And my hope is that we teach and pass on our methods to hobbyists.

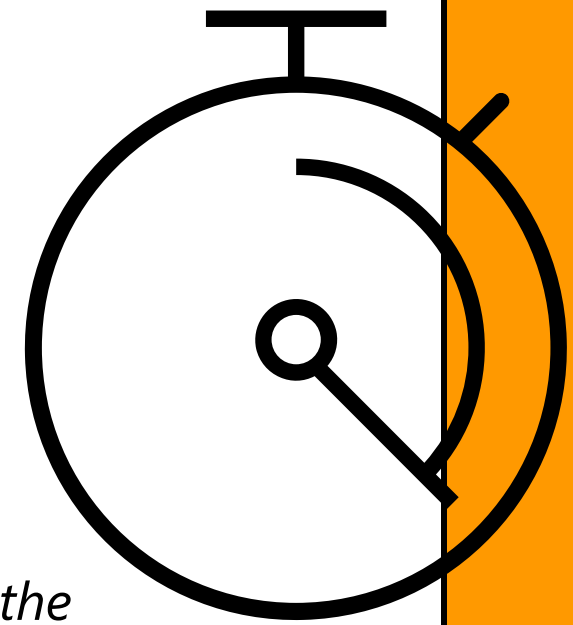
❑ Honeybees conform to nature

- *Honeybees have been honed to perfection by millions of years of evolution;*
- *Everything about the super-organism has a purpose, a balance*

❑ Biology Driven Success

- *We succeed when we strive to align that beekeeping is biology driven*
 - One moves beyond the standard seasonal, date on a calendar, approach to something more lock step with the bees.

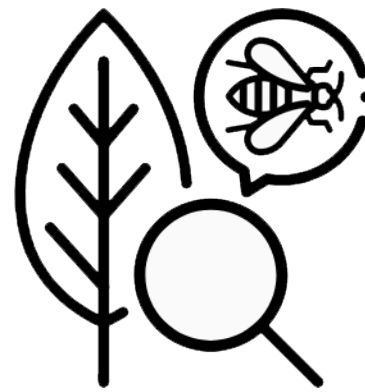
Hobbyist Time vs. Commercial Time



□ One thing we hope we have is time

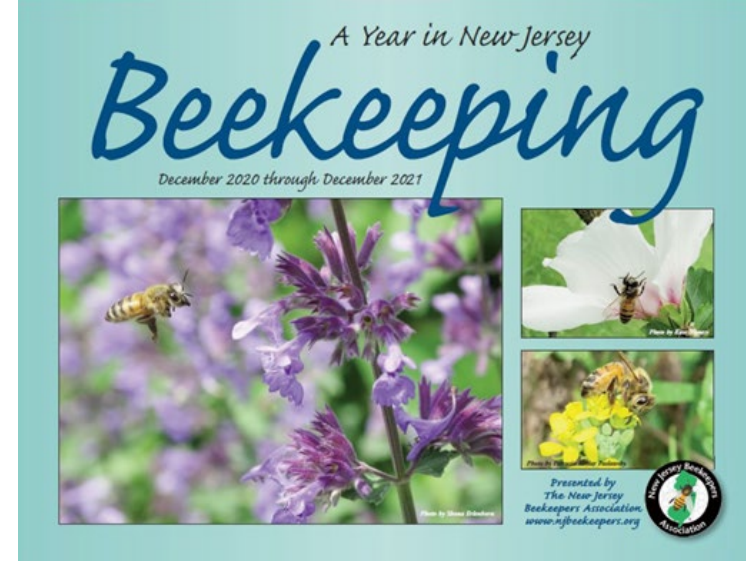
- *Time, in some respects, is where the hobbyist diverges from the commercial beekeeper*
 - Hobbyist beekeepers have a handful of hives
 - Sideliners and Commercial Beekeepers have dozens, hundreds, even thousands of hives.
 - It stands to reason that time spent per hive is very different
- *We all have our 'time' challenges in life*
- *I would argue that hobbyists can **make time** to do the right thing*

Biology Driven



❑ Calendars are a useful tool

- *Biology Driven beekeepers still observe calendar milestones*
- *However, more emphasis is given on the state of the colony.*
 - In my opinion, Many of the most successful beekeepers I encounter understand, and employ, a biology driven approach.
 - They refer to the calendar as a guide, but follow the biology
- *Mastery is to understand the biology and how it drives care*
 - Why? Because every colony is unique.
 - Some colonies simply will not confirm to a calendar plan.
 - The good news, if we grasp the biology, we can tailor our plans



The Blueprint

New Jersey Clubs have come a long way

The NJ Scene



Morris County Beekeepers Association – South Jersey Beekeepers Association – Mid State Beekeepers Association – Jersey Cape Beekeepers Association – Essex County Beekeepers Association

❑ A lot of East Coast 'Type-A' Swagger

- *It should be known; many people in NJ are rather direct*
- *They bring a lot of professional expertise to bear in volunteer situations and are pretty competitive*

❑ Tactics

- ***What follows** are some of the **more successful and creative tactics** that NJ clubs have employed to keep up with demands*



Interactions: Meetings

□ Each meeting is a micro-event

- **Style:** *in-person, virtual, hands-on*
- **Audience:** *Local, Open, Community*
- **Message/Content:** *Speaker, presentation, Demonstration*
- **Support:** *Food, Supporting Materials*
- **Communication:** *Email, Website, Announcements, Social Media*



Executive Meetings: Tactics



Our Northwest Exec Members
are a tight nit group, and true friends

❑ Meeting Framework

● *Broad Plan with Individual Execution*

- Objective based plans
 - ❑ Staging of cohesive, big picture, desired topics
 - ❑ Planning for the **biology driven** beekeeper content
- Annual or Bi-Annual Symposium



● *Annual Objectives*

- Organizations can establish year-on-year goals and objectives
 - ❑ Address both tracks
 - Supporting existing beekeepers
 - Supporting new beekeepers
- Coordinate and Collaborate with neighbor programs

Building A Plan

❑ Develop baseline content

- *Focus on the list of things beekeepers need to know*
- *Intersperse it with lists of things that keep an interesting mix*

❑ Meeting Cadence

- *Recognize that new beekeepers and experienced beekeepers are different*
 - Each meeting should have a mix, and balance, of guidance and topic exchange
 - Sometimes less experienced (and new) beekeepers **need their own place**



Two Paths: **Differing Agendas**

❑ **Experienced Beekeepers**

- *Experienced beekeepers know what they know...*
 - Often experienced beekeepers are dealing with what just happened
 - They are dealing with what is current
 - ❑ They are often planning for what to do about this
 - They want to plan for what is coming.
 - They are going to talk about things using terminology that is going to leave new beekeepers behind

❑ **New Beekeepers**

- *Newer beekeepers want to express what is going on...*
 - They want to tell what they see
 - They want to know what it means
 - They may not understand the biology
 - ❑ Experienced beekeeper talk does not connect
 - They want guidance and instructions
 - They are not sure who to trust
 - They often exhibit uncertainty and anguish over what to do

Kevin Moment: **Training**

❑ **Short Courses – New beekeeper training**

- *Let's have a quick aside about training, and recognize a shortcoming*
 - Training courses are invaluable. They serve as a good base
 - But in truth they are really a jump off point, and it is the real world that matters
- *The Structure is misplaced*
 - Short Courses attempt to teach a person who is brand new
 - ❑ New beekeepers have little to no experience with this complex subject.
 - ❑ It really does not sink in.
 - When we realize this, we can start to compensate for it
 - ❑ To take this idea and support it through a different way of supporting new and less experienced beekeepers
 - ❑ When you bring newer beekeepers along, the entire organization grows

The bad side of training

- Taught by 'experts' who often speak in terms not understood
- Includes moderate to advance topics
- Fast paced
- **Hard to retain**
- Little to no hands on
- Broad range of topics that overwhelm
- Vary in consistency and level of information conveyed
- **Lack reinforcement**

Quell New Beekeeper Anxiety

□ Recognition and Acknowledgement

- *We can recognize that new beekeepers are anxious*
- *We can bring this to light and acknowledge it out loud with assurances of a plan*
 - This is beneficial for the club and for new beekeepers
 - A quick word on intermediate beekeepers:
 - It is interesting to note that there are plenty of seasoned beekeepers who have experience but never really got comfortable and still struggle





The Northwest Approach

□ Programs designed with new beekeeper considerations

- *Each session is designed and planned with the new beekeeper's point of view considered*
 - It could be noted that we also design sessions that target more advanced beekeeper topics; they are stakeholders too
 - We often open our meetings with disclaimers for new beekeepers when advanced topics are presented
 - We request our presenters to keep new beekeepers in in mind where possible

EXECUTION and TACTICS

Program Details to Consider

Examining Oversight

□ We all do these things today

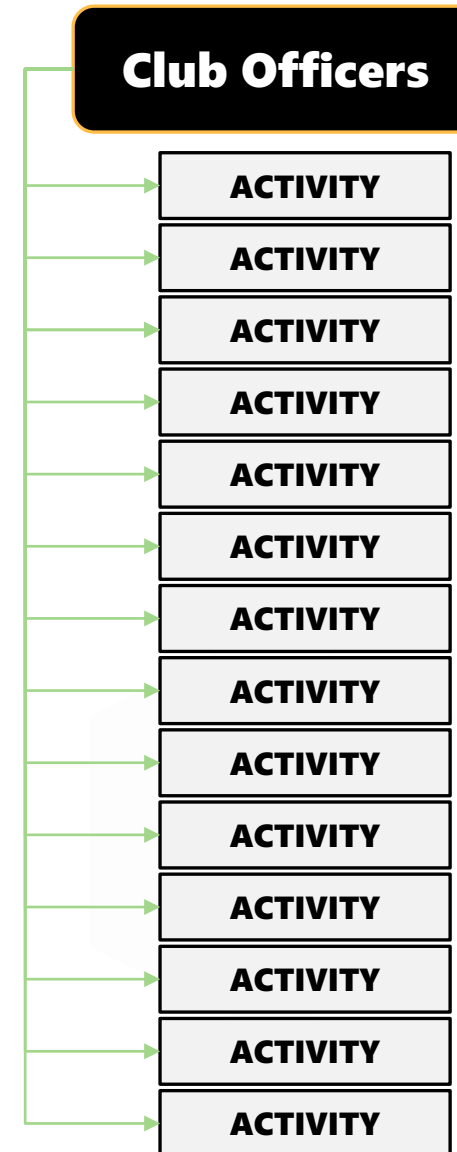
- *Design Sessions*
 - Choose topics, organize agendas
 - Manage Presenters
- *Organize Logistics*
- *Update Websites*
- *Communicate Event Information*
- *Record and Facilitate*
- *Share Out Resources*
- *Facilitate Training*
- *Provide Hospitality*
- *Manage Periphery Activities*
 - Registration and renewals
- *Manage Apiaries (if applicable)*
- *Finance*
- *Outreach – Public Relations*
- *State Organization Collaboration*

If we are doing these things already
How can we do them better?

Typical Governance

❑ From my travels

- *Most times the organizational direction and delivery sits under the officers or executive board*
 - Some clubs have committees, but they are usually related to periphery activities like outreach and election committees
- *When it comes to work, the **pareto principle** is almost universally at play*
- *There is a lack of delegation*



Concept
contextually presented

Pareto Principle:
Roughly 80% of the 'work' will be done by 20% of the organization

The larger the workload the more constrictive a centralized oversight model becomes



Meeting Structure and Incentives

Rethinking (Improving) Meetings

- *Focused High Value Topics*
 - Imperative to cover management strategies. Prep relevant topics and limit or avoid run-on nonvalue add stories
- *Topics Related to Objectives*
 - Stated earlier, each topic is aligned to overall club objectives
- *Incentives and fun elements*
 - We purposefully design elements into our meetings that our beekeepers have enjoyed. This alone sometimes compels participation





Meeting Structure and Incentives

❑ Incentives

● *Honey Tasting:*

- We developed a 15-minute honey tasting segment that we include when appropriate. We have beekeepers bring in a wide variation of honeys and we do scoring and tastings.

● *Built In Social Window*

- We purposefully carve out time for beekeepers to talk. Built-In networking.

● *Q&A Window*

- We always dedicate time for question-and-answer exchange at the end

Resinous

Cedar
Oak
Pine
Beeswax
Propolis

Burnt

Roasted
Ash
Coffee
Smoky
Toasty
Burnt Toast

woody

Confectionary

Marshmallow
Butterscotch
Cotton Candy
Creme Brulee
Burnt Sugar
Molasses
Toffee
Vanilla
Maple

Fragrant

Jasmine
Rose
Peony
Lavender
Orange Blossom
Lilac
Violet

caramel



Nutlike

Pecan
Chestnut
Walnut
Almond
Hazelnut
Pistachio
Pine Nut
Coffee Grounds

nutty

Sensation

Peanut Butter
Maple Syrup
Chalky
Crumbly
Velvety
Tingy
Oily
Milky
Taffy



Meeting Structure and Incentives

□ Incentives

● *Food*

- It is not hard to imagine the dynamic food plays when it is introduced
- **Did you know beekeepers are great cooks!**
- We go the extra mile to have food in our events if possible

● *Food Centric Sessions*

- We often host a picnic at a members house in the summer
- We always have a potluck holiday meeting in December



Audio Visual Matters

❑ Presentation Acumen

- *Communication for the topic presented is paramount*
 - Invest in the equipment required to do the job
 - Quality Microphones, Speakers, Sound Board, Presentation Gear (Projector, Screens, etc.).
 - Peripheral equipment – ‘Clicker’, Batteries, Cables, Adapters
 - **Establish a team** that is versed in this.
 - Ensure that you have several individuals that work together so each event has someone who can do it

The easiest way to disappoint participants:

- 1. If they cannot see it**
- 2. If they cannot hear it**



Summer Picnic Meeting + Live Bee work



While you are at it...find someone who can
Take Photos and **Video** – Every session



Distribution

Many Groups were forced to grapple with the complications of COVID

□ All the effort lives on

- *A lot of work goes into a session.*
- *Many sessions happen in a point in time and only to the benefit of the participants who were able to come*
- *If you record a session (Audio, or Video), **then it can live on***
 - There are several strategies to distribute it.
 - Be where THEY are.
 - This means tell them via the website, tell them via the mailing list, tell them on the YouTube Channel, Tell them on Facebook, etc.
 - At minimum be consistent as to where things live



WORDPRESS



zoom

webex™



Microsoft
Teams

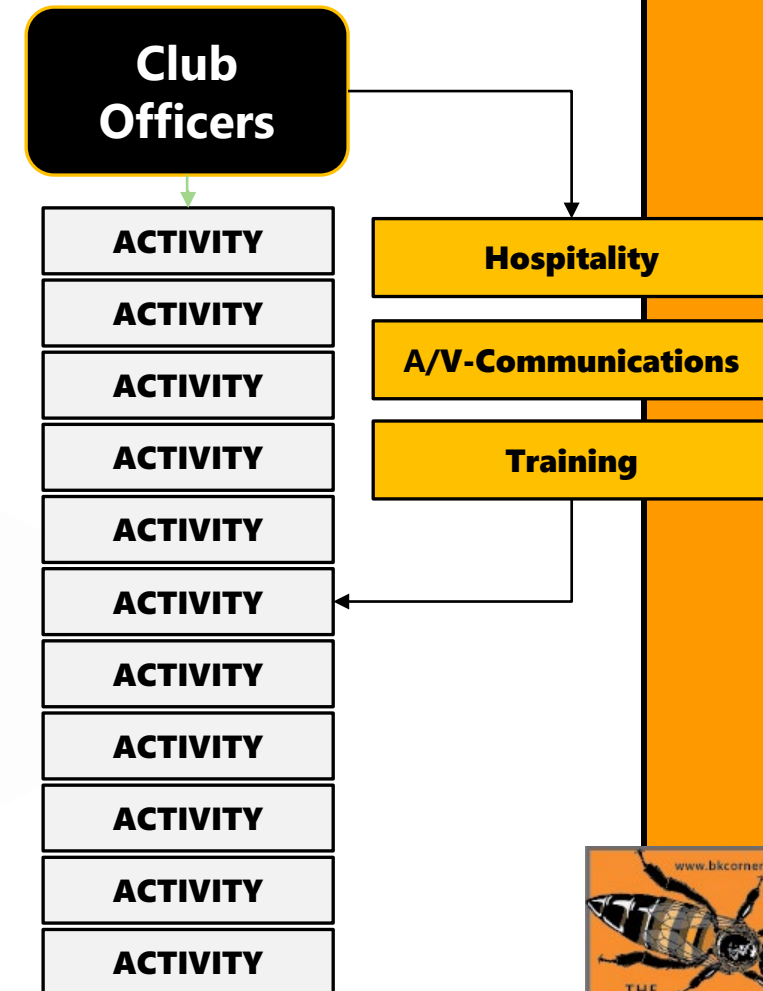


Kevin Moment: **You and What Army?**

I might know
what you are
thinking

❑ **The requirements are piling up**

- *Who exactly will all of this be delegated to?*
 - First, *let it wash over you*. Absorb it, acknowledge it, embrace it. Then figure it out.
 - Tactic: Start small, and build for the future
 - Concentrate on what is important, and staff those functions
 - ❑ Keep working on it and be patient.
 - ❑ Things will ebb and flow, but in time it will evolve and become a norm
- *Maybe an answer looks like this >*



Rome wasn't built in a day...

THE BEES
NEED YOU

Hospitality

A/V-Communications

Training

□ When it comes to organizations

- *Organizations that have large member bases have expertise in the ranks. It takes persistence and little victories*
 - The hardest part is mustering a program to bring those resources in, get them up and running, and to give them proper direction so they can produce
 - But make no mistake, if you make that investment, little by little it comes together
- *Often times, there are those who are frustrated and looking to help*
 - It is an effort and a relief if it gets off the ground
 - Employ a buddy system. Often two people can agree to take something on.

Northwest New Jersey
Beekeepers Association



*A branch of the
New Jersey Beekeepers Association*

Northwest New Jersey
Beekeepers Association

in the
thwest
Jersey
keepers
iation...

Volunteer

Beekeepers: Get Involved

The Buddy System

❑ Find a friend in beekeeping

- *Two heads are better than one*
 - It truly makes it enjoyable and productive if you develop relationships with other beekeepers
 - Exchange ideas, help with equipment and resources, manpower
 - Learn together: share mistakes and learnings

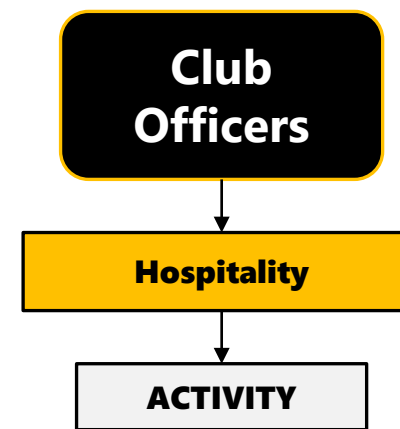


❑ When you Spend Time with Beekeepers: You talk beekeeping...

- *Exchange of ideas, friendships, super productive things happen when you reach out*



Hospitality Lead



❑ NW's Hospitality Lead

- *Ensures new members are welcomed at a meeting*
 - Please, **if there is one thing that should be addressed** it is to say hello and welcome new participants and guests.
 - ❑ Many times the meeting delivery team is super busy with setup. New arrivals wander in and find a seat without a word.
 - ❑ How nice would it be if someone simply said hi, and started from there as people arrived?
- *WELCOME KIT with a playbook about what is offered to members*
 - New members are emailed a soft document that has details of different things that are part of the organization's delivery



Welcome Kit

- *Some of the Kit Content Elements*

- Welcome and overview
 - Branch Overview & Officers
- Getting Started
 - Some advice and insight on keeping bees in NJ
- Resources
 - State providers of products and services
 - Suggested books and sites
 - Honey Info and source
 - Bee Friendly Garden Tips
 - Insect Identification
- Programs
 - Fairs, Hive Registration, Winter Loss, State Newsletter, Beekeeping Calendar, etc.

Northwest New Jersey
Beekeepers Association



*A branch of the
New Jersey Beekeepers Association*

WELCOME TO THE NORTHWEST NEW JERSEY BEEKEEPERS ASSOCIATION

Welcome to membership in the Northwest New Jersey Beekeepers Association (NWNJBA), a branch of the state-wide New Jersey Beekeepers Association (NJBA). The Association, a not-for-profit all-volunteer organization, represents more than 150 beekeepers who raise bees for love and honey. We're as diverse as the many towns in the Northwest area, but are unified in our fascination with and affection for bees.

Most of us are hobbyists, but there are some people who try to make a bit of extra income from their 25–300 hives as well as a handful of full-time professionals. Our members' hives produce hundreds of pounds of honey per year. Our members generally reside in the Hunterdon, Warren, and Somerset counties, but membership is not limited to this region of the state. Our association is open to beekeepers or anyone interested in beekeeping or related activities without discrimination as to gender, gender expression, sexual orientation, race, color, or creed.

We want to help our members become beeKEEPERS, not beeHAVERS. The bees depend on you for their very survival.

Some of the things we offer:

- Nurture beginning beekeepers and support experienced ones with tested information and practices
- Share information about problems facing bees and their solutions
- Alerts and information about all state and national laws related to beekeeping and the production and marketing of honey and wax
- Promote understanding between the beekeepers of the state, the nation, and the world
- Promote public awareness of honeybee importance for pollination
- Foster interactions with the other members of the agricultural community

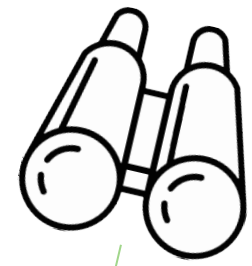
- Help develop programs for young people who want to become beekeepers
- A frequently updated and user-friendly web site
- Mentor lists
- Young beekeeper scholarship program
- Monthly workshop meetings, including hands-on training
- Detailed workshop notes and videos for self-guided learning
- Winter and summer all-membership meetings
- Help in developing markets for beekeeping products

You've joined at a critical time for the Association. Membership has grown significantly since 2006, when an alarming rate of honeybee colony loss (commonly known as Colony Collapse Disorder) was first reported. Many Garden State residents have become interested in beekeeping since the widespread media attention accorded the honeybee in recent years, highlighting the need to help this embattled state insect responsible for approximately one-third of the food that we eat.

We are also in the midst of monitoring, reporting on, and helping influence the newly proposed beekeeping resolutions that affect beekeepers throughout the entire state. In the meantime, though, we can encourage and support each other and make sure we are all up to speed on proper beekeeping practices — and most of all being good neighbors.

No matter why you were attracted to beekeeping — to help the honeybee; to produce honey, beeswax, or other hive products; to have a managed pollinator for your garden; or just out of curiosity — you will come to find that beekeeping will sharpen your observation skills. You will become much more interested in learning when nectar and pollen sources are available, learning the names of trees, shrubs, and plants that you may have

Hobbyist Point of View + Experience

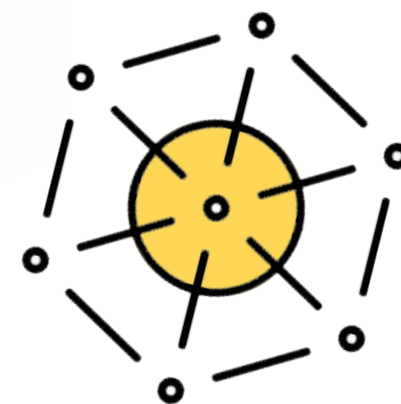


Coming back to this

- *We have repeated there that we would be well served to tailor our program for the hobbyist*
- *We also said that we need to recognize that we often have a mix of new and experienced beekeepers*

These notion can be unpacked

- *Additional reminder: Biology Driven Approach*



How do we help new beekeepers?

❑ The Spring Influx...

- *Early engagement*
 - Each year associations muster some effort for new beekeepers for the early spring.
 - **New beekeeper questions** are answered and recognized at meetings.
- *We recognized that it did not work very well*
 - New questions in the middle of seasoned beekeepers was tolerated but somewhat **disruptive**.

New beekeepers

Didn't get the time they wanted
- They were left unfulfilled

Experienced beekeepers

Showed *fatigue* at discussing things that were not about their interests

- what happened
- what is happening
- what will happen next
- and, what to do



New Beekeeper Tension

❑ New Beekeepers taking a long time to get it

- *We were disappointed **with how we serviced** new beekeepers*
 - New beekeepers struggled. They always seemed dissatisfied.
 - They were reliant upon the short course training – but as covered earlier, it was not successful.
 - ❑ There was almost a notion from past executives that ‘it is not our fault’.
 - The farther they got into the year, the farther they got away from the training, the more uncertainty cropped up. They lacked confidence and know how
 - As a result, new beekeepers were **wearing out meeting organizers** who were **not** hosting new beekeeper’s sessions – especially when different topics were on the agenda
 - Also, there could not be a reset every spring for the new beekeepers

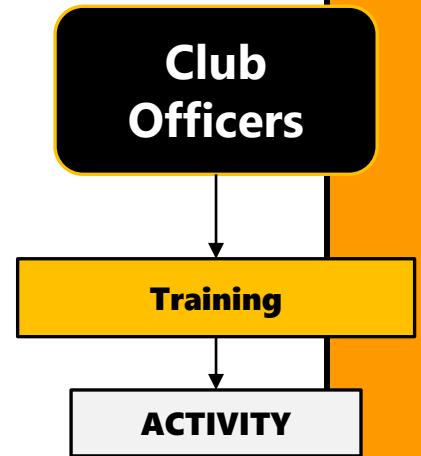
Rethinking New Beekeeper Support

❑ Managed Mentoring Pilot

- *We setup a separate team that hosts new beekeeper follow-ups in their own track.*

A Really Key Point

- We determined that we were doing new beekeeper support in a haphazard way
- Fact is, we were doing it in an unstructured way; **and expending a lot of effort with poor results.** Why not get organized and **do it better**, and on our own terms?
- We still encourage beekeepers to take beginner beekeeping training; then we support them thereafter in a more organized manner – and for a 2 year stint.
- This gives a base that we do not have to invest in.
 - ❑ Surprisingly, One of the more beneficial things is terminology learned in short-course.



What is it? The foundation...

❑ Monthly Meeting

- *We operate a monthly meeting for new beekeepers*
 - They are welcome to come to regular club meetings, but the managed mentoring meetings are just for them. (Zoom due to COVID).

❑ Mentor Visits & Mentoring Hive Sessions

- *We will visit beekeepers (planned at our discretion)*
 - We come and see how they are doing. We teach them key things when we are there (like mite monitoring)
 - We support them with Mentoring Hive sessions



On time topic review

All content is prepared
with a hobbyist focus!



□ Year 1 Track

● *Building Sensibilities*

- I want Bees to Bees in the hive.
- Bees in the hive to Hive full grown
- Hive full grown to Summer Management
- Summer Management to Overwinter State
- Overwinter to Spring

□ Year 2 Track

● *Reinforcement and Round Out*

- Overwintered to Spring Buildup + Swarming
- Spring Buildup to Honey Collection / Growing the Apiary
- Summer Management to Overwinter + Harvesting
- Overwintering Year 2 to Spring

Mentor Visits and Mentoring Apiary



□ Timely

- *Two times a year*
 - **Mid-Summer**
 - Mite checks, inspection, colony build out progression, queen viability
 - **Late Summer**
 - Confirm colony health for fall
 - Consultation
 - If something is going wrong we help with further visits

□ Mentoring Apiary

- *Spring Meeting*
 - Package / Nuc Install demos
- *Spring / Summer / Fall*
 - Dedicated sessions with hands-on hive work – Colony Walk through
 - Mite Monitoring Demos
 - Inspection Basics and Q&A for all

Round Mountain Mentoring Yard





**NWNJBA's Pollinator
Plot Valley Crest**

**Teaching
Apiary #1**



**Bob Kloss
Our Mentoring
Yard Apiarist**

Installing Package of Bees

Dump & Shake Method

1. Prepare the Space. - Assemble bin with supplies for this task.
2. Prepare the Hive. - Remove center frames. - Install frame feeder & syrup.
3. Gear Up. Gloves, Veil, etc. - Relax. Move Slowly & Deliberately.
4. Prepare the Package for opening. - Tap package on ground to get the bees off the can.
5. Open Package. Check Queen. - Put a pushpin in the Queen Cage Strap. - Pry up staples to lift out can. - Cover hole with wood or cardboard. - Confirm health of Queen, hold in warm pocket.
6. Install worker bees. - Spray bees with sugarwater to minimize flying. - Tap package on ground, dump bees.



Laura Joiner
Her first package
install demo



2021 New
Beekeeper
Hands On Session

Teaching
Apiary #2



Mentoring Apiary – Club Hives



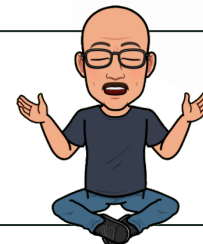
- *Mentoring Yard*
 - When we instituted the Managed Mentoring program, we changed the monitor to **Mentoring Yard**
- *We are hard on our mentoring hives*
 - They are not for honey production.
 - We use them to teach and to supply bees for outreach events (observation hives)
- *We encourage our new beekeepers to:*
 - Come out and watch experienced beekeepers work hives
 - Agree to work the mentoring hives while being observed

One Distinction on Delivery

❑ On-Time Simplified, Focused, Topic Coverage

- *Unlike beginner beekeeper course, content is focus is on:*

1. Practical matters
 2. Biology driven activities of the current and near-term periods
- *An interesting aside: We do not focus on Varroa Mites until it is relevant!*



They get Varroa Insights, Queen Insights, Disease Insights, all in good time.

Contextually,

New beekeepers – when they start – *want to know about:*

- *Equipment purchases*
- *Apiary Setup*
- *Not getting stung*
- *Where to get bees*
- *How to do inspections....*

Reasonably they are not dealing with Varroa mites

Why confuse the situation?



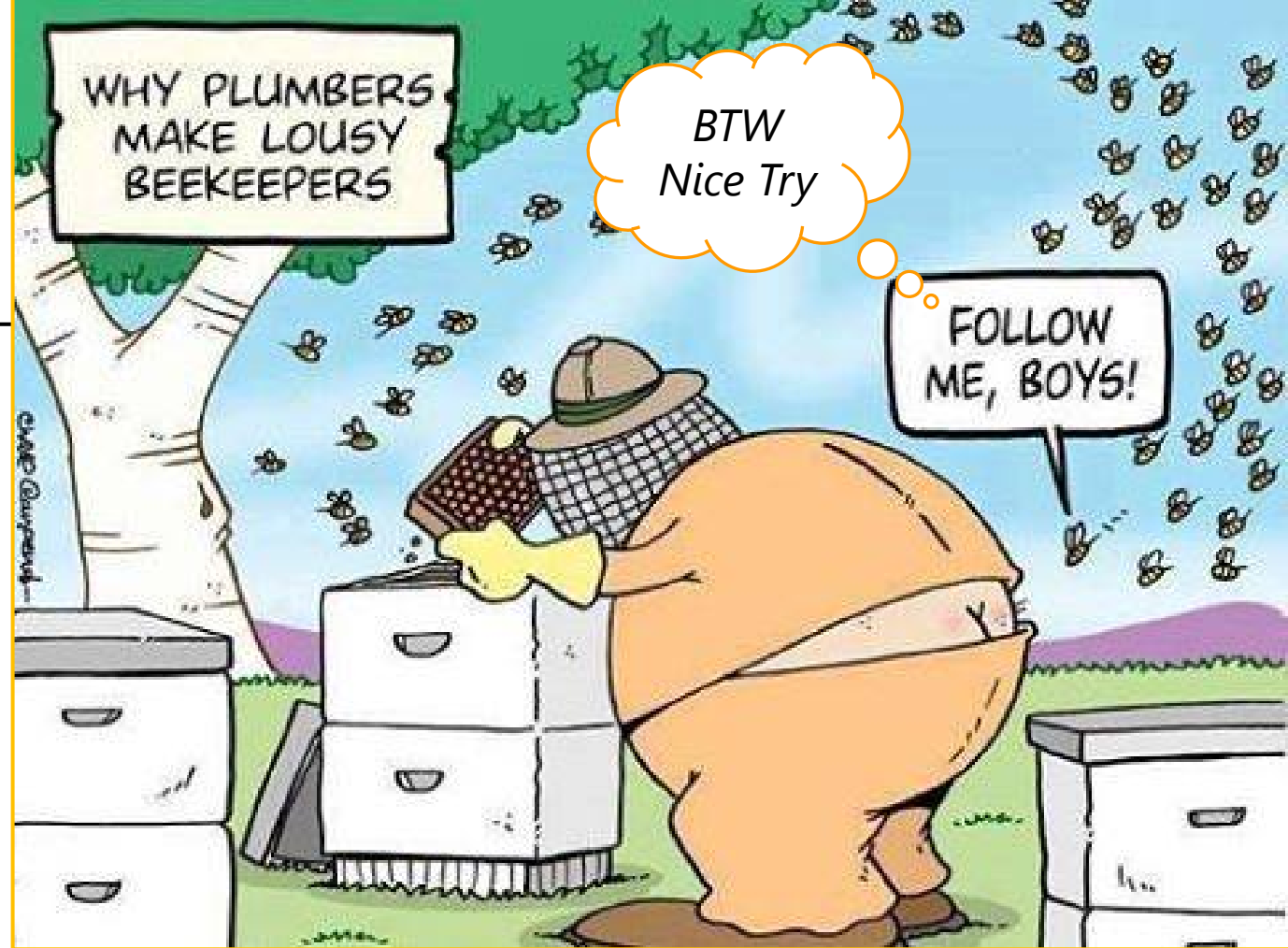
Administration

❑ Follow our program

- *We are up front about a few program stipulations*
 - We require them to use Langstroth Hives
 - We require them to be in our sending district
 - ❑ If some want to follow along outside of our area, that is ok-ish,
 - We guide them to monitor and treat

❑ No Charge for the program

- *Our delivery team are all volunteers*



**You must be in our territory
to be eligible for mentor visits**

Reaping the Benefits

❑ Transformation Realized

- *Presentations*
 - We have crafted a set of focused, snackable, **presentations** that correspond with the learning path in support of the program.
 - They can refer back to these when they need to
- *Many of our new beekeeper challenges have quieted down*
 - New beekeepers were always calling with problems, and we were sending people out for consults and crisis problems
 - ❑ When we planned dedicated sessions – Things quieted down.





Why is it structured this way?

■ A different way of looking at things

- The traditional approach to beekeeping education is to learn a large amount of information up front.
 - A new beekeeper typically does not have the context to understand what is being taught.
 - As such they might have heard it but practicality of 'doing' creates anxiety and new beekeepers really would like some guidance.
 - Most times that manifests in wanting a mentor, but mentors are hard to come by.
 - This program simply provides more guidance at appropriate times – and is backed up with mentor visits.



Managed Mentoring

Bringing Bees into the Community

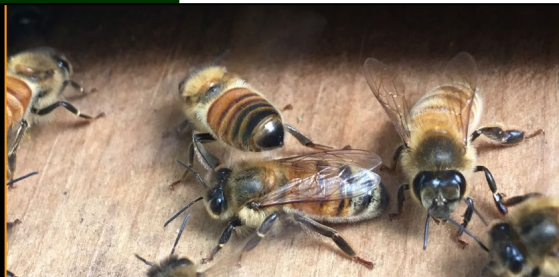
Module | Primer and Prerequisites



Managed Mentoring

Guidance on what to buy, and how to buy it

Module | Purchasing Hive Equipment



Managed Mentoring

Guidance on Common Laws and Regulations

Module | Adherence to Regulations



Managed Mentoring

Recommendation on Beekeeping Styles

Module | Beekeeping Styles



Managed Mentoring

Top to bottom hive setup

Module | Introduction to Langstroth Equipment



Managed Mentoring

Recommendation on Beekeeping Styles

Module | Beekeeping is Local



Managed Mentoring

Bringing Bees into the Community

Module | Being Good Neighbors



Managed Mentoring

Honeybees – what is available, what to buy

Module | Sourcing Honeybees



Reaping the Benefits

❑ Transformation Realized

- *New beekeepers are content to listen in and participate in sessions,*
 - They know in the background that they have a place to surface their unanswered questions. It is less disruptive for regular sessions
- *We did it by:*
 - Forecasting what was going to happen.
 - Give instruction to be prepared (since we already know what comes next)
 - And coaching about biology driven beekeeping



Pay it Forward

❑ Building a core base

- *Some of our first beekeepers in the mentoring program are now actively in the experienced pool.*
- *They are now helping us in the mentoring program.*
 - As intermediate beekeepers they are following along with the more experienced beekeepers on biology driven beekeeping.



Pay it Forward

❑ Building a core base

- *Experienced beekeeper benefits*
 - Several of our experienced beekeepers have been helping with the program
 - They have articulated that **things they were never told** have surfaced and they have become better beekeepers.
 - They also are now in the pool to help with training sessions, presentation, etc.





Reaping the Benefits

❑ Admittedly it was a bit of work

- *Much of the work was getting the program structured*
 - Now that the base is mostly in place, we are getting to our routine of simply operating it each season.
 - We have been operating the pilot for three years

❑ Paying off

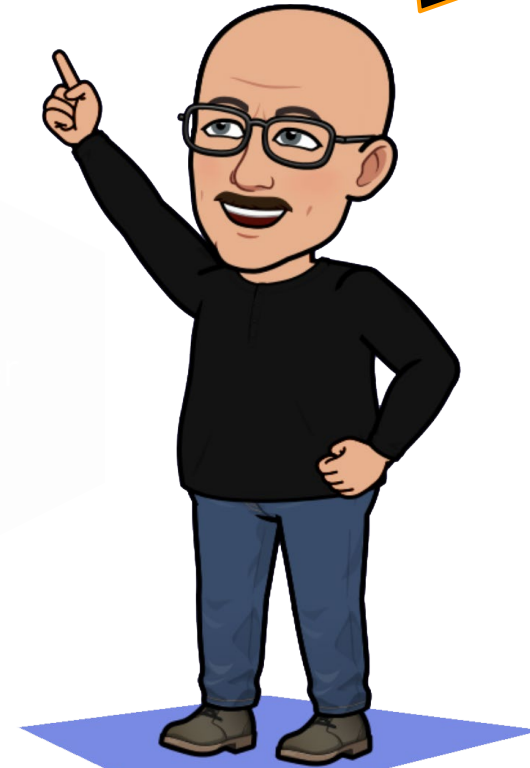
- *Our beekeepers are truly appreciative and have demonstrated more acumen*
- **Satisfaction:** *Our new beekeepers tell us they have more confidence.*
 - More importantly their bees are surviving the winter

Meeting Hygiene

□ We all like a well-run session

- *The success to a well-run meeting is the **pre-meeting***
- *Our Exec team meets before the meeting*
 - We run through the agenda = “Walk the talk”
 - We cover who is going to do the welcome
 - We cover who will introduce the topics
 - We cover who will be the timekeeper
 - We agree not to pick on this person when they keep time
 - And we run through the setup and take down

Plan the Work
Work the plan



Calendar Reviews 'Fixed'

□ We still do calendar reviews

- *With the printed calendar however, everything you know is spelled out month by month*
 - When it comes to calendar reviews, they generally do not change year-on-year.
 - We spend time calling out things that might be unusual for the year
 - We rely heavily on the calendar being a 'cheat sheet' and do not burn time going over the same old points that persist season after season



Photo by Kathy Liu



Presented by
The New Jersey
Beekeepers Association
www.njbeekeepers.org



Lead by Example

❑ Collaborating

- *Other clubs have reached out about our Northwest Dynamic*
 - One such club was one in Maryland
 - Much like us, they have experienced success in updating their program
- *A real message*
 - This was on Facebook comment to a successful organization even in MD.
 - It expresses a secret to a well running organization: **Passion**

John and Mary, you both exemplify servant leadership and that is 100% why people are willing to drop everything and do whatever you guys need to make things happen.

Don't underestimate the value of people seeing their leaders doing the work.

Proud to be part of the club!

FINISH LINE: Individual Destiny

❑ What about you?

- *What can **you** do as an individual to improve craft?*

❑ Much of what improves an individual is with the physical bees

- *Technique and Observation, as well as sound plan*
- *Focus on the fundamentals*

What follows are tips and suggestions to up your game

Talking about training and organizations is all well and good...



First suggestion: Have a Plan

□ Guidance

- *Many problems in the bee yard are due to an ad-hoc nature of working*
 - Having a plan ensures objectives are addressed and also makes time efficient
 - It coincides with recordkeeping which is next.
- *Haphazard is counter productive*
 - Many beekeeping problems improve with a plan

| Task Plan: July 30 th , 2021 Work Plan | EQUIPMENT REQUIRED By location to be used |
|--|---|
| Pad 3 - 10F poly <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Pull Honey Supers▪ <input type="checkbox"/> Add Apivar Strips | Treatment Materials Apivar Strips (x) |
| Pad 6 - Top Bar <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Pull honey▪ <input type="checkbox"/> Add Apivar Strips | Feeders Mann lake Top Feeders - 10F (x) Brush Nuc Feeders - 5F (x) 6F Shims (x) |
| Pad 7 - Layens <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Pull honey▪ <input type="checkbox"/> Add Apivar Strips | Equipment to Pull Honey Fume Board Butyric Acid Real-Estates Signs |
| Pad 8 - Russian Hive <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Pull honey super▪ <input type="checkbox"/> Add Apivar Strips | Pad 1 <input type="checkbox"/> Sheet of Newspaper for Combine <input type="checkbox"/> Full sized Mann-Lake Top Feeder |
| Pad 12 - Justin Mickey Swarm <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Pull top honey deep▪ <input type="checkbox"/> Add Apivar Strips | Pad 2 <input type="checkbox"/> 6F Shim <input type="checkbox"/> 5F Feeder |
| Pad 5 - All Medium hive <u>Tasks:</u> <ul style="list-style-type: none">▪ <input type="checkbox"/> Prep a Nuc with 5-Frames of frames with Foundation.▪ <input type="checkbox"/> Consider pulling any fully drawn honey frames for extraction. Swap with Foundation frames from Nuc.▪ <input type="checkbox"/> Perform a split by pulling the deep out of the stack. Ensure there is no queen.▪ <input type="checkbox"/> Bring the medium down and combine.▪ <input type="checkbox"/> Move the deep to hive 1 for a combine. | Pad 3 <input type="checkbox"/> Apivar |
| | Pad 4 <input type="checkbox"/> N/A |
| | Pad 5 <input type="checkbox"/> Layens Nuc with 5 frames with Foundation |
| | Pad 6 <input type="checkbox"/> Apivar |
| | Pad 7 <input type="checkbox"/> Apivar |
| | Pad 8 <input type="checkbox"/> Apivar |

Keep Records

□ Document your experience

- *Keeping notes about seasonal learnings helps continuity*
 - Relying on memory works some of the time. Notes, when done well do not fail
- *Beekeeping is seasonal and why suffer relearning when you can use what you had experience.*
- *Taking the time to write something out also helps with retention*
 - The side effect of writing something is that you have to synthesize what you are documenting



Quick Note

❑ Hive Inspection Form

- *I designed a form that suits me*
 - It captures important info
 - Looks complicated; but simple to use
- *Filling it out*
 - Fill in the boxes – limited writing
 - Place to document notes
 - Place to set next actions

| | | | | | | | |
|--|--|--|--|--|--|---|--|
| Hive Name: | | Date: | | Inspection Form#: | | Pad#: | |
| Time of Day | Temp | ° | Hive ID/Yard | Traffic at Entrance | | <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H | |
| Weather | <input type="checkbox"/> Sunny <input type="checkbox"/> Cloudy <input type="checkbox"/> Partly Cloudy <input type="checkbox"/> Light Rain <input type="checkbox"/> Humid <input type="checkbox"/> Dry <input type="checkbox"/> Light Breeze <input type="checkbox"/> Windy | | | | | | |
| Hive Type | <input type="checkbox"/> 10 Frame <input type="checkbox"/> All Medium <input type="checkbox"/> 8-Frame <input type="checkbox"/> Nuc <input type="checkbox"/> Top Bar <input type="checkbox"/> Warre <input type="checkbox"/> National <input type="checkbox"/> Layens / Long | | | | | | |
| Configuration | Deep <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | Medium <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 | Shallow <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 | Entrance Reducer | | <input type="checkbox"/> < <input type="checkbox"/> ^ <input type="checkbox"/> > | |
| Bottom Board | <input type="checkbox"/> Solid <input type="checkbox"/> Screened | Feeder? | <input type="checkbox"/> NA <input type="checkbox"/> Entrance <input type="checkbox"/> Internal <input type="checkbox"/> Top <input type="checkbox"/> Zip/Jar <input type="checkbox"/> Other | | | | |
| INSPECTION OBSERVATIONS: | | | | Type of Inspection: <input type="checkbox"/> External only <input type="checkbox"/> Superficial <input type="checkbox"/> Extensive | | | |
| Reason for / Objective of the inspection. | | | | | | | |
| | | | | | | | |
| Observations | <input type="checkbox"/> NA <input type="checkbox"/> Bearding <input type="checkbox"/> Incoming Pollen | | Mood | <input type="checkbox"/> NA <input type="checkbox"/> Calm <input type="checkbox"/> Nervous <input type="checkbox"/> Aggressive <input type="checkbox"/> Buzzing | | | |
| Brood Notes | <input type="checkbox"/> NA <input type="checkbox"/> ☉ <input type="checkbox"/> Uniform <input type="checkbox"/> Spotty <input type="checkbox"/> BIAS (brood in all stages) <input type="checkbox"/> Drone Layer <input type="checkbox"/> Many eggs in one cell | | | | | | |
| Queen | <input type="checkbox"/> NA <input type="checkbox"/> Y <input type="checkbox"/> N Queen Seen? <input type="checkbox"/> Y <input type="checkbox"/> N Marked? <input type="checkbox"/> Y <input type="checkbox"/> N Queen Cells? <input type="checkbox"/> Y <input type="checkbox"/> N Capped Cells? Age <input type="checkbox"/> ? <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 | | | | | | |
| Bees | Total Bees <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Eggs <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Larva <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Capped Brood <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Drones <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H | | | | | | |
| Resources | <input type="checkbox"/> NA Nectar <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Pollen <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Propolis <input type="checkbox"/> 0 <input type="checkbox"/> L <input type="checkbox"/> M <input type="checkbox"/> H Honey Frames <input type="checkbox"/> 0 <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 | | | | | | |
| Pests Present | <input type="checkbox"/> NA <input type="checkbox"/> ☉ <input type="checkbox"/> Ants <input type="checkbox"/> Mites/Frass <input type="checkbox"/> Mice <input type="checkbox"/> Wax Moths <input type="checkbox"/> Beetles <input type="checkbox"/> Other: | | | | | | |
| Hive Condition | <input type="checkbox"/> Normal <input type="checkbox"/> Brace Comb <input type="checkbox"/> Normal Odor <input type="checkbox"/> Foul/Unusual Odor <input type="checkbox"/> Equip. Damage | | | | | | Weight |
| ACTIONS TAKEN: | | | | | | | |
| Feeder in Use? | <input type="checkbox"/> Y <input type="checkbox"/> N | | Type | <input type="checkbox"/> NA <input type="checkbox"/> Entrance <input type="checkbox"/> Internal <input type="checkbox"/> Top <input type="checkbox"/> Zip Lock Bag <input type="checkbox"/> Jar <input type="checkbox"/> Other | | | |
| Fed? | <input type="checkbox"/> Y <input type="checkbox"/> N | | What? | <input type="checkbox"/> NA Syrup <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 1 <input type="checkbox"/> 2 | | <input type="checkbox"/> Pollen <input type="checkbox"/> Fondant/Dry Sugar <input type="checkbox"/> DFM | Amount <input type="checkbox"/> NA <input type="checkbox"/> - <input type="checkbox"/> = <input type="checkbox"/> ± <input type="checkbox"/> ∞ |
| <input type="checkbox"/> +/- Boxes? | #Deeps <input type="checkbox"/> +/- <input type="checkbox"/> 1 <input type="checkbox"/> 2 | | #Mediums <input type="checkbox"/> +/- <input type="checkbox"/> 1 <input type="checkbox"/> 2 | | #Shallows <input type="checkbox"/> +/- <input type="checkbox"/> 1 <input type="checkbox"/> 2 | | <input type="checkbox"/> +/- Excluder? <input type="checkbox"/> +/- Re-queen? <input type="checkbox"/> Y <input type="checkbox"/> N |
| <input type="checkbox"/> +/- Other Equip | <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> +/- | | Describe: | | | | |
| Treatments? | <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> +/- | | Describe: | | | | |
| Pest Mgmt.? | <input type="checkbox"/> Y <input type="checkbox"/> N | | Describe: | | | | |
| Hive Mgmt.? | <input type="checkbox"/> Y <input type="checkbox"/> N | | Describe: | | | | |
| Swap boxes, rearrange frames, scrape excess propolis, etc. | | | | | | | |
| Mite Count? | <input type="checkbox"/> Y <input type="checkbox"/> N | | Performed Mite Count – Method: | | Count: Total ____ / 3 = ____ Ratio | | |
| Alcohol wash ½ cup of bees (300) divided by 3 to get ratio | | | | | | | |
| Other Actions? | | | | | | | |
| NOTES / OBSERVATIONS | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| NEXT ACTIONS | | | | | | | |
| | | | | | | | |

Learn Bee Biology

❑ Learn how to read frames

- *If you can see what is going on, you can make the right plans*

❑ Understand what problems can occur

- *Think about the things that can go wrong*
 - Become versed in discovering them (queen problems, EFB, Queenlessness, etc.)
 - Become versed in what to do about them.
 - One at a time build a solid understanding of these things

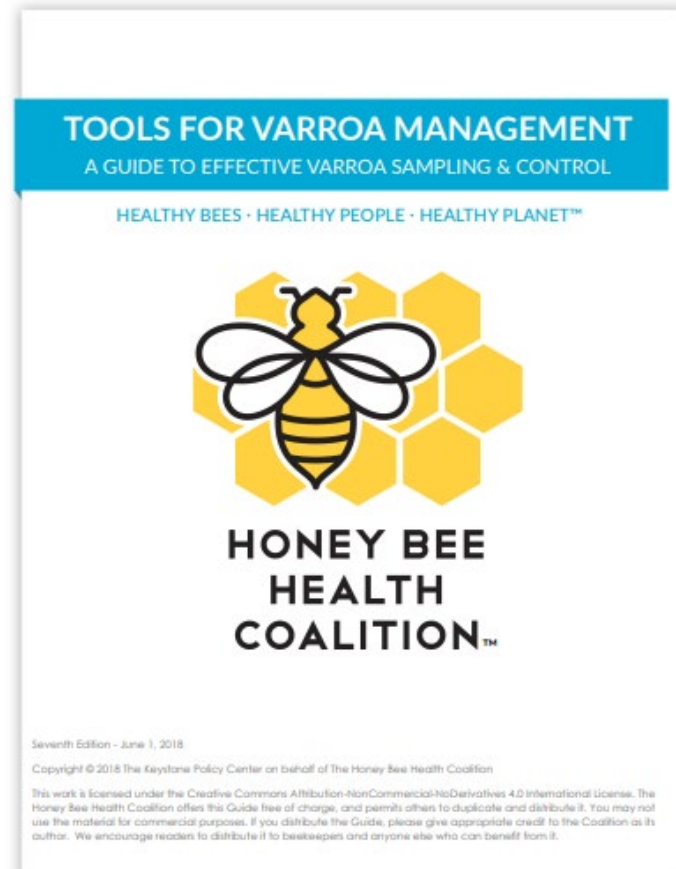
❑ Understand Basic Biological Patterns and Models



Basic Biological Patterns and Models

□ Hive Growth and Retraction

- *Grasp the concepts for hive growth out of winter, summer dearth, winter development, winter dynamics*
- *Learn Swarm manifestation; swarm triggers and signs*
- **Learn Mite Biology**
 - Know the dynamics of mite growth
 - Know how they impact bees and what Peak Growth, Peak Population, etc is.
 - Incredible resources is the Honey Bee Health Coalition



Understand Weather Influence



□ Think about weather interactions

- *So much of beekeeping is impacted by the weather*
 - Its one thing to watch the weather, its another thing to have the intuition to know what impact it is having on a colony
- *Think secondarily about internal hive atmosphere*
 - What is going on inside the box.
 - What is happening when you take off the roof
 - What happens when you draw out a frame
 - What happens when you leave a box sit over to the side in the grass

Help Others – Be Present

❑ When you help you get experience

- *Watching others is always beneficial*
- *Seeing more is never a bad thing*
- *Ask questions and collaborate*

❑ Be Present: Set a Goal

- *Before going into any hive hypothesize what is going on*
 - Then discover the truth through the inspection and figure out why you were right or wrong



Choose Wisely

❑ **Follow whatever suits you** (Facebook, Forums, Blogs, Podcasts, etc.)

- *But be judicious on what you believe.*

- Practice **Trust, but Verify** if something is not sitting well

- *Do what the veterans do*

- Follow the basics of Dewey Carons book – Diane Sammataro's Book

- Read Bee Culture and the American Bee Journal

- Follow Honey Bee Suite and other trusted blogs

- Use the Penn State's A Field Guide to Honey Bees and Their Maladies

Progressive Leadership and Members

□ When leaders...*and members...*

- *Exhibit a passion to learn and succeed*
 - They develop trust and grow stronger because in time skills improve
 - Members see it and cannot help but want to follow and develop trust
- *Are willing to put in the work – lead by example*
 - Active organizations improve the craft; everyone succeeds.
 - When leaders are willing to commit to self development and development of others - Everyone benefits.



The Association as a Super Organism



Questions

- ❑ **Note: This presentation is available for download**

<https://www.bkcorner.org>

- *Search for presentations, it will appear in the search results*

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