

***RCMG Mentor Orientation and Resources 2024**

Introduction

Karen

- Numbers
 - 2023: 72 interns (21 in 2 yr program), 56 mentors, 8 teams
 - 2024: 61 interns, 56 mentors, 9 teams
- 2023 intern questionnaire: 14 responses, mixed opinions
 - Mentoring, teams helpful... or not
 - Seeking opportunities to learn horticulture as well as maintain gardens
 - Need options outside of workday
- For 2024
 - Staying with current mentor/team model
 - Looking at options for more new gardener support

Interns

Karen

- 2024 core course [registration link for current members coming in Jan]
- 2024 Just two for 2-year internship: must request, mentor support for first year only
- Onboarding [webpage](#)

Mentors

Judie

- [Guidelines](#) overview
- [Mentor Checklist](#)
 - Recommended hours guideline
 - Yard Waste site expectations
- Discussion of Best Practices, questions
 - Contact regularly, ask specific questions
 - Follow the thread of where they are in the Core Course
 - Find preferred method of communication
 - Appreciated the old method of in person course to build relationships
 - Recommend interaction of the Thursday night core course sessions
 - On the other hand, appreciate own pace for online course, able to revisit
 - Team project was helpful for connection
 - As soon as possible, meet in person with intern, get to know them, have coffee; initial contact helps in expanding further conversation

- Support interns through challenge of working through all the websites
 - Have a half hour Zoom check regularly as interns take the Core Course
 - “What concerns or issues do you have?”
 - Mentor as a key person to connect with, where to go for questions
 - Where extra help needed, use Darren, New Member committee as resource
 - Encourage variety of activities, more than once, a way to feel part of a group, meet others
 - “I am signing up for this activity, would you like to do it too?”
 - “I love to do the compost sites, it is quick interaction and a way to learn the kind of questions” ice breaker on getting started in a question answering role
 - Round up previous interns, invite new intern to join
 - Worry over getting hours done addressed by team meeting, initial conversation; interns planned to do things together
- Volunteer activity Fair March 26

Teams

Tiffa

- [RCMG Intern/Mentor Teams](#)
- Adding in people from 2023 who want to continue with team
- Discussion of Best Practices, questions
 - Met a team member homes, no formal agenda, socializing led to learning from each other about gardening
 - Social time at monthly meeting when in person
 - Meeting socially made it easier to ask for sub help
 - Group took on a yard waste site
 - For Zoom–Darren can provide an open meeting link, need to let Darren know when you want to use it. It would always be open, anyone can get in at any time.
 - Consider using Google Meet.
 - 6:00 pre-monthly meeting time at the Oval, bring dinner
 - Team projects supported particular gardens (Arts-Us, White Bear Lake)
 - Jamie N. offers to help with team sticker

Closing

Karen

- Intern/mentor assignments coming out this week

- Let intern know if you are not coming to Jan 4, and they can meet others from the team
- Teams leads: ensure someone on your team is there