**WFAN Harvesting Our Potential: Information for 2023 Mentees**

*Prospective Mentees: Please fill out this application if you would like to be considered as a mentee in 2023.*

**Program Information for 2023**

In 2023, WFAN will offer at least 15 paid mentorships. We seek mentees who are hoping to gain new farm experiences through tailored mentorship programming. Our mentors are experienced women, non-binary, and/ or gender queer farmers and ranchers from across the Midwest with at least 5 years of experience managing or co-managing a farm/ ranch operation. They are enthusiastic about teaching others to grow healthy food that sustains our communities and supports our environment, and act as educators for our mentees. WFAN mentors are committed to working against oppression of all people, especially those who have been excluded or marginalized on the basis of gender, race, sexual orientation, ethnicity, and/ or ability.

Mentorships are expected to last a minimum of 8 weeks, but may last longer depending on the specific needs of the mentor/ mentee pair.

Mentorships for aspiring farmer/ ranchers (those who are not yet farming on their own) should take place on-farm. The meeting schedule and frequency is to be determined between the mentor/ mentee pair. In some cases, mentors may offer on-farm housing. Remote mentorships for beginning farmers will be considered based on mentor/ mentee needs and logistical considerations.

Mentees will work with their mentors to:

1. Complete a mentorship agreement that outlines expectations for the mentorship, including duration of the mentorship, expectations for meetings and communication, etc.
2. Craft specific, measurable learning and/ or progress goals for their mentorship.
3. Outline the anticipated steps necessary to achieve learning or progress goals.
4. Complete the learning activities and steps required to achieve learning or progress goals during the mentorship timeline.
Mentee Expectations:

1) Attend lunch and learn programming throughout the season
2) Complete a mid-mentorship check-in with WFAN staff
3) Complete an end-of season evaluation with WFAN staff

Mentees will receive:

1) $750 stipend/ mentee
   a) (Mentors also receive a $750 stipend)
2) Mileage reimbursement and stipend for participating in an optional “skill share mentorship.” Skill share mentorships allow an HOP mentor or mentee to travel to another farm/ ranch for a day or weekend to learn a specific skill. The host receives $100 and the learner receives $50 plus mileage reimbursement.
3) Other networking and/ or educational opportunities as funds allow

Are you interested in applying to be a mentee in the Harvesting our Potential Program? Apply HERE!

Mentees can opt to apply to work with an existing WFAN mentor, or they can direct prospective mentors in their community to the HOP Mentor Application. Find details about Mentor Expectations below:

Mentors will receive:

1) $750 stipend/ mentor
   a) (Mentees also receive a $750 stipend)
2) Stipends for attending mentor training workshops (amount/ workshop TBD based on available funding and number of mentors)
3) Up to $250 in available farm-sitting funds, to enable mentors to hire someone (preferably a mentee) to manage the farm while they are away. Mentors may choose to use farm-sitting stipends if they travel to an event or if they simply need a break to attend to their own well-being during the season.
4) Mileage reimbursement and stipend for participating in an optional “skill share mentorship.” Skill share mentorships allow an HOP mentor or mentee to travel to another farm/ ranch for a day or weekend to learn a specific skill. The host receives $100 and the learner receives $50 plus mileage reimbursement.
5) Other networking and/ or educational opportunities as funds allow

Mentor Training Information for 2023:
WFAN staff are in the process of updating our mentor training process. Recognizing that our mentors now live across the Midwest, making it difficult or impossible to convene all mentors for an in-person training, we are opting to offer training virtually. Rather than expecting mentors to attend a single, multi-hour event, in 2023 we will experiment with offering a workshop series. Workshops will last between 60 and 90 minutes. They will begin in April and continue throughout the season. We will ask for feedback on timing and topics in the mentor onboarding form. Mentors will receive stipends for attending training workshops.

Do you know someone who would be a good candidate for our HOP Mentor program? You can direct them to this [HOP Mentor Application HERE](#).