



MASSACHUSETTS
LAND TRUST
COALITION

2024-2025 Mentor Pilot Program FAQ

Organized by the Early Conservation Career Network Committee of MLTC

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1. **What is the purpose of the Mentor Pilot Program?**
 - To foster opportunities for continued learning, building connections, and professional development in the land conservation field, the Early Conservation Career Network (ECCN) Committee of the Mass Land Trust Coalition is piloting a year-long mentor program for 5-7 pairs.
2. **Who is eligible to participate as a mentee?**
 - Mentees should be within their first 10 years of professional experience in the land conservation field. This period typically represents a critical stage in a conservation professional's career, where guidance, networking, and skill development are particularly valuable for long-term success.
 - Mentees can come from a variety of roles and backgrounds within the land conservation sector, including but not limited to: early-career professionals, recent graduates, career changers, and emerging leaders.
 - Mentees should align with the program's broader goals, such as enhancing their technical skills, building professional networks, or gaining insight into the strategic aspects of land conservation.
3. **Who is eligible to participate as a mentor?**
 - Mentors should have a minimum of 10 years of professional experience in the land conservation field. This experience should reflect a deep understanding of the complexities and challenges within the sector, as well as significant contributions to the field, particularly in Massachusetts.
 - Beyond professional experience, mentors should be committed to fostering the growth of less experienced professionals in the field.
4. **Program Length and Structure:** The 2024-2025 Mentor Pilot Program is a yearlong initiative designed to foster meaningful mentorship relationships within the land conservation community. This structure is designed to provide consistent support and opportunities for connection throughout the year, while also allowing flexibility for pairs to tailor their interactions to best suit their goals and schedules. Here's how the program is structured over the course of the year:
 - **October Kick-Off Meeting:**
 - i. The program begins with an in-person introductory meeting on October 19 at Wildlands Trust Stewardship Training Center in Plymouth from

10:30 am - 2:15 pm, bringing together all mentors and mentees. This meeting provides an opportunity for participants to meet their assigned pairs, as well as to connect with others in the program.

- **Quarterly Pair Meetings:**
 - i. Pairs are expected to meet on a quarterly basis. While most of these meetings will take place virtually, the specific format and frequency of interactions will be determined by each mentor-mentee pair based on their preferences and needs.
 - ii. One of these meetings will be in person, with a lunch stipend provided to cover costs. This in-person meeting offers a valuable opportunity for deeper connection and discussion.
 - **Quarterly Resources from ECCN:**
 - i. To support the mentorship relationships, the program will distribute quarterly resources to all participants. These resources are designed to guide the mentorship process, offering tips, tools, and topics for discussion that can help strengthen the relationship and ensure that both mentors and mentees are getting the most out of the program.
 - **Semi-Annual Check-Ins with ECCN:**
 - i. ECCN will conduct semi-annual check-ins with all participants to ensure that the mentorship relationships are progressing smoothly and to address any concerns or challenges that may arise. These check-ins are an important part of maintaining the health and effectiveness of the mentorship pairings.
 - **Group Celebration:**
 - i. One additional meeting will be organized for all mentors and mentees to come together as a group and celebrate. It will take place on October 25, 2025 (time and location TBD).
 - **Feedback Surveys:**
 - i. Two surveys will be distributed during the program to gather feedback from participants. These surveys will help the program coordinators assess the effectiveness of the mentorship relationships, identify areas for improvement, and ensure that the program is meeting the needs of both mentors and mentees.
5. **How are mentors and mentees matched?**
- The goal is to create mentor-mentee pairs that can benefit from each other's experiences, insights, and perspectives. The criteria for matching includes: interest alignment, availability, professional and educational background, geographic considerations, affinity mentorships, and feedback from participants.
6. **How do I apply to be a mentor or mentee?**
- The application period will be open from August 15 - to September 30, 2024
 - [Mentee Application](#)
 - [Mentor Application](#)
7. **When will I be notified if I am accepted into the program?**
- Applicants will be notified within the first week of October.