

# 6-Month Mentorship Program: Frequently Asked Questions

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## **Who is Rock On Collective's Mentorship Program for?**

### **Gender demographics**

Our mentorship program is for people who are committed to growth and skill development and is offered to all equity-deserving genders. This includes people who identify as Two-Spirit, nonbinary, transgender, agender, genderqueer, genderfluid, other gender minorities, as well as cis-gender women.

Although there are typically more fem-presenting individuals in the program, we encourage and welcome participation from folks whose identities are not fem-presenting and people assigned male at birth (AMAB). We strive to grow our community with representation from all climbers seeking an inclusive community.

Don't hesitate to reach out if you have any questions, uncertainty or apprehension of whether or not you belong or can join our program. Our team will readily hold space to explore your thoughts without judgement or discrimination.

## **Age demographics**

Participants must be at least 19 years of age at the start of the program. There is no maximum age. So far, we have had participants ranging from low-twenties to mid-sixties.

## **Do I have to live in Penticton?**

No! We do our best to group participants by geographical location, however participants must be okay driving to Penticton for the majority of courses and events. We accept participants who live in Osoyoos, Keremeos, Oliver, Okanagan Falls, Kaleden, Penticton, Naramata, Summerland, West Kelowna, Kelowna, Lake Country, Vernon, or any Indigenous community in the region.

## **How do I enroll in the program?**

Wait for our application opening announcement. When applications open between February 28th-March 31st, 2025, apply! The application form will be shared on our website, social media and in our newsletter.

## **Is there a participation fee?**

Our goal is to make climbing more accessible, so mentors and mentees will be able to pay as they can, without financial justification. All proceeds will go directly to supporting Rock On Collective and its programming. Those who immerse themselves in the program receive multiple courses with certified guides, various workshops, plus many hours of peer-to-peer learning.

### **Recommended donation for Mentees:**

- Tier 1 - My basic needs are met or I am struggling to meet basic needs: \$0-25
- Tier 2 - My basic needs are met plus I have some expendable income: \$50-125
- Tier 3 - I am financially privileged: \$125-175

### **Recommended donation for Mentors:**

- Tier 1 - I'd like to volunteer my time but unable or unwilling to provide financial support - \$0
- Tier 2 - I'd like to cover for my insurance cost - \$25
- Tier 3 - I'd like to cover for insurance cost and donate some more to support equitable access to the outdoors - \$30-60

### **Spot reservation fee for program courses & events:**

There is a non-refundable \$5.00 deposit required to reserve your spot in courses and events (not social climbs) offered to program participants. This is only in place on events with a maximum, and the intent is to ensure commitment to the event.

### **What does the participation fee cover?**

The participation fee (above) covers your participation insurance and programming costs. This includes courses with certified guides and workshops.

### **What is the time commitment to participate?**

We ask that all participants commit to attending at least 1 outing per month with their mentorship group during the time period of May through Oct 2024 (environmental factor dependent). This does not include guided climbing courses, workshops or social events organized by Rock On Collective.

### **Do I need to be an experienced climber?**

Nope. It doesn't matter if you have climbed your whole life or are just curious to start out this year! Mentees and mentors will be matched based on their experiences, skillset and objectives.

### **How do I know if I am qualified to be a mentor?**

If you are confident in your skills to safely manage anchor and belay systems, explain gear choices, and communicate clearly, then you already have a lot to offer to a mentee! Being a mentor is not like being a climbing guide. You don't need to sit on all the answers, but be willing to problem-solve together with the mentee. It's not about climbing hard grades, but more about sharing ethical and safe practices to minimize risks at the crag.

If you're still unsure, please feel free to send us a message and we can help guide whether you'd be a better fit as a mentor or a mentee.

### **Do you offer guiding?**

Mentorship often involves an offering of guidance and personalized teaching and supportive coaching. However, it is distinct from guiding, teaching, and coaching. While participants (mentors and mentees alike) may be guides outside of the program, their role in this program is not to guide, and they are not taking legal or physical responsibility for the wellbeing of their mentee/mentor. Guides and instructors are invaluable in the outdoors community and are experts in theory and technical skills, but our program is focused on creating spaces where individuals can share, apply, practice, and grow as equals.

However, we are incredibly fortunate to work with and alongside some fantastic guides, including Nicole Chickloski, Keenan Gibson and Ren Lavergne. ROC offers participants in the program access to training and free courses through these guides.

## **What gear do I need to participate?**

The minimum gear requirement for outdoor rock climbing is climbing shoes, harness, helmet and chalk bag. A belay device is recommended, but if you are new to the sport, you may want to try some before investing. Other gear (e.g. ropes, quickdraws, and anchor systems) are often shared between climbers. If it's a financial barrier to invest in missing gear, we'll do our best to look for rental options for you.

## **Do you have insurance?**

While climbing with other participants in our program, you are covered under the Federation of Mountain Clubs BC insurance. This means that, if someone is injured, insurance will protect the trip leader, non-profit, FMCBC and other trip members. Rock on Collective does not supply first party insurance. Should a trip participant be injured on a club trip, the policy does not provide medical or accident benefit insurance.

## **How big are the mentorship groups?**

Size depends on the preference of the applicants. In the past, our groups have typically been 4-5 people with 2 mentors in each group. We make sure to keep ratios at a maximum of 1 mentor to 1.5 mentees. We can potentially accommodate 1:1 partnerships as well, if that is preferred.

## **Will I be guaranteed a spot?**

Unfortunately, no. The number of mentees we can accept depends on a variety of factors, including funding, team capacity and the availability of mentors to show up and share their skills with newer climbers. So, if you know anyone who would be a good mentor, please send them our way!

## **What if I am not accepted into the program?**

We encourage you to apply again in future years! We also offer numerous community events and suggest keeping in touch through [Facebook](#) and [Instagram](#), as well as subscribing to our [newsletter](#).

## **Are you a non-profit society?**

Yes. In early 2024 we became a registered BC non-profit and have a volunteer Board of Directors and volunteer operations team.