

How to Hive!

A Bethel Beekeepers Handbook to
setting up, running and
maintaining your Bethel Beehive.



Written by:
Jamie Bell, PHQ 201 Stockton, CA
PGG of Utah, RP
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Throughout this manual, those under the age of 10 years old will be referred to as “Jobie(s) to Bee” or “Bee(s)”. This however does not mean that your Bethel, Jurisdiction, Providence or Territory must do the same. You can call them “JD to Bee” “JD2B” or “Daughters to Bee”

HISTORY

The Jobie-to-Bee program was developed in Washington state, USA in 1988 and was the brilliant idea of Cheri Pruitt, PGG. She created the program to help Bethels with low membership that had a group of girls that were not old enough to join. It was first used in Walla Walla and Moses Lake and it quickly proved to be very successful.

As the buzz of the Bees grew over the years, there became a need for someone to oversee the activities of the Bees on a Bethel level. This is where the Bethel Beekeeper is introduced! The position of Bethel Beekeeper is an associate Bethel Guardian Council position and was officially added to the BGC at the 2018 legislative session of the Supreme Guardian Council.

This was introduced by the 1st Supreme Beekeeper, Beki Lane, Past Honored Queen 346, La Mirada California. Beki served as Supreme Beekeeper from August 2017 to August 2020.

PURPOSE

The Jobie-to-Bee program was first designed to gather young future members together to teach them about Job’s Daughters and get them excited about joining a Bethel. But over the years it has grown into so much more. The time spent in a Beehive should be a time to foster the bonds of sisterhood and friendship between the Bees and the Bethel members.

WHERE TO START

What is a Jobie-to-Bee?

A Jobie-to-Bee is a prospective member who has not yet attained the age of 10 years old. A prospective member over the age of 10 years is a prospect. Bees are under the age of 10, while prospects are over the age of 10.

What is a Beehive?

A Beehive is a gathering of Bees who are associated with a Bethel. A Bethel Beehive should be formed by the Executive Members of the Bethel Guardian Council. Work with the Bethel Guardian Council to start a Bethel Beehive and to establish the following:



Name

Make it fun! Most of the Beehives in Brazil have fun names such as Enchanted Garden Hive of Bethel #5, Bahia or Sunflower Hive of Bethel #13, Rio Grande do Sul. The Bees love being a part of something fun and creative.



Bethel Beekeeper

The role and the duties of the Bethel Beekeeper are outlined in the Bylaws: BGC, Article III, Section 10. *(See more in the Officers section)*



Treasury & Fees

All of the activities of the Bethel Beehive should be funded by the Bethel that the Hive is associated with. If and when the EBGC feels it necessary to charge a membership fee, they can do so; but it should be kept very minimal.

OFFICERS

Adult Officer(s)

The Bethel Beehive will be supervised by the Bethel Beekeeper, Chairman, or individuals appointed by the Executive Bethel Guardian Council. It is the duty of the Bethel Beekeeper to develop and oversee the Beehive Program for girls who have not yet attained the age for Job's Daughter membership. It is the Beekeepers responsibility to report on the Beehive's activities to the EBGC when asked to do so.

While not written into the law, the Bethel Beekeeper should be a fun, creative, energetic young woman who can keep up with the energy level of the Bees in her care. This is a perfect position for a younger Majority Member. The ability to relate to and engage our future members in a positive fun-filled manner will be key to helping create and grow a thriving Bethel Beehive.

Daughter Officer(s)

A Daughter(s) may be appointed by the Honored Queen with the approval of the EBGC to assist with the Beehive as called upon to do so.

Beehive Officer(s)

There should never be officers for the Beehive members. This includes "Queen Bee" and "Princess Bees". (*See more in the FAQ section*)

MEETINGS

Meeting time, date and venue shall be determined by the Bethel Beekeeper and approved by the Executive Bethel Guardian Council.

Beehive Meetings should meet at least once a month, in conjunction with a Bethel meeting. This allows the Bees to meet and interact with the Daughters of the Bethel and see what they will become one day. Part of the Beehive meeting should include the Bees witnessing the Opening Ceremony of the Bethel and then be excused as per the Ritual (*See General Instructions*)

Beehive meetings should be kept fun and casual while teaching basics of Job's Daughters. Below is an example of a Bethel Beehive agenda. This is only an example and this can be customized to fit your Beehive. The Beehive meeting should NOT just be "Arts & Crafts" time. Imagine the shock to the Bee when they are initiated into a Bethel and there isn't Arts & Crafts under the Order of Business. The Beehive meeting should be a time to get to know one another over an activity, learn about Job's Daughters and the Bethel. It also should not be so rigid that the Bees don't have any fun.

- Meet and greet with the Bethel Daughters
- Witness the Opening Ceremony of the Bethel
 - After being excused from the Bethel
- Jobie-to-Bee Pledge [Link to Form 701](#)
- Sing the Bee Song [Link to Form 702](#)
- Roll Call
- Bethel lesson*
- Fun activity
- Witness the Closing Ceremony of the Bethel
- Refreshment / socialise with the Bethel members

*Bethel Lesson are topics of age appropriate discussion that pertain to being a member of Job's Daughters. These topics include but are not limited to:

- Mother Mick
- The Robe
- The Story of Job
- The Officers of the Bethel and what they do
- The Emblems of our Order
- What to expect during a meeting/initiation

You get the idea. Give them a little lesson about Job's Daughters and/or your Bethel traditions so they will remain interested in joining and have an idea of what's going on after they join.

An additional fun activity or outing should be scheduled on a day different from the regular Bethel meeting and away from the normal meeting place. The Honored Queen of the Bethel should plan several Bethel/Hive combined activities per term so Bees and Daughters can get to know each other, have fun and build friendships.

PROMOTION

We are so proud of our Bees and want more of them! When your Bethel is promoting Job's Daughters, make sure to promote your Bees as well! Here are some promotion pointers:

🐝 Always promote the Beehive side-by-side with the Bethel. Don't let the Bees be an afterthought; or have to play catch-up when a girl says she's younger than 10 and too young to join. Review the space you are promoting in and the "traffic flow." Whatever the traffic flow is, put the Bees first as they are the youngest part of Job's Daughters.




(Miss California Job's Daughter 2016-2017, Jessica Garret at a promotional event)

🐝 Have your table displays be fun, creative and eye-catching. Put some effort into catching those Bees. Have simple brochures / handouts and sign-up forms for Bees in your promotion kit at all times. You never know when you'll have a potential Bee buzz by!

🐝 Fun giveaways like crowns or headbands with antennae are inexpensive and will draw little girls to your booth in a swarm!



 Have Bees help promote, and have them wear their Bee Sashes, shirts, etc. Their enthusiasm is the best promotion you can ask for! *(Cheri Pruitt and Beki Lane at a promotional event)*

In addition to what is listed above we need to shift our mindset on how we promote, not just the Bee's but Job's Daughters as a whole. Instead of saying "Job's Daughters is for young ladies between the ages of 10-19, who belong to the Masonic Family, blah, blah, blah..." Sorry, but you've already lost most people because they have no idea what the Masonic Family is. Instead, let's use our mission statement "Job's Daughters is for girls who grow up to be confident young women, who respect tradition, while shaping the future. Our members learn invaluable skills that will increase their confidence and prepare them to lead. We teach girls to use their voice" Don't limit your target audience with age parameters.

Promote alongside Job's Daughters. Grow your Hive, Grow your Bethel, Grow JDI

Jobie-to-Bee Handout 4 per page
Link to Form 703

Jobie-to-Bee Tri-fold Brochure
Link to Form 704

ACTIVITIES, CRAFTS AND GAMES

Activities

Activities are a great way to let those Bees get out all that energy! It's also a great way to bring everyone together, and have the Bees spend time with their Bethel sisters. Here are some tips:

- Make sure you have all necessary forms on file for your Bees, just like you would for the Bethel Daughters.
- Switch up your activities (*art, science, indoor, outdoor*) so you can appeal to the different interests of each of your Bees.
- Bees love to get messy! But make sure to have aprons if you need them, or another way to keep their clothes clean. And make sure they wash up before heading home.
- Have an ideas box, where they can write activity ideas for the future. Bees have great ideas!
- Don't forget about STEM (Science, Technology, Engineering and Math) activities.
- Read a story while doing an activity. Here are some favorites:
 - Not All Princesses Dress in Pink - Jane Yolen
 - The World Needs More Purple People - Kristen Bell & Benjamin Hart
 - Grace for President - Kelly DiPucchio
 - A is for Awesome!: 23 Iconic Women Who Changed the World - Eva Chen
 - The Girl Who Never Made Mistakes - Mark Pett & Gary Rubinstein
 - What Should Darla Do? - Ganit & Adir Levy
 - Adventure Grls!: Crafts and Activities for Curious, Creative and Courageous Grls - Nicole Duggan
 - Change Sings - Amanda Gorman

Do you see a theme here?

Crafts

Who doesn't love a craft? Crafts can be a fun part of your Bethel Beehive and give the Bees something to take home to remember what a good time they had! Here are some tips to get you started:

- Plan your craft to go along with your other activities, and keep timing in mind. If you are planning a complicated snack, keep your craft simple.
- Have colored pencils and coloring books or sheets available for Bees that finish early. Make sure you have a variety of subjects, and have the choices range in complexity as well.
- Keep drying time in mind when planning your crafts. Getting a wet, painted project home is tricky!
- Stock up on supplies around back to school time when everything is on sale!
- Search the internet for age appropriate crafts. <https://www.pinterest.com/> has a million ideas! Remember they do not all have to be Bee themed.

Games

Games are a great way to get to know your Bees, and for your Bees to get to know each other. Games can break the ice, fill time, teach lessons, and bring everyone together. Here are some tips to get you going:

- Have a few fast and easy games ready to fill time if your Bees are getting restless.
- Use games to teach. Offices, floorwork and paraphernalia can make great subjects for games. "Paraphernalia Pictionary" or "Square Corner Freeze Dance" anyone?
- Board games and card games are great for small group fun. Keep a few around for when you are out of ideas.
- Get your Bethel Daughters involved! Pair up an older girl with a Bee for fun team games and Bethel bonding.
- Search the internet for "camp games," "party games for kids," "minute-to-win-it games," and "youth group games," for more ideas! www.ultimatecampresource.com/ and youthgroupgames.com.au/ have lots of games for all ages.

CEREMONIES, CERTIFICATES & CELEBRATIONS

We love to make a fuss over our Bees! Here are some great ceremonies for pinnings and other celebrations. You can edit any of these ceremonies to suit your needs. Here are some tips to make it extra special:

- Make a pretty invitation to invite your Bee to their ceremony. There are lots of great free templates at www.greetingsisland.com and www.Canva.com
- Have ceremonies at an open meeting, or other public event. That way, family and friends can be included!
- Make sure the Bethel Daughters get the script in advance. Even if they don't memorize the ceremony, that will allow them to be comfortable and more connected while reading/delivering their parts.
- Be sure to order any supplies (pins, flowers, sashes, etc) well in advance. It's not very exciting or special when you are not presented with anything on your special day.
- Keep it fun, happy, and stress-free for everyone involved!

Links to Ceremonies

- [Jobie-to-Bee Ceremony Link to Form 705](#)
- [Jobie-to-Bee Pinning Ceremony Link to Form 706](#)
- Seeds of Promise (*Found in the Supreme Guardian Council Book of Ceremonies*)
- Write your own! Bee creative.

Certificates

The Bees have just gone through a BEEautiful ceremony. What better way to remember the special moment, than with a Certificate. You can make just about anything at www.Canva.com Below is a simple certificate to use.

[Jobie-to-Bee Certificate - Form 707](#)

[Jobie-to-Bee Certificate - Form 708](#)

Celebrations

Taking a note from a Past Miss International Job's Daughter: **Celebrate the small things, the little wonders of life.**

- Birthdays
- Making the soccer team
- Making the grade on a math test
- Being initiated!

Reach out to the parents/guardians for upcoming celebrations so you can be prepared.

FAQ's (Frequently Asked Questions)

Q: Can a monthly fee be charged for each Bee so that the Beehive can buy snacks and educational material to use in the Bee activities?

A: Yes, but it should be kept very minimal. We don't want to overwhelm the Bees and their parents if they can not afford it. Please remember that the Bethel can hold fundraisers to assist with their promotional efforts...those efforts should include the Bethel Beehive.

Q: A Bee has turned 10 years old, but her parents believe that she is still too young to be initiated. Can she stay in the Beehive for another year and then be initiated?

A: While the age minimum to join Job's Daughters is 10, this does not mean that she has to join as soon as she turns 10. She should be encouraged (with the help of the Bethel members) to join when comfortable. Don't forget to highlight the positives of being a member of Job's Daughters. Also keep in mind that if the Bee would like to participate in Grand and/or Supreme Competitions there may be age requirements and if your "Bee" is over the age of 10, she is technically a prospect and no longer a Bee.

Q: Should a Beehive be set up similar to a Bethel, with Stations, Duties, Officers?

A: No. Beehives should not run like a mini-Bethel, no Queen or Princess Bees, officers, Ritual, etc.

1. It takes away from the specialness of being Honored Queen and the work and dedication it takes to get there by advancing through the line officer positions.
2. The time spent in a Beehive is to have fun, learn about the basics of Job's Daughters and to become familiar with the Bethel Daughters. Let the Bees enjoy their time having fun and learning about Job's Daughters.

Q: Can a report of hive activities be made and kept as a record of the Bethel?

A: YES! Absolutely yes. This is an excellent idea on how to keep track of the Beehive. A report can be made by the Beekeeper at the monthly Council meetings on the health and growth of the hive. A report on who has joined the hive, who is ready to be initiated, what activities you have done in the past month and what you have planned in the upcoming months. This can be done in the Bethel Meetings as well (if approved by the EBGC beforehand)

Q: If a Bee has turned 10, has been initiated, can she return to the Beehive if being a member of the Bethel is something she is no longer interested in?

A: Unfortunately, no. The Beehive is a place for those who are interested in Job's Daughters who have not yet turned 10 years of age. If a young lady no longer wants to participate in the Bethel, then she is free to go. We must remember, no matter how much we love Job's Daughters and want everyone to stay active, it may not be what the young lady is looking for.

Q: Is authorization from the Supreme Guardian Council needed to start a Bethel Beehive?

A: No. Authorization from Supreme is not required. However, you should let the Supreme Beekeeper, the Supreme Deputy (for Bethels under Supreme) and GGC/JGC know so they can be aware, offer support and cheer you on.

Q: Can the Bees do a philanthropic project without the Bethel Members?

A: Yes, of course they can. What a great way to encourage our future members in acts of service. But please remember that the Bethel and the Beehive should be working on most things together. This way the Bees can get to know the Bethel members.

Q: How can we make the parents of the Bees participate more and join more activities?

A: This is a universal question all over the JDI world. There is no easy answer to this. Sometimes parents are just not interested in Hive/Bethel activities. All we can do is continue to invite and encourage them to activities and events.

Q: How old should the youngest Bee be?

A: That really depends on the individual Beehive, Beekeeper and the Bethel. The Supreme Beehive that happens at Supreme, the age is for 7-9 year olds. While there is no set age minimum for Bees, it is recommended to not go any younger than 5 years. There is a huge maturity difference between a 5 year old and a 9 year old.

Q: Can/should the Bees wear mini Bethel Robes for their meetings?

A: That is really unadvisable.

1. The purpose of the Bee program is to introduce young girls to Job's Daughters and not to be mini Job's Daughters...they are not yet Daughters. Wearing a robe (in any color) in a Beehive creates an environment of early burnout among the members after they are initiated. If they have been wearing robes, capes, and crowns since before they were members, by the time they are Daughters they are no longer interested in their Bethel and drop out at an early age. This has been witnessed numerous times.
2. The Robes are for a Job's Daughter who has gone through the Ceremony of Initiation and it is a privilege to wear it.

Let the Bees be the little girls who will soon become Daughters, then they can wear robes. It is perfectly fine for them to have matching T-shirts or sashes for events, but no robes for Bees.