

## **Small Business Mentoring**

*Overview: The Lancaster-Lebanon SCORE (Service Corps of Retired Executives) chapter provides mentoring services and support to start-up, newly established, and established small businesses in Lancaster and Lebanon Counties, PA. Mentors are assigned to client requests based on their career experience and areas of expertise.*

I average between 8 and 16 hours/week mentoring prospective or established owners of small businesses ranging in size from: 1-25 employees and annual revenues of \$50,000 and \$1,000,000. I currently have 30 clients, 11 of whom are long-term. Our chapter was recognized as the #1 out of 364 chapters nationally last year, and I was named our chapter's mentor of the year for my activities in support of our client base. Whether launching a new business or tackling issues in an existing one, our chapter has over 60 volunteer mentors to provide expert advice and feedback through our free, confidential, face-to-face mentoring program and workshops. I can invite other mentors to join a session if I lack a necessary expertise.

- **Jim Frey**
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