

Inspired Action

Getting Unstuck

Statements in italics indicate the facilitator's speaking parts

SLIDE 1 - Welcome/Intro, music playing (Beautiful Inspiring Corporate Celebration 3 minutes 20 seconds.mp3)

I. Getting Unstuck

SLIDE 2 - Recorded Zoom video of Sue, Grace, and Kylie

- **Grace** - "Hi Sue! I'm glad you were available for a zoom call to talk about our convention workshop. I hadn't heard from you – did I drop the ball?"
- **Sue** – "Oh Grace. I know you've been busy leading the Cottey presidential search, so I didn't want to bother you. I called Jan Hornack yesterday and told her that I was going to have to back out of this commitment."
- **Grace** – "What? Why? Are you OK? Is there something going on?"
- **Sue** – "Well, not really – I mean everything is going OK – nothing big, but I just can't get motivated to write this workshop. The topic is **Inspired Action** and I am not inspired right now. I'm not even sure I am going to convention. I registered but I'm feeling reluctant to travel and be with everyone again. I think I've gotten comfortable sitting in front of the computer in my slippers, jeans, and a nice top, so I look presentable for a zoom call.
- **Grace** – "I hear ya, it's hard getting back into the swing of things, but I still think we can pull this off. You and I can get together, talk through some things, and come up with a plan. Wasn't Kylie going to help with this, too?"
- **Sue** – Yes, but she has so much going on with work, convention registration and the Ohio past presidents newsletter – that she was trying to get out by Valentine's Day. When I talked to her she did say she had time, so I invited her to this zoom call.. Speaking of...she's in the waiting room
- **Kylie** – Hi Sue! Hi Grace! So glad we are finally connecting about our workshop. Now that convention registration has closed, I'm excited to be working with you. And, Sue, I can't thank you enough for motivating me to get the PSP newsletter out. Surely the Past Presidents won't mind that their Valentine's Day greetings were sent out in May? (Sue and Grace react - chuckle)
- **Sue** – Kylie, I was talking to Grace about my lack of focus and energy to do this workshop.
- **Grace** – And I think that many of our sisters likely feel this way and maybe we can help do something about it. It's been a rough couple of years and while some have bounced back with renewed enthusiasm, many are struggling to re-engage. P.E.O. is just one organization affected – schools, faith communities, and other volunteer organizations are also finding it difficult to get a commitment from those who were previously supportive of their mission. We need to help find the solution for our members to **reconnect with renewed energy to make a difference.**
- **Kylie** – I think we need to stick to the basics and keep it simple. I was thinking back on our Founders, how these 7 young women were in college and just trying to make it through school there in Mount Pleasant, Iowa. I kind of wondered what were the goals of the Founders? I'm pretty sure they didn't set out thinking – you know, we should build something that will last more than 150 years, give millions of dollars to women in education, and eventually see hundreds of thousands of women wearing the P.E.O. star.
- **Grace** – No, their first goal was probably to get together the next day. I doubt they

- even had an agenda.
- **Kylie** – Knowing our Founders they may have had an agenda. But you see where I’m going with this.
- **Grace** – I do.
- **Sue** – I do too.
- **Kylie** - Sometimes we have to get out of our own way and just let the inspiration come as it may.
- **Sue** – I’m already feeling better about doing this. You two do inspire me; I think working together we CAN pull this off.. And if we get back to basics, we can emphasize why P.E.O. is so important to us. And our mission is a great place to start – “motivating women to achieve their highest aspirations.”

Video cuts, Sue takes the microphone for the introduction.

Thank you for joining us as we all work together toward inspired action. I’m Sue Baker and I’m joined by Grace Chalker and Kylie Smith. Today we are going to:

SLIDE 3 - Agenda

- *Help one another get unstuck*
- *Reorient ourselves with our passion and purpose in P.E.O.*
- *Identify goals for ourselves and our chapters*
- *Find StarPower in our P.E.O. Core Values*

But - first of all, I want to applaud and thank you for showing up!!!

II. Passion and Purpose

Too many people have let the stress, chaos and negativity of these last years shut them down. Many are exhausted, overwhelmed, discouraged, lonely. I’ve felt that way, too. That’s why this topic is so vital to address and make a priority. We have to keep checking our perspective - believe and trust in ourselves and each other: managing our mindset to navigate life’s challenges; being focused on our goals, optimizing our habits, getting daily momentum. Especially in these chaotic times.

I believe it’s time to Rekindle Our Ambition and look to the future with optimism and a positive mindset to work hard and improve – just like we say in our Objects and Aims.

SLIDE 4 – The objects and aims of this sisterhood shall be *“The Objects and Aims of this Sisterhood...Say it with me, the first line of our Objects and AimsThe O & A of this Sisterhood shall be general improvement!* **SLIDE 4 – click to add words “general improvement**

*Where do we need to improve? Health, well-being, nutrition, sleep....
You know they say the biggest room in the world is the room for improvement.*

Let’s talk a little bit about “getting unstuck and reconnecting to our purpose”

Resilience is bouncing back up when life knocks you down. Changing our thoughts from disappointment, doubt, depression to the positive world around us – our everyday blessings. Did you know that set-backs are actually set-ups for better things ahead?

When you're attached to your purpose—as we are in P.E.O. - love, service and empowering other people—it can anchor you through a storm. However, it is possible to feel lost or stuck if we don't understand the difference between passion and purpose.

Passion and purpose are not the same thing. SLIDE 5 - Passion - something you do for YOU

Passion is something you feel (like energy), and it's something you do for you. Maybe you enjoy savoring a cup of coffee, hiking, or spending time with family. If it brings you energy and joy, it's passion!

On the other hand, SLIDE 6 - Purpose - something you do for the WORLD purpose is something you do—and not just for you, but for the world. It's an anchor you attach to that translates into how you show up. While passion and purpose are completely different, and you need BOTH in order to live an incredible life that we each deserve!

Every morning, you have the opportunity to decide how you are going to infuse more passion into your day and how you are going to show up with a sense of purpose. It's the lack of intention that makes you feel stuck! Have you been there? Are you still there now?

SLIDE 7 - Energy, Focus, Joy *If you feel stuck, it's likely because you aren't doing the little things that bring you energy every day. This starts with your morning! It is important to "own" your morning with preparation and structure to set up a perfect day. What habits do you have in place right now that might be holding you back from a successful day? Perhaps it's that you're sleeping in too late, eating poorly or failing to set boundaries. Whatever it is for you, be sure to make a shift here because once you do, the bigger things in life will start to take care of themselves.*

Exercise is a great way to increase your energy. If you can be outside in nature to exercise that is even better! You don't have to run a marathon but you could walk the dog. Walk up and down your steps a couple of extra times. Weed a flower bed. Park a little further away from the store entrance.

Just move your body. Even if it's just raising your arms above your head 10 times while breathing deeply. Know your limits and do it safely, but exercise and moving your body are wonderful ways to instantly lift your energy and bring you back to a more focused and intentional state of being. Our energy impacts everyone around us and in P.E.O. we pledge to give a due share of our interest and energy, so we must get back to a more energized state.

SLIDE 8 - Connect with others *Are you trying to figure out your purpose in isolation? Don't be embarrassed to tell other people when you feel lost. Not reaching out to people, not surrounding yourself with people that you can have fun with, and not building community around the things that interest you are major mistakes. So, if you feel like you're powerless and in isolation right now, reach out a hand. It will help you snap back into a mode of remembering who you are and connect you with your true purpose! There are lots of ways to connect with people while staying safe. The telephone, Zoom, and even across the yard or driveway conversations with neighbors can make all the difference. And I know you all know how to spell people. PEOple. You see one of your greatest resources for people and connections are right here in this room AND waiting for you back home in your chapters; people who care, believe in you and support you no matter what!*

SLIDE 9 – Simplify *You're thinking way too big. Stop thinking that purpose needs to be your career. Stop thinking that it's your legacy. Instead, when you wake up in the morning, ask yourself this simple question: What can I do to feel a little more energized, and what would it mean to live with a little more purpose today? By simplifying this question, it becomes more attainable to you. It will change your ability to bring more purpose in, to stay connected to it, and to bring more energy and passion into your life!*

SLIDE 10 – Have Fun *You deserve to have more fun. It's so important to have fun in your life, because when life gets too serious, your thoughts tend to get heavy. You are built to have fun. You are built to feel connected. Have FUN with your sisters – meetings should be fun, informative, educational. Social and small group gatherings are also a great way to make those vital connections*

SLIDE 11 – Getting Unstuck

- *Be patient and keep that daily momentum of intentional actions*
- *We need to have vision beyond our current circumstances*
- *Be committed to positive change.*

It's time to get unstuck and remember what an extraordinary organization we have and how blessed we are to participate.

Time to get a fresh perspective. To dream again. To re-ignite the passion and give our best efforts to our purpose (you know - the pursuit of excellence)

It's been rough out there, but please – believe in yourself and in all of your sisters. Remember to show kindness, patience and empathy.

SLIDE 12 – You are stronger than you think, and the future holds good things for you.

SLIDE 13 – Together WE are stronger and the future holds amazing things for P.E.O.

SLIDE 14 – Mary Allen Stafford *In the words of our Founder, Mary Allen Stafford, "It should be our purpose not only to make P.E.O. better and greater all of the time, but that humanity should be better and greater because of P.E.O."*

III. Goals

SLIDE 15 – Let's Get Moving *Now that Sue has given us the tools to try get unstuck, let's try a couple of them. Everyone stay seated but I'd like for you to move a little bit. First, shrug your shoulders up to your ears and breathe in – thinking of all your frustration, nerves, and general stuckness. Then breathe out and press your shoulders as far down as you can, letting them go, and getting in the mindset of "yeah, I can do this." (x3)*

Now, with your ankles together and feet on the floor, open your knees out like butterfly wings while breathing in, then bring them back together while breathing out. (x3)

Now reach your arms up to your chin (without elbowing your neighbor) and while breathing in, pretend you're lifting a weight up and above your head – shall we call that the weight of the world? Then breathe out while you bring your arms back to the start, empty of that weight (x3).

Mission

Finding your purpose and your passion comes quickly for some and is harder to identify for others. I remember sitting through several leadership training workshops that promised to help me get to the next level. And I remember thinking – I'm not even sure what level I'm on right now, so how do I know what the next one is? And that question "where do you see yourself in five years?" I feel incredibly lazy when my first instinct is to say let's work on tomorrow first.

So if you're like me and sometimes need a bit of direction, look no further than our mission statement. Mission Statements are important. They're the values of the organization. And in this instance? It can be a great roadmap as well.

SLIDE 16 – Mission Statement *Did everyone bring a piece of paper? Don't use that notecard we gave you just yet. You can do this on a scrap piece of paper or the back of your program. Looking at the P.E.O. Mission statement, write down three words that exemplify your own personal values. **P.E.O. is a philanthropic organization where women celebrate the advancement of women; educate women through scholarships, grants, awards, loans and stewardship of Cottey College; and motivate women to achieve their highest aspirations.***

Now, look at the mission statement again and jot down three words that are exemplified by your chapter.

SLIDE 17 – 10 year Strategic Plan *And if you were wondering what P.E.O. as an overall organization is doing about goal-setting, don't worry, they have a 10-year strategic plan that aligns with our Mission Statement – Strengthen Chapter Vitality, Promote Philanthropic Vitality, Champion the Advancement of Women, Provide Innovative Shared Services.*

But you don't have to go that big if you're barely feeling unstuck. Let's start small. Take a look at the 3 words you wrote down from our mission statement that exemplify your own personal values. And now take a look at the three you wrote down that are exemplified by your chapter. And there can be overlap. Okay you're done writing for a second, so you can rest your pens.

SLIDE 18 – Cascading Goals *Now, how many of you have heard the words "cascading goals?" How many of you tried to run when your chapter president asked you to consider leading your chapter's efforts to identify cascading goals?*

Too often we're intimidated and overwhelmed by these seemingly new ideas. But if we treat them like we've treated everything else so far in this workshop, they're not quite so monstrous.

How many of you have a favorite chain restaurant? Maybe you love McDonald's fries. Or Burger King's whopper. Or Wendy's chicken sandwich. Or Olive Garden's salad. Or Starbucks' Frappuccino. Think for a minute what the primary goal of each of those companies likely is – it's either build brand loyalty among all humans on earth, or increase sales or a combination of those. Now, while thinking of your favorite thing from one of those chains, imagine if the local store in some far away town decided to set their own goal of "develop the best recipe for a frozen coffee drink. Or develop a chicken sandwich here in Des Moines, IA, that's better than the chicken sandwich at the Wendy's in

Columbus, OH.” Do we think any of those chains would be near as successful as they are if that were the case? No.

- *Cascading goals are the same idea. We are members of an International **philanthropic organization where women celebrate the advancement of women; educate women through scholarships, grants, awards, loans and stewardship of Cottey College; and motivate women to achieve their highest aspirations.** So do you think the executive Board of Ohio State Chapter is going to set their goals to better support men who want to attend Johns Hopkins University? Of course not.*
- *To develop our own goals we need to look first at what International and Ohio State Chapter are working on and find ways in which to support that. Again, we’re not suggesting you create a curriculum of goals for yourself right now. But even the most basic goals should be in support of other larger goals, and they should have a certain method to them in order to be effective. And what’s that method?*

SLIDE 19 – SMARTi goals *When thinking about setting goals using the SMARTi method, the words you chose from the mission statement can be the i – for inspiration. And you are probably familiar with the rest of the acronym. S is strategic, M is Measurable, A is Ambitious, R is realistic, T is Time-bound. And if you follow modern leadership practices, some new styles use the I for Inspiration AND Inclusion and some add an E for Equity.*

Spend the next few moments thinking of a simple goal you can set for yourself that could help you fulfill your own purpose and your chapter’s purpose. We’re talking basic. Perhaps it’s attending your chapter meetings more regularly whether in person or if virtual is an option jump on that zoom! Maybe it’s setting up a gathering of your committee – whatever your committee is. Maybe it’s volunteering to give a program for your chapter. Maybe it’s offering to give someone else a ride – they may be feeling stuck and unmotivated as well. Remember, our Founders didn’t have a ten-year strategic plan. They started with the goal of meeting the next day so they could talk about starting something new. It didn’t even have a name yet!

If you’re comfortable doing so, turn to someone nearby and share your goal along with the ways in which you will accomplish that goal. And then pinky swear 🍷 Again, it doesn’t have to be terribly elaborate but you have to be committed to it. Everyone knows that a goal without a plan is just a wish! And wishes are fun but rarely helpful. Just ask me – I never did get that turquoise Porsche 911 I wished for in 5th grade.

- **Ask the audience for an example of a goal and work through how it’s a SMARTi goal.**
- **Use the same goal and explain how that fits the cascading goal idea.**

Okay, we promised Inspiration and Action – Inspired Action. So Grace is going to share some hints for setting goals and doing it like the star we know each of you are.

SLIDE 20 – Silver star *Thank you, Kylie and Sue. Both of you have talked about strategies for not feeling quite so overwhelmed and getting a jump on setting goals and making a plan. And I wanted to offer some thoughts and possibilities as we embrace the core values of P.E.O. and apply them to knowing where we’re going.*

The Objects and Aims of this sisterhood shall be

What version of an O & A sister or chapter are we in 2022 and beyond?

Our sisterhood is now 153 years old. Can you believe it's been 3 years since we celebrated P.E.O.'s sesquicentennial? One thing that struck me during those celebrations is the timeless thread of our core values – values that our Founders identified 150 years ago and STILL resonate with us today. We identify them as the points of our P.E.O. Star – Faith, Love, Purity, Justice and Truth.

SLIDE 21 – 5G *How many of you have heard of 5G? You know..... this superfast fifth-generation mobile network taking the world by storm with internet connection that promises next-level coverage, usage and reliability. The cell phone technology that is going to better connect us to solve all of our problems – or cause them, depending on who you talk to? However, it's important to consider that 5G would not have been possible without 1G, 2G, 3G, and 4G.*

SLIDE 22 – 7G *Well, I like to think of P.E.O. as being even more powerfully connected than that. With the foundation laid by our 7 Founders and the hundreds of thousands of members to follow, we're more like 7G, the seventh generation of our sisterhood.*

Our core values have remained relevant through challenging and changing times and they have created new opportunities to inspire every generation of P.E.O.'s to action reaching for the next-level connectivity to improve our lives and the lives of others through our mission and purpose. If you're taking notes, now's a good time to jot down some highlights because Kylie's going to have you use those notes in a few minutes.

SLIDE 23 – Faith

What do we believe in? In the words of Alix Smith, Organizer, International Chapter, "Faith is the guiding force. Faith makes things possible, not easy."

We have confidence in others, in their personal abilities and demonstrate this through our words, deeds and actions. See the potential in a friend becoming a sister. Learn and discover about P.E.O. in a more personal way. You may not have a bird's eye view to see the BIG picture of all of our shared philanthropic projects. That's okay. Get started learning (or refreshing what you think you know) with just one and in no time, you will be finding a woman to sponsor as an applicant for a project.

SLIDE 24 – Love

Love is the greatest of the P.E.O. core values. We look for the very best in others and show genuine concern for each person we encounter. What will it take to expand the possibilities for

moving your chapter from existing to thriving by truly caring for one another? Find the hidden strengths in every sister as a resource that can bring everyone into closer relationship.

AND, how about just showing up! Showing up is a choice, a priority. Who wouldn't want to come to a meeting where the 'business' is caring? Whether in person or virtual, showing up makes a positive difference individually and strengthens chapter life.

In her P.E.O. Positive inspirational message in May 2021, Debbie Kotecki, Leadership Development Committee, wrote: "In the midst of any challenge, I get to choose how I show up. How can I proceed from love rather than fear?" The key word here is 'proceed'. Love moves us in a forward direction.

Author and theologian Brian McClaren's thoughts resonate for me as I think about P.E.O.. "People are looking for an organization that paves the way for real humans who aren't afraid to weep and laugh, love and forgive, listen and disagree without resentment."

SLIDE 25 – Purity

Purity brings to mind and heart that friendship is the legacy we share with our Founders. Friendship thrives in our unique sisterhood. Purity reminds us that we hold ourselves to a high standard of personal behavior focusing on the positive and looking for the good intentions of others. We are slow to criticize and quick to praise and appreciate the efforts of others.

Think of your membership in P.E.O., not as a noun but as a verb. Every one of us is a servant leader in our chapter. As a P.E.O., how are you serving as a leader? What does my chapter need? How can I help? By answering these questions, we can gain a sense of our own development as a servant leader. Servant leadership involves every member in active participation in some way - whether great or small. Dr. Hope Zoeller, Cottey College Trustee, put it this way: "True leadership is not what you accomplish but what you help others to achieve."

And then there is one thing more. Let's adopt a "commitment to extravagant welcome." This includes ensuring that we are not excluding those who are not comfortable gathering just yet by continuing to provide hospitality, love, and care to our virtually remote sisters.

SLIDE 26 – Justice

Justice requires that we seek fairness by understanding the opinions of others. We listen and are slow to judge. We find balance by considering the variables in any situation. In all our actions, we show respect for others.

Justice means that we champion the advancement of women, united in a shared passion for educating women and the belief that doing so can change the world in every generation. P.E.O. exists to enable women to realize their potential in whatever worthwhile endeavor they choose.

Indeed P.E.O.'s seek justice and act justly. P.E.O. sisters recognize that justice in our sisterhood happens as a result of being JUST US. It is JUST US who give, sponsor, initiate and share a special friendship connection.

SLIDE 27 - Truth

Truth is the cornerstone that upholds all the other values and holds us to a standard of personal integrity. The success of P.E.O. depends upon this value. Truth binds us together in a common bond of belief in each other, in what we say and in what we do.

SLIDE 28 - Alice Bird Babb *Our founder, Alice Bird Babb, was right when she reflected in 1903, 34 years later, about the founding of P.E.O. Listen to what she said: "...we found the tie to be a strong one, unusually so. We felt that something must mark the era of our friendship--- some token that might strengthen the bond and reveal to others what a lovely friendship ours had been. WE BUILT IT BETTER THAN WE KNEW."*

Alice Bird Babb's words have always touched me deeply. We are continuing to build better than we know. Right now! This is the great truth of P.E.O.

SLIDE 29 - Starpower 1 *Thank you Grace! So there you have it. The core values of P.E.O. and how they can help give us some direction when we're feeling lost or stuck.*

SLIDE 30 - Starpower 2 *And like our sisterhood, when they all come together it really is beautiful. What do you think - future jewelry or t-shirt idea?*

SLIDE 31 - Goals card handout *You might be wondering about the handout we gave you and yes we do have a purpose for it. I hope you kept the notes you took during my portion earlier handy because I'd like for you to look at those again. You should have 3 words from our mission statement that embody your own personal values and 3 that embody the values you think your chapter really embraces. You might also have some notes from what Grace just shared about our core values. All of those can serve as inspiration for small goals you can set for yourself using the core values Grace talked about. This is just for you and it's not a test, but take a few moments to jot down real simple goals that you will commit to when you leave this Convention.*

A goal for Faith might be to learn about one of our projects and share it with a potential candidate.

A goal for Love might be to commit to planning a program for your chapter.

A goal for Purity might be to tell a P.E.O. sister how she has made an impact on you.

A goal for Justice might be offer encouragement to one of your chapter officers.

And a goal for Truth might be to read more about P.E.O.'s history so that you know where we came from.

We weren't sure we could pull this together, but I'm so glad we did and I know Grace and Sue join me in expressing gratitude for you being here, showing up, and sharing with us your thoughtful participation.

We want to leave you with some words about P.E.O., shared by some of our sisters. This is called "The Characteristics of P.E.O."

SLIDE 32 - Video

Characteristics of the P.E.O. Voice (2021-2023 P.E.O. Style Guide)

- **Empowering** - We are passionate about our quest to inspire women to reach their highest aspirations and we devote our full power and concentration to our cause. We are motivated to achieve our mission.
- **Welcoming** - We want all people to feel comfortable around us. We accept our sisters, their spouses and families and philanthropic project applicants openly, warmly and hospitably and as equal participants from all walks of life.
- **Positive** - We focus on the good in the world and in people, the aspirations and power each of us holds.
- **Nurturing** - We recognize everyone has personal strengths. We care for, support and help women develop through encouragement. We infuse every message with a degree of empathy because we sincerely care for the well-being of others and are rooting for their success.

The **P.E.O. personality** is a mixture, drawing on our heritage and traditions that formed our beginnings – we are defined by the nurturing that happens in local chapters to how we motivate women to achieve their highest aspirations and goals.