

“OUR STORIES CONNECT OUR GENERATIONS”

MEMBERSHIP WORKSHOP JUNE 4, 2022

OSC CONVENTION, OHIO UNIVERSITY

➤ SLIDE 1 (INTRODUCTION)

WELCOME TO “OUR STORIES CONNECT OUR GENERATIONS.”

FIRST, A LITTLE BACKGROUND AS TO HOW WE DECIDED TO FOCUS ON THIS CONCEPT FOR THIS PRESENTATION. THE MEMBERSHIP COMMITTEE DEVELOPED AN INTEREST IN THE IMPACTS OF GENERATIONAL INFLUENCES AFTER OUR OSC ORGANIZER, JULIE BROOKS, CAME ACROSS THE 2019 PERIOD OF INSTRUCTION BY CALIFORNIA EXECUTIVE BOARD MEMBER GALATEA DELAPP, TITLED *BRIDGING THE GENERATION GAP*. WE PROVIDED THE YOUTUBE LINK FOR THIS PRESENTATION TO THE LOCAL CHAPTER MEMBERSHIP CHAIRS IN MARCH. WE CAN PROVIDE IT AGAIN IF YOU WOULD LIKE TO WATCH THE FULL CALIFORNIA PRESENTATION. TODAY’S POWERPOINT AND SCRIPT WILL BE POSTED ON THE OHIO P.E.O. WEBSITE.

THANK YOU TO PATTY JANKOWSKI (CHAPTER BN, MEMBERSHIP COMMITTEE MEMBER) FOR GLEANING PERTINENT INFORMATION FROM GALATEA’S PRESENTATION AND WRITING IT UP TO CREATE AN ABBREVIATED SCRIPT.

WE ALSO THANK TERI ERIKSEN, CHAPTER FA, FOR OFFERING HER TECHNICAL EXPERTISE TO CREATE A POWERPOINT TO ALIGN WITH PATTI’S SCRIPT.

WITH GALATEA'S PERMISSION, WE PRESENTED OUR OWN SHORTER VERSION OF "BRIDGING THE GAP" DURING MEMBERSHIP ZOOM FORUMS IN EACH QUADRANT. WE CAN MAKE THIS PRESENTATION AVAILABLE AS WELL.

BECAUSE THE FEEDBACK WAS SO POSITIVE AND QUESTIONS WERE POSED IN EACH QUADRANT, WE THOUGHT IT WOULD BE USEFUL TO BRING THIS INFORMATION TO THIS WORKSHOP WHERE WE COULD LOOK A LITTLE DEEPER INTO THE IDEA OF A GENERATION GAP, HOW IT MAY IMPACT THE VITALITY OF OUR CHAPTERS AND HAVE THE OPPORTUNITY FOR DISCUSSION. EACH GENERATION BELIEVES IN THE P.E.O. CORE VALUES. THEY JUST CONCEIVE OF DIFFERENT METHODS AND IDEAS FOR HOW TO KEEP THOSE VALUES STRONG.

➤ SLIDE 2 (DIAGRAM OF GENERATIONS)

EACH GENERATION IS DEFINED BY A SHARED WORLD VIEW, COMMON HISTORY AND SHARED VALUES. THE ERAS SPAN ENOUGH TIME TO CROSS OVER TO THE NEXT GENERATION. SHOWN HERE ARE THE CURRENT GENERATIONS ELIGIBLE FOR P.E.O. MEMBERSHIP.

- MEMBERS OF THE TRADITIONALIST GENERATION ARE 77-100+ YEARS OF AGE
- MEMBERS OF THE BABY BOOMER GENERATION ARE 58-76 YEARS OF AGE
- MEMBERS OF THE GEN X GENERATION ARE 42-57 YEARS OF AGE
- MEMBERS OF THE MILLENNIAL GENERATION ARE 18-41 YEARS OF AGE

AS WE CONTINUE WITH OUR PRESENTATION YOU WILL HEAR THAT EACH GENERATION HAS ITS OWN VISION OF P.E.O. AND WHAT IT SHOULD BE.

LET'S FIRST GET AN OVERVIEW OF EACH GENERATION.

➤ SLIDE 3 (TRADITIONALIST DESCRIPTION)

THE **TRADITIONALIST** GENERATION GREW UP DURING THE DEPRESSION AND WORLD WAR II. AT THE END OF THE WAR, THEY WATCHED THE BEGINNINGS OF GREAT PROSPERITY AND STABILITY. THERE WAS AN ECONOMIC EXPANSION THAT SAW A MASSIVE BUILDING OF INFRASTRUCTURE THAT WOULD BENEFIT EVERYONE. THIS PROSPERITY AND STABILITY WAS PASSED ON TO THEIR CHILDREN.

- VALUES OFTEN ASSOCIATED WITH TRADITIONALISTS INCLUDE THEIR DESIRE FOR CONFORMITY, APPRECIATION OF FORMALITY, THEIR INCLINATION TO SACRIFICE FOR OTHERS, YEARNING FOR STABILITY AND AS THEIR NAME STATES, VALUE TRADITION.

➤ **SLIDE 4 (TRADITIONAL STORY)**

MEET DOTTIE EGGERS, A MEMBER OF CHAPTER CH IN DAYTON. DOTTIE WAS INITIATED IN 1970 AND BECAME A GOLDEN GIRL IN 2020.

- PERCEPTION OF A GENERATION GAP ...

DOTTIE HASN'T REALLY FELT A GENERATION GAP IN HER LIFE WITH FAMILY AND FRIENDS AND NOT IN HER P.E.O. CHAPTER. SHE SAYS THAT AGE DIVERSITY WITHIN A CHAPTER IS A GOOD THING.

IF THERE IS A GAP, IT IS RELATED TO TECHNOLOGY. OUR GEN X SISTERS WERE ESPECIALLY HELPFUL TO US WHEN WE NEEDED TO USE NEW TECHNOLOGY TO STAY CONNECTED DURING THE PANDEMIC.

- **After reading above**

- OUR GENERATIONS AGREE ...

THE AGE DIVERSITY OF OUR CHAPTER IS A BENEFIT BECAUSE WE CAN SHARE OUR VALUES FROM A VARIETY OF PERSPECTIVES – THE OPPORTUNITY FOR ALL TO LEARN AND GROW.

- **After reading above**

➤ MOST IMPORTANT VIRTUE?

LOVE ... LOVE IS THE BASIS FOR OUR P.E.O. VALUES. WE CAN'T HAVE THE OTHER VALUES WITHOUT FIRST HAVING LOVE.

➤ After reading above

➤ DOTTIE'S ADVICE FOR CARRYING OUR STORY FORWARD:

TAKE CARE OF NEW MEMBERS. THE SISTER WHO SPONSORED HER SHOULD BE A MENTOR. DON'T WAIT TO GIVE A NEW MEMBER A COMMITTEE ASSIGNMENT TO GET HER INVOLVED IN CHAPTER LIFE.

➤ After reading above

➤ **SLIDE 5 (BABY BOOMER DESCRIPTION)**

THE **BABY BOOMERS** GREW UP IN A PROSPEROUS TIME THAT GAVE BIRTH TO MORE ADVANCED EDUCATIONAL OPPORTUNITIES. DURING THOSE YEARS, FOCUS WAS GIVEN TO ACKNOWLEDGING AND CORRECTING DISPARITIES IN CIVIL RIGHTS – BOTH GENDER AND RACIAL. THIS GENERATION GAVE TO THE NEXT THEIR BLESSING TO PURSUE THEIR EDUCATION AND INDIVIDUAL DREAMS.

➤ VALUES OFTEN ASSOCIATED WITH THE BABY BOOMERS INCLUDE THEIR REGARD FOR EMOTIONAL AND PHYSICAL HEALTH, DESIRE FOR EQUALITY, THEIR IDEALISM AND TEAM WORK ALONG WITH A STRONG WORK ETHIC.

➤ **SLIDE 6 (BABY BOOMER STORY)**

MEET SUE MCHUGH, MEMBER OF CHAPTER BN IN TOLEDO. SUE WAS INITIATED IN 2012. SUE IS ONE OF PATTY'S CHAPTER SISTERS.

➤ PERCEPTION OF A GENERATION GAP ...

SUE SAYS SHE FEELS CONNECTED TO HER CHAPTER SISTERS NO MATTER THE AGE GROUP. INTERACTING WITH HER FAMILY HAS HELPED HER UNDERSTAND THAT WE HAVE MANY GOALS IN COMMON BETWEEN ALL GENERATIONS. THE BIGGEST DIFFERENCE BETWEEN GENERATIONS IS HOW THEY FIND AND PROCESS INFORMATION.

➤ **After reading above**

➤ OUR GENERATIONS AGREE ...

WE AGREE THAT EDUCATION IS A FOUNDATION FOR LIFE AND SHOULD BE A LIFE-LONG ENDEAVOR. ANOTHER COMMON THREAD FOR P.E.O.S IS OUR LOVE OF FAMILY.

➤ **After reading above**

➤ MOST IMPORTANT VIRTUE? FAITH

FAITH FOR SURVIVAL, PERSPECTIVE, DIRECTION AND PEACE.

➤ **After reading above**

➤ SUE'S ADVICE TO CARRY OUR STORY FORWARD...

REACH OUT TO ALL OF THE SISTERS IN YOUR CHAPTER, ESPECIALLY THOSE IN NEED OF HELP. REMEMBER, ALL SISTERS HAVE VALUE AND SOMETHING UNIQUE TO OFFER.

➤ After reading above

➤ **SLIDE 7 (GEN X DESCRIPTION)**

THERE WERE FEWER **GEN XERS** BORN IN THEIR GENERATION DUE TO THE WIDESPREAD USE OF THE PILL. THEIR GENERATION ONLY SPANS 15 YEARS. THIS WAS A TUMULTUOUS TIME IN OUR HISTORY. MORE CHILDREN WERE COMING FROM SINGLE PARENT HOMES OR FROM HOMES WHERE BOTH PARENTS WORKED. THIS WAS THE FIRST GENERATION OF LATCHKEY KIDS. THEY BECAME MASTERS AT FIGURING THINGS OUT ON THEIR OWN. THEY BECAME ENTREPRENEURS WITH A FIERCE COMMITMENT TO THE WORK/FAMILY BALANCE. THEY GAVE TO THE NEXT GENERATION THE SELF-CONFIDENCE AND FREEDOM TO THINK OUTSIDE OF THE BOX.

➤ VALUES OFTEN ASSOCIATED WITH GEN XERS INCLUDE THEIR REGARD FOR DIVERSITY, DESIRE FOR INFORMALITY, INDEPENDENT SPIRIT, DESIRE TO BE SELF-RELIANT AND STRONG APPRECIATION FOR WORK/FAMILY BALANCE.

➤ **SLIDE 8 (GEN X STORY)**

MEET KRISTA BOMMARITO, MEMBER OF CHAPTER FB IN WESTCHESTER.
KRISTA WAS INITIATED IN 2013.

➤ PERCEPTION OF A GENERATION GAP ...

KRISTA DOESN'T NOTICE A GENERATION GAP BECAUSE OF AGE. WE ARE CONNECTED BECAUSE OF OUR SHARED VALUES AND THE SHARED GOAL OF EDUCATION OF WOMEN. FAMILY IS ALSO A HIGH PRIORITY. SHE DOES FEEL DISCONNECTED FROM SISTERS WHO HAVE SEEMED TO HAVE LOST INTEREST IN P.E.O. AND RARELY PARTICIPATE IN THE ACTIVITIES OF THE CHAPTER.

➤ **After reading above**

➤ OUR GENERATIONS AGREE ...

WOMEN SUPPORTING WOMEN AND OUR SHARED GOAL OF EDUCATION OF WOMEN.

➤ **After reading above**

➤ MOST IMPORTANT VIRTUE? LOVE

IF THERE IS LOVE, YOU CAN FEEL CONNECTED.

➤ **After reading above**

- KRISTA'S ADVICE FOR CARRYING OUR STORY FORWARD:
DON'T LET MEMBERS MISS MORE THAN TWO MEETINGS IN A ROW WITHOUT A PHONE CALL TO TOUCH BASE WITH HER. NOT ONLY DO NONPARTICIPATING MEMBERS ADD STRESS TO A CHAPTER BUT THEY ARE MISSING OUT ON THE SPECIALS GIFTS OF P.E.O.

➤ **After reading above**

➤ **SLIDE 9 (MILLENNIALS DESCRIPTION)**

MILLENNIALS GREW UP IN AN ERA THAT SAW AN EXPLOSION OF TECHNOLOGY. AND THEY WILLINGLY EMBRACE THAT TECHNOLOGY. THEY SAW TERRORIST ATTACKS, AIDS, AND SCHOOL SHOOTINGS. THIS GENERATION IS LOOKING FOR A WAY TO BETTER BALANCE INTERACTIONS WITH THEIR OVERPROTECTIVE HELICOPTER PARENTS.

- VALUES OFTEN ASSOCIATED WITH THE MILLENNIALS INCLUDE THE DRIVE FOR ACHIEVEMENT, A GLOBAL MINDSET, A FEELING OF OPTIMISM, PURPOSE DRIVEN, CONFIDENCE IN ONESELF, AND AN EMPHASIS ON SOCIABILITY.

➤ **SLIDE 10 (MILLENNIAL STORY)**

MEET JEN CLINE, MEMBER OF CHAPTER DU IN CHARDON. JEN WAS INITIATED IN 2004. AND IF YOU CAN'T SEE THE RESEMBLANCE ... JEN IS MEG'S DAUGHTER!

➤ PERCEPTION OF A GENERATION GAP ...

JEN DOESN'T REALLY SEE A GENERATION GAP IN HER CHAPTER. EVEN WITH THE CHANGES WE ALL EXPERIENCE IN OUR LIVES, P.E.O. IS A CONSTANT NO MATTER THE PHASE. SHE SAID HER LIFE HAS BEEN MADE BETTER BY LEARNING FROM SISTERS WHO ARE OLDER/YOUNGER THAN SHE IS.

➤ After reading above

➤ OUR GENERATIONS AGREE ...

RAISING KIDS IS HARD WORK. BALANCING THE RESPONSIBILITIES OF WORK AND HOME IS HARD WORK BUT HAVING THE SUPPORT OF YOUR P.E.O. SISTERS IS A BLESSING.

➤ After reading above

➤ MOST IMPORTANT VIRTUE? FAITH

FAITH IS WHAT SHE TURNS TO WHEN SHE FEELS ANXIOUS OR STRESSED. SHE RELIES ON HER FAITH IN GOD TO SUPPORT AND GUIDE HER THROUGH WHATEVER LIFE THROWS AT HER. FAITH IS HER CONSTANT IN A WORLD THAT FEELS LIKE IT IS ALWAYS CHANGING AND MOVING.

➤ After reading above

➤ JEN'S ADVICE FOR CARRYING OUR STORY FORWARD:

DON'T THINK YOU NEED TO TRY TO OVERCOME A GENERATION GAP BUT RATHER USE IT TO LEARN ABOUT AND UNDERSTAND OTHERS IN DIFFERENT STAGES OF LIFE.

➤ **After reading above**

➤ **SLIDE 11 (ASK THE AUDIENCE)**

NOW THAT WE'VE INTRODUCED THE FOUR GENERATIONS OF P.E.O.

LET'S FIND OUT THE MAKE-UP OF OUR AUDIENCE:

➤ **RAISE YOUR HAND IF YOU ARE A TRADITIONALIST.**

➤ DO THESE VALUES DESCRIBE YOU?

TRADITIONALIST: CONFORMITY, FORMALITY, SACRIFICE
OF PERSONAL NEEDS FOR THE GROUP, STABILITY, TRADITION

➤ **RAISE YOUR HAND IF YOU ARE A BABY BOOMER.**

➤ DO THESE VALUES DESCRIBE YOU?

BABY BOOMER: EMOTIONAL AND PHYSICAL HEALTH, EQUALITY,
IDEALISM, TEAM- ORIENTED, WORK ETHIC

➤ **RAISE YOUR HAND IF YOU ARE A GEN XER.**

➤ DO THESE VALUES DESCRIBE YOU?

GEN X: DIVERSITY, INFORMALITY, INDEPENDENT, SELF-RELIANT,
WORK/FAMILY BALANCE

➤ RAISE YOUR HAND IF YOU ARE A MILLENNIAL.

➤ DO THESE VALUES DESCRIBE YOU?

MILLENNIAL: ACHIEVEMENT, GLOBAL MINDSET, OPTIMISM, PURPOSE
DRIVEN, SELF-CONFIDENT, SOCIABILITY

LET'S SEE HOW THESE GENERATIONAL PERSPECTIVES MIGHT INFLUENCE
P.E.O. LIFE...

➤ SLIDE 12 (TRADITIONAL SOCIAL)

FOR THE TRADITIONALISTS, FORMALITY AND ATTENTION TO DETAIL ARE
EXTREMELY IMPORTANT. BEING DRESSED UP AND USING FINE CHINA ARE
SIGNIFICANT SYMBOLS OF RESPECT AND HONOR BEING GIVEN TO THE
OCCASION OR CAUSE. REMEMBER THE YOUNGEST MEMBERS OF THIS
GENERATION ARE IN THEIR LATE 70'S. HOWEVER IT'S UNLIKELY THAT
YOUNGER CHAPTER SISTERS WILL GIVE A THUMBS UP TO A SUGGESTION TO
USE THE FINE CHINA FOR CHAPTER EVENTS.

➤ SLIDE 13 (TRADITIONAL FUNDRAISING)

THIS GENERATION TYPICALLY RESPONDS TO APPEALS FROM A DIRECT
MAILING OR PHONE CALL. SOME TRADITIONALISTS WILL GO ONLINE TO
LEARN ABOUT A CHARITABLE ORGANIZATION. THEY ARE MORE INCLINED TO
GIVE TO PHILANTHROPIC CAUSES WITH WHICH THEY ARE PERSONALLY
FAMILIAR. AS THEY ARE BEGINNING TO AGE THOUGH, THEY ARE NOW MORE

INTERESTED IN WRITING A CHECK RATHER THAN ORGANIZING A FORMAL EVENT.

- SHOW OF HANDS, DOES YOUR CHAPTER PRIMARILY RAISE FUNDS BY CHAPTER MEMBERS WRITING CHECKS?

➤ **SLIDE 14 (BOOMER SOCIAL)**

BABY BOOMERS ON THE OTHER HAND PREFER LESS FORMALITY AND WANT GREATER EASE IN ORGANIZING EVENTS. TO THEM, THE INFORMALITY AND FLEXIBILITY RESPECTS INDIVIDUAL DIFFERENCES AND RESPECTS AND HONORS MENTAL AND EMOTIONAL HEALTH. THEY ARE MORE LIKELY TO INCLUDE THEIR PEERS BUT NOT KIDS IN THEIR SOCIAL EVENTS.

➤ **SLIDE 15 (BOOMER FUNDRAISING)**

THEY HAVE BEEN THE ONES WHO CREATE SILENT AUCTIONS TO BE INCLUDED IN P.E.O. EVENTS. RIGHT NOW, THEY ARE EXHAUSTED WITH THAT EFFORT AND ARE LOOKING FOR WAYS TO RAISE FUNDS USING OTHER PEOPLE'S MONEY. THEY ARE LOOKING FOR PERSONAL SATISFACTION AND EXTERNAL RECOGNITION.

- SHOW OF HANDS, DOES YOUR CHAPTER HAVE AUCTIONS OR OTHER SIMILAR FUNDRAISING ACTIVITIES?

➤ **SLIDE 16 (GEN X SOCIAL)**

THE GEN XERS ARE HAPPY TO LET THE RESTAURANT DO THE WORK. TO THEM, THIS RESPECTS EVERYONE'S ABILITY TO BALANCE WORK AND FAMILY LIFE. THEY FEEL THAT FLEXIBILITY AND FAMILY INCLUSION IS A SIGN OF RESPECT TO THE FAMILY.

➤ **SLIDE 17 (GEN X FUNDRAISING)**

MANY IN THIS GROUP GIVE TO PHILANTHROPY AS PART OF THEIR PERSONAL IDENTITY. THEY ARE VERY LOYAL TO THE CAUSES THEY ESPOUSE. THEY ARE ALSO INTERESTED IN DONATING BOTH TIME AND MONEY TO THE CAUSES THAT INTEREST THEM. AND FOR FUN, THEY LIKE TO INCLUDE BILs IN FUNDRAISING EVENTS.

- SHOW OF HANDS, HAS YOUR CHAPTER SPONSORED A PARTY OR "GALA" WITH BILs AND OTHER GUESTS AS A PRIMARY FUNDRAISING ACTIVITY?

➤ **SLIDE 18 (MILLENNIAL SOCIAL)**

MILLENNIALS, SINCE THEY ARE SO COMFORTABLE WITH TECHNOLOGY, PREFER TO USE THEIR DEVICES FOR ORGANIZING SOCIAL EVENTS. THEY LIKE EVENTS TO BE FUN AND INFORMAL. THAT LACK OF FORMALITY TO THEM RESPECTS THE IMPORTANCE OF EVERYONE'S TIME AND BESIDES, MAY COST LESS MONEY TO ORGANIZE.

➤ **SLIDE 19 (MILLENNIAL FUNDRAISING)**

MILLENNIALS ARE DRIVEN BY SOCIAL IMPACT AND WANT TO KNOW THE RESULTS OF THEIR CONTRIBUTIONS. THEY ARE MORE THAN WILLING TO SHARE WITH OTHERS WHAT AND TO WHOM THEY ARE GIVING. THEY WANT TO POST TO THEIR VARIOUS SOCIAL MEDIA ACCOUNTS AS PART OF FUNDRAISING. BEING ABLE TO FOLLOW THE PHILANTHROPY ON FACEBOOK OR TWITTER MAKES IT FAMILIAR TO THEM. THAT IN TURN MAKES IT MORE ATTRACTIVE FOR THEM TO WANT TO JOIN AND SUPPORT. IT IS SURPRISING HOW MUCH MONEY CAN BE RAISED IN THIS MANNER – AND - IT IS OTHER PEOPLE’S MONEY!

- SHOW OF HANDS, HAS YOUR CHAPTER CONDUCTED AN INTERNET-BASED FUNDRAISER WHERE OTHER PEOPLE’S MONEY FIGURED IN PROMINENTLY IN YOUR RESULTS?

➤ **SLIDE 20 (COLORFUL CHART)**

THIS NEXT SLIDE SHOWS SOME ADDITIONAL PERSONAL AND LIFESTYLE PREFERENCES OF THE FOUR GENERATIONS. (PAUSE)

- IN THE FOURTH ROW WE SEE THAT ALL GENERATIONS ARE INTERESTED IN BEING PART OF A PHILANTHROPIC ORGANIZATION BUT THE FOCUS IS DIFFERENT.
- FOR TRADITIONALISTS, ORGANIZATIONS ARE FOR LIFE; EMPHASIS ON SOCIAL
- BOOMERS WANT TO BE FULFILLED AND TO HELP OTHERS

- GEN XERS WANT TO SEE EVIDENCE THEIR CONTRIBUTIONS ARE HELPING OTHERS
- THE MILLENNIALS WANT DIVERSITY AND EASE OF DIGITAL FUNDRAISING
- **FIFTH ROW COMMUNICATION PREFERENCE**

WE SEE A HUGE TECHNOLOGY GAP BETWEEN THE TRADITIONALISTS/BABY BOOMERS AND THE MILLENNIALS FROM FACE-TO-FACE COMMUNICATION TO A NEARLY EXCLUSIVE USE OF SMART PHONES OR OTHER TECHNOLOGY.

THIS GAP MAY LEAD TO MISUNDERSTANDINGS BETWEEN THE GENERATIONS. GRANDMA CAN'T UNDERSTAND WHY GRANDDAUGHTER WON'T SEND A HANDWRITTEN THANK YOU NOTE. GRANDDAUGHTER CAN'T UNDERSTAND WHY GRANDMA CAN'T OR WON'T ANSWER TEXT MESSAGES.

THIS GAP MAY RESULT IN GENERATIONS BECOMING FEARFUL OF EACH OTHER.

EMBARRASSMENT AND FEAR CAN SHUT DOWN HEALTHY COMMUNICATION. FEAR CAN LEAD TO DISTRUST. BUT FEAR IS ALMOST ALWAYS:

SLIDE 21 (FEAR)

- FALSE
EVIDENCE
APPEARING
REAL

FEAR OF THE UNKNOWN IS A COMMON CHARACTERISTIC OF ALL OF US. FRANKLIN ROOSEVELT REMINDS US – THE ONLY THING WE HAVE TO FEAR IS FEAR ITSELF. HOPEFULLY THIS DISCUSSION OF THE GENERATIONS WILL IMPROVE YOUR UNDERSTANDING AND LEAD TO A CAREFUL CONSIDERATION OF FEELING.

➤ **SLIDE 22 (FEAR/FAITH)**

THE OPPOSITE OF FEAR IS FAITH.

HOW DO WE ADAPT ALL THESE GENERATIONAL VIEWS TO HARMONIZE OUR SISTERHOOD AND MAKE THE SISTERHOOD THRIVE FOR ANOTHER 152 YEARS?

➤ **SLIDE 23 (P.E.O. VALUES)**

THE ANSWERS NEED TO START WITH THE SHARED VALUES OF THE GENERATIONS THAT ARE OUR STAR AND ITS MESSAGE:

- BE PURE: FOCUS ON THE GOOD AND LOVELY ABOUT EACH OTHER.
- BE JUST: BE FAIR ABOUT THE CHALLENGES UNIQUE TO EACH GENERATION
- HAVE FAITH: CHOOSE FAITH INSTEAD OF F.E.A.R.
- VALUE TRUTH: SEARCH FOR THE TRUTH ABOUT OTHERS AND OUR FEARS
- LOVE: LOVE EACH OTHER

➤ **SLIDE 24 (RISE)**

IT IS TIME TO FACE EVERYTHING AND RISE. IF WE CAN DO THAT WITH ALL GENERATIONS, OUR P.E.O. SISTERHOOD WILL BECOME STRONGER.

➤ **SLIDE 25 (DO UNTO OTHERS)** (THIS IS A BLANK SLIDE AT FIRST)

SAY,

MOST OF US KNOW THE GOLDEN RULE:

- DO UNTO OTHERS AS **WE** WISH TO BE TREATED?
- OR INSTEAD, SHOULD WE THINK OF THE PLATINUM RULE?
- DO UNTO OTHERS AS **THEY** WISH TO BE TREATED?

AS P.E.O. SISTERS INTERESTED IN CONTINUING OUR WONDERFUL ORGANIZATION, THIS IS A VERY IMPORTANT POINT. WE NEED TO REMEMBER THAT EACH GENERATION MAY WISH TO BE TREATED DIFFERENTLY. IT IS IMPORTANT TO BE UNDERSTANDING AND TOLERANT OF ALL GENERATIONS OF P.E.O. SISTERS.

➤ **SLIDE 26 (3 OR MORE GENERATIONS)**

DATA FROM INTERNATIONAL CHAPTER SHOWS THAT CHAPTERS WITH 3 OR MORE GENERATIONS ARE APT TO SURVIVE AND THRIVE. SINGLE GENERATION CHAPTERS GET TIRED – NO ONE WANTS TO DO THE WORK. KEEP IN MIND THAT AT LEAST TWO OF THESE GENERATIONS OF WOMEN WORK DURING THE DAY. WE NEED TO FIND SOLUTIONS TO HARMONIZE GENERATIONS.

LET'S DO A QUICK CHECK OF OUR LOCAL CHAPTERS:

- RAISE YOUR HAND IF YOUR CHAPTER HAS 3 GENERATIONS
- RAISE YOUR HAND IF YOUR CHAPTER HAS SISTERS FROM EACH OF THE 4 P.E.O. GENERATIONS

(HOLD UP CHAT BROCHURE)

OHIO STATE CHAPTER HAS ADOPTED THIS NEW CHAPTER HEALTH ASSESSMENT TOOL ABBREVIATED AS "CHAT." THE MEMBERSHIP COMMITTEE WILL BEGIN CHAPTER INTERVENTIONS WITH A "CHAT." THIS TOOL IS ALSO MEANT TO BE USED BY INDIVIDUAL CHAPTERS AS A PERIODIC CHECK OF CHAPTER HEALTH. THESE BROCHURES ARE AVAILABLE AT OUR MEMBERSHIP TABLE IN THE PROJECTS ROOM. KRISTEN ALSO INCLUDED THEM IN THE DELEGATE PACKETS AND WE HAVE SOME HERE.

➤ **SLIDE 27 (CHAT ASSESSMENT GRID)**

USING THE CHAT, LET'S LOOK AT THE IDEA OF GENERATIONAL DIVERSITY ANOTHER WAY. THIS SLIDE SHOWS A SECTION FROM THE CHAT ASSESSMENT WHICH LOOKS AT AGE DIVERSITY IN DECADE SPANS – WOMEN IN THEIR 20'S, 30'S, 40'S AND SO ON. THE HIGHEST RATING GOES TO CHAPTERS WITH MORE THAN 5 DECADES OF AGE DIVERSITY.

DOES YOUR CHAPTER HAVE:

- MORE THAN 5 DECADE SPANS REPRESENTED?
- FIVE DECADE SPANS?
- FOUR DECADE SPANS?

BUT BE CAREFUL, IT'S NOT JUST THE NUMBER OF DECADE SPANS TO TAKE INTO CONSIDERATION BUT WHICH DECADE SPANS. YOU'LL SEE IN THE AT RISK COLUMN, THE 4 DECADE SPANS - 60s to 90s - IS NOT CONSIDERED HEALTHY – AS THERE ARE TOO FEW SISTERS TO DO THE WORK.

WHEN USING THE CHAT, IT'S IMPORTANT TO LOOK AT THE COMPLETE ASSESSMENT.

➤ **SLIDE 28 (VALUES FOR ALL)**

WE LOOKED AT MANY VALUES ATTRIBUTED TO EACH OF THE GENERATIONS. BUT TO BRING THE GENERATIONS TOGETHER, WITH THE GOAL TO IMPROVE CHAPTER VITALITY, WE NEED TO RECOGNIZE THERE ARE VALUES IMPORTANT TO ALL AGES:

- FEELING RESPECTED
- BEING LISTENED TO
- HAVING OPPORTUNITIES FOR MENTORING
- UNDERSTANDING THE BIG PICTURE
- RECEIVING EFFECTIVE COMMUNICATION
- RECEIVING POSITIVE FEEDBACK
- EXPERIENCING AN EXCHANGE OF IDEAS

FOR THE BENEFIT OF ALL, LET'S BE WILLING TO DO THINGS IN A DIFFERENT WAY SO WE CAN ACCOMMODATE NEW SISTERS FROM ANY GENERATION. WE NEED TO BE OPEN TO CHANGE.

➤ **SLIDE 29 CLOSING**

“OUR STORIES CONNECT OUR GENERATIONS”

YOU HAVE HEARD FROM OUR OWN P.E.O. SISTERS: OUR GENERATIONS ARE INDEED CONNECTED BY SHARED VALUES AND MISSION, AND THE SPECIAL LOVING CONCERN THAT IS UNIQUE TO P.E.O.

EVEN THOUGH WE HAVE THESE FACTORS IN OUR FAVOR WE CAN'T BE COMPLACENT AND JUST SAY EVERYTHING WILL BE OK BECAUSE OF OUR SHARED VALUES. WE NEED TO BE MINDFUL OF THE PLATINUM RULE, TO DO UNTO OTHERS AS THEY WISH TO BE TREATED - TO BE READY TO RESPOND FOR THE BENEFIT OF ALL.

SLIDE 29 IDEA EXCHANGE

IF YOURS IS A CHAPTER NEEDING TO IMPROVE YOUR CHAPTER'S VITALITY AND BRING CHAPTER MEMBERS TOGETHER, YOU MIGHT CONSIDER:

- THE THREE-YEAR MENTORING PLAN (SO THAT ALL MEMBERS ARE KNOWLEDGEABLE OF P.E.O. TRADITIONS AND PROCEDURES)
- DEVELOPING SMALL INTEREST GROUPS (TO BRING MEMBERS TOGETHER AT TIMES OTHER THAN REGULAR MEETINGS)
- BE OPEN TO CHANGE: FLEXIBILITY WITH MEETING DAYS/TIMES
- TO RESPECT EVERYONE'S TIME, BE SURE BUSINESS MEETINGS ARE RUN EFFICIENTLY

WHAT ARE SOME OF THE ACTIONS/ACTIVITIES YOU HAVE FOUND TO BE EFFECTIVE FOR YOUR CHAPTERS?