

Doctor Marguerite's How to Grow a P.E.O. Chapter IG, Garden City, KS June 2017

CAST OF CHARACTERS:

Dr. Marguerite – Chapter Wizard-Horticulturalist

Nurse Daisy

Nurse Star

PROPS:

Dr. Marguerite – White jacket

Nurse Daisy and Star: Plaid shirts and jeans (also “Tool Belts”)

Large “wilting” daisy

Large “blooming” daisy

Signs

Corsage

Gift bag

Yearbook

Name Tags

Scroll

Tape

HANDOUTS

“How to Grow a P.E.O.” / Three-Year Mentoring

INTRODUCTION:

Good afternoon and Welcome to “How to Grow a P.E.O.”

We are Chapter IG, Garden City, and will be presenting this seminar as a follow-up to our article in the 2017 winter edition of *The P.E.O. Plains Journal* entitled, “*Mentoring New Members – A Cornerstone to a Strong Chapter.*”

This is being offered to you as a way to enhance your chapters and give answers to those nagging questions:

How do we get new members to participate in the chapter?

What can we do to help new members feel good about our chapter?

Or, why can't we build our membership?

How does your chapter answer the wondering question, “*Where has that new member gone? We haven't seen her since her first meeting?*”

Or, Wow! We initiated four new members over the past year but only one is participating.

SKIT:

Nurse Star: Hello to all you P.E.O. Sisters. Welcome to our Wichita Field Trial Days and this special installment of “Chapter Improvement”.

For you “Big City” Sisters who do not know what “Field Trial Days” are, they are visits to field sites where grow experiments have taken place and the best ideas harvested for the next growing season.

We know you have all come to the *Mecca of chapter enrichment*, STATE CONVENTION, seeking *new ideas* and *remedies* so you can return to your chapters to “Wow” your sisters with “charms,” “gadgets” “tools” and “elixirs”.

Nurse Daisy: Nurse Star and I are here today with our very own Guru of Harmony and Happiness. Here’s your opportunity to meet the single most reputable and outspoken authority specializing in the diagnosis and treatment of those diverse and insidious diseases which prey upon and seek to destroy the organization so dear to the hearts of all of us.

Let’s give a warm round of applause to our very own healer of apathy and wilting enthusiasm, the counselor for chapter ailments, and the purveyor of delightful concoctions, the one and only horticulturalist of Chapter Improvement: Dr. Marguerite, purveyor of chapter health – Kansas.

Dr. Marguerite: **Thank you Nurse Daisy – you smell lovely today! Nurse Star, how you shine! Good Afternoon my Kansas Sisters.**

Ah - what a *delightful* group! I can feel the energy and desire for help with issues regarding New Members as you pursue happy, healthy, participating members for your Chapters.

First, let me say, that ALL of our procedures offered here today are guaranteed to be 100% satisfactory, provided they are used with DELIBERATION and INTENTIONALITY. If you are not pleased with the results the first time, try them a second time before requesting a refund.

So, it’s onward to our presentation of tried and tested Field Trials in the venue of “Growing a P.E.O.”

ND: Okay doctor! Our question of the day: *Dear Doctor:* For most of our chapter's history, we have used a "casual" format in welcoming new members. We have all heard for years to use the Pre-Acceptance and Post-Initiation counseling from International Chapter. But we have experienced our share of new members who became non-participating and inactive members.

ND: However, our very active Membership Committee applied for a GROW KANSAS grant a couple of years ago which they used to host a membership event specifically designed to meet women who would be prospective P.E.O.s.

Through this event and many other "bring a friend" activities our chapter is faced with the awesome challenge of welcoming and nurturing eight new members this year. We love these new members, so Doctor what can we do to help these sisters become active and fulfilled members?

Dr. M: **TAH DAH!!** (*Unroll scroll – 3 stages of Mentoring New Members*)

I have a field-tested program for you. It is free and available to you at www.peointernational.org.

Ladies, growing a healthy plant from a seedling is like growing a newly initiated member into a contributing and purposeful sister. The first step is to select a **clean pot for your new plant or "sister."**

(Nurse Star presents EDUCATE)

It all begins with **EDUCATE. Prepare you container with good soil and rooting material – that would be: Pre-Acceptance and Post-Initiation **Counseling**.**

BUT THIS TIME, ADD A few NEW NUTRIENTS, like

- **making the candidate's **initiation** a very special time with a corsage to honor her**
- **giving her a **gift bag** available from www.peointernational.org which contains**
 - **A constitution,**
 - **A booklet entitled, "Now You Are A P.E.O."**
 - **Guide for a New Member**
 - **"Spirit of P.E.O." Inspirational Card**

Be sure to present her with a **membership card** and her own chapter **yearbook**.

We provide a special time of greeting the new member immediately following the Initiation Ceremony. **(Hugs)**

We also take the time to provide all of our chapter sisters with her contact information already on a sticky label to place in their yearbooks.

When you have the pot filled with new soil, and then add another ingredient – a **SUPER-CHARGED MENTOR**. **(Stem goes into pot.)**

ND: Dr. If I may ask, what is a MENTOR. How expensive is it and how does it work?

Dr. M: **Good News!**

***A Mentor is free and already in your chapter.**

***A Mentor is an experienced individual who enriches another individual's development.**

ND: Doctor, this mentoring, done intentionally, is much like adding nutrients that strengthen the stalk of a healthy flower.

Dr. M: **Great observation, Nurse Daisy, and that starts STAGE 2 of our plant therapy: ENCOURAGE.**

(From pot Nurse Star presents ENCOURAGE. Move pot and add stem.)

*** A P.E.O. MENTOR is a sister who guides the development of another P.E.O. – like a new initiate, a non-participating member or a transfer.**

This special sister helps the new member meet the chapter members and learn the ways and customs of P.E.O. The new member benefits from learning and gaining a feeling for what P.E.O. is all about.

ND: Doctor, how do we know which chapter sister will make a good Mentor?

Dr. M: **All sisters of the chapter are good candidates to be a mentor. All it takes is a sister with a heart for P.E.O. and the desire to help her chapter sisters develop deeper understandings of the Sisterhood. The perfect choice might just be the sister who sponsored the new member.**

So there are 2 other “freebies.”. At - say it with me - www.peointernational.org there is an article titled “THREE YEAR MENTORING PROGRAM.” This *completely* outlines how to proceed once a mentor is assigned a “Mentee.” There is also an article “**NURTURE YOUR SISTERS**” on www.peokansas.org.

ND: So Doctor, according to this “Three Year Mentoring Program,” a mentor has a lot of nurturing to do, beginning with something as simple as teaching by example. As a mentor you want to exemplify the *Objects and Aims* to your sisters, especially your mentee.

I notice that a mentor also will understand that she needs to be encouraging when it comes to helping her mentee find the best way to participate in the chapter based on her own time, talents and interests.

Dr. M: **Yes. So in this stage of ENCOURAGE, a mentor can do many things. She can offer a ride to the meetings, answer questions and help her mentee become comfortable with the meeting format and provide steady contact throughout her first year, thus helping to form a new bond between sisters. This also creates opportunities for open dialogue about chapter life, **P.E.O. customs and traditions.****

ND: By sitting together at the meeting, the mentor also can help introduce the “newbie” to other members. By alternating seating at meetings the new member can share social time with a variety of sisters.

In this Stage of ENCOURAGE, a helpful hint would be for everyone to wear **name tags** at the meetings. Then the *whole chapter* can be a part of encouraging the new member. Be consistent in making each new sister feel welcome and needed in the chapter. Help her develop a commitment to P.E.O. by becoming active in the life of your chapter.

Dr. M: I hope your chapter has been diligent in developing SMALL INTREST GROUPS in order to strengthen your **sisterly bonds. Our chapter has had success with Book Club, Walking Groups and Wine Parties. These small interest groups are another level of **involvement** for your new members.**

ND: Oh yes, and of course there is the explaining of the whole BIL thing and the opportunities for her husband to also participate and get acquainted with the other BILs. Our chapter has at least two or more opportunities each year that include our BILs, including a family picnic, wine parties, a chili cook-off and even our Holiday Auction and garage sale.

Dr. M: Right, just be there for this new sister, as we should be for all sisters. Mentoring will help deepen the meaning of “Sisterhood” and will help the mentee find the places where she wants to be involved.

Which brings us to STAGE 3: **ENJOY. (Nurse Star presents ENJOY)**

When sisters feel accepted and understand what it means to be a P.E.O., there are all sorts of benefits derived from a happy healthy **bloom. Enjoyment comes from having ALL MEMBERS sign up for committees, volunteer for hostess jobs and give programs.**

ND: I am sure this also leads to increased attendance at meetings. And this, of course, increases participation in **fundraising** and finding candidates for **projects**.

Dr. M: **When sisters feel accepted and cared for, as well as knowledgeable about their Sisterhood, they are more likely to introduce family and friends to this “BEAUTIFUL GARDEN” we know and love as P.E.O. This means our organization benefits with more resources to fund projects, to expand educational opportunities and the overall outreach of P.E.O.**

ND: So overall Doctor, when done with INTENTIONALITY, this whole thing of MENTORING will work hand in hand with your Membership Committee’s goals of creating healthy and **fully participating members**.

Dr. M: **Benefits are enormous. Best of all is the tremendous increase in fun and joyfulness within the chapter at all levels. You can be elated with the treasured friendships generated when mentoring is done INTENTIONALLY.**

Truthfully, when you look at this whole new healthy approach to turning your WILTING CHAPTER (Exaggerated look with a frown) into a HEALTHY AND VIBRANT CHAPTER, (Present with smile) you will see the loving relationships that give meaning to all of what we cherish as P.E.O. SISTERHOOD.

ND: Thank you, Dr. Marguerite. You have certainly harvested the best from the field trials to present to us today. Most of all we would add that while assigned mentors do the “heavy nurturing” in this defined mentoring program, mentoring is still the responsibility of all members.

Yes, and you don’t want to miss using this **3E Growing Formula**:

EDUCATE – ENCOURAGE – ENJOY. Mentoring not only enhances sisterly relationships, it also leads to the growth of our beloved Sisterhood.

Dr. M: **Now it is up to YOU** (*pointing at audience*) **to encourage your chapters to be INTENTIONAL as you GROW A P.E.O.**

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