

suitePEAS Intergenerational Mentoring Project

a New Horizons for Seniors Program (NHSP) Community-Based Project

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1. Introduction

Somehow we have to get older people back close to growing children if we are to restore a sense of community, a knowledge of the past, and a sense of the future.

MARGARET MEAD

Canada, like many western countries, is in the throes of a radical demographic shift. - At the one end of Canada's demographic spectrum we have our seniors, a large formidable population group dominated by the fastest growing segment, the Baby Boom generation. By the year 2030 when the last of the Baby Boomers, (born between 1946 and 1964), turn 65, 25% of the population in Canada will be 65 years and older. Seniors today are generally well educated, much healthier and fitter than their parents, and expected to live longer than their predecessors. They are more skilled, knowledgeable, and talented than ever. They are also eager to contribute to their communities. They want to make a difference. The

challenge will be how to engage them? How to tap into that talent pool, and utilize their knowledge, skills, resources, and enthusiasm?

At the other end of the demographic spectrum Canada has a fresh crop of young people, also growing fast, but a group with considerably fewer resources and even fewer opportunities. This bleak outlook can become a breeding ground for depression, self-esteem issues, social isolation, social rejection, social deviance, school dropout, substance abuse, violence, poverty, homelessness, and even suicide.

Now not all young people face these prospects but many will, and our challenge will become how to mitigate the negative impact of this demographic transformation. - Many seniors too, are facing some of these very issues facing young people today – social isolation, poverty, homelessness, self-esteem issues. Our solution will focus on how to engage each of these groups, no matter their challenges, and bring them together to develop and foster a cross cultural intergenerational mentoring program that can help them. We have the capacity and the potential to do this, all the while enhancing the lives of individual Canadians, and strengthening the communities in which they live.

The business community is equally challenged to bring these two demographic groups together as business environments, labour force trends (aging workforce), and skills shortages will create more competition for talent and superior leadership skills. Since much of our new labour force will be augmented by refugees to Canada, robust cross cultural intergenerational mentoring programs could and should be a priority.

We shall need to foster the development of this next generation. And there is no time to lose. And who better to do it than our overwhelming number of talented and dedicated seniors.

Although this activity will be considered a newer aspect of our organization, mentoring has always been considered an essential and successful added value component in our affordable housing program. We want to build a culture of mentorship within our housing community, both for mentoring the young in our communities, but also for mentoring each other.

We see this mentoring program as a reciprocal opportunity between younger people - mainly students - and seniors. The synergy between the two groups will foster a natural and positive expectation. We should be encouraging any and all opportunities for seniors to mentor younger people and for younger people to mentor seniors. Students, for instance, can provide mentoring to seniors because all students need practical opportunities to practice their education and skills; and seniors can provide mentoring to younger adults who simply require, in many cases, attention, interest, subtle direction, and encouragement!

For example: Seniors would mentor younger adults by sharing their wisdom, experience, and knowledge about life in general, as well as focus on a specific project in particular, such as healthcare; fitness. arts and crafts; IT; horticulture; business; culinary arts to name just a few.

Younger adults studying health care or nursing can mentor seniors AND for younger adults studying information technology can mentor seniors with their computer needs.

Residents, volunteers, and supporters of suiteLiving360 will be encouraged to participate in intergenerational mentoring.

 www.suiteLiving360.org

2. Focus of the suitePEAS Intergenerational Mentoring Project:

This Intergenerational initiative was carried out over a year from March 2015 to March 2016. It was generously funded by the New Horizons for Seniors Program to whom we are deeply indebted. The program was intended to provide opportunities for younger generations to learn that seniors still have much to offer; but that younger generations have much to contribute to the wellbeing and happiness of seniors as well.

Our overall intention was to

- promote volunteerism among seniors and other generations
- engage seniors in the community through mentoring of others, and to
- support social participation and inclusion of seniors

Additionally, we intended to focus on exploring and identifying **Best Practices** in a wide variety of existing intergenerational mentoring programs, so that we could embrace what worked really well when we designed our unique 360 intergenerational mentoring program for suiteLiving360 Affordable Housing. We were committed to bringing the younger and the older generations together through an innovative lens which would inspire them to work together in the future for mutual benefit as well as the good of the greater community.

Within our project we focused on THREE aspects:

- Explore the role of mentor in our society
- Research Best Practices in Intergenerational Mentoring programs
- Develop an unique suitePEAS intergenerational mentoring Model embracing best practices of existing models or programs to foster the best inspiration and interaction for our participants

3. Our Overall Goals were to

- create a mentoring program that could benefit both a younger as well as an older generation, through mutual sharing of ideas, experience, knowledge, wisdom, & a willingness to be of service to each other
- create an awareness of the role of mentorship in civil society
- provide opportunities for intergenerational mentoring - seniors mentoring younger adults, and

younger adults mentoring seniors

- identify the essentials of a successful mentoring program
- identify specific areas of ideal opportunity for mentoring
- celebrate the success of mentoring in communities that could benefit from this valuable educational and supportive process. In many cultures, mentoring is considered an essential skill or service in that community
- restore mentoring as a powerful social & educational agent for excellence, creative achievement, & community-building; & to enable participants to become competent, confident, responsible, caring, and contributing citizens.

Further aims of the project:

- Develop a sustainable intergenerational mentoring program that could be promoted and replicated and would add substance and depth to our suiteLiving360 Affordable Housing initiative
- Explore the origins of mentoring, examine and integrate effective models of intergenerational mentoring, but adapt for today's requirements
- Introduce a unique and innovative experiential model of intergenerational participation called World Council
- Engage a minimum of 70 seniors and youth in a comprehensive intergenerational program recognizing their skills, talents, knowledge, and purpose
- Bring two generational groups together in a unique and purposeful way while fostering mutually beneficial relationships, including the possibility of working on projects together
- Encourage seniors to become involved in meaningful activity promoting a sense of personal identify, self-worth, well-being, and empowerment
- Provide role models of positive ageing for young people
- Provide young people inspiration, guidance, support, 'teachable moments', role models, and respect for their ideas, while helping them navigate the path ahead
- Promote sustainable community based initiatives that bring young and older people together
- Mitigate issues of 'social fragmentation' across the generations
- Promote healthy, active lifestyles for all ages that contribute to a greater sense of purpose
- Hone skills such as communication (listening, writing, and presentation skills); Teamwork; Creative problem solving; Goal setting; Leadership skills; and Project management; Confidence building and self-esteem.
- Empower communities by facilitating community collaboration, innovative resource pooling, which can lead to collaborative creative problem solving
- Explore the possibility that mentoring is an extension, an added dimension of the "Sharing economy" where we share the ultimate gift of time, energy, knowledge, experience, skills
- Honour the role of mentoring in building strong communities and strong citizens
- Recognize that greatness resides in each of us, no matter our age

- Live the lives we are all called to live, with dignity, respect, and honour by observing role models who reflect those values

“We’re all walking each other home”

Rumi

4. The role of mentor in our society

The word itself was inspired by the character of Mentor from Homer’s Odyssey. So from the ancient Greeks, we have the concept of mentor; from Europe, we have the patron; from India, we have the guru; from indigenous people, ‘the elders’ or the grandmothers. From religious practices, we have the disciple; apprentice from the guild system; and from Japan, we have the sensei.

“In every age and in every culture, the relationship described by these terms has accompanied creative success.”

E. Paul Torrance (the father of creativity)

Mentors have played a powerful role in the lives of most successful people. As teachers, guides, counselors, trusted advisors, sounding boards, coaches, cheerleaders, voices of reason, emotional support, helpful resource, and friend.

Some examples of successful mentoring include Socrates himself. Socrates was mentor to Plato; Plato mentored Aristotle; and Aristotle mentored Alexander the Great!

“There is nothing I like better than conversing with aged men. For I regard them as travelers who have gone a journey which I too may have to go, and of whom I ought to inquire whether the way is smooth and easy or rugged and difficult. Is life harder toward the end, or what report do you give it?”

PLATO

Apparently Alexander the Great valued learning so highly, that he used to say he was more indebted to Aristotle for giving him knowledge than to his father Philip, for giving him life. It would appear that Aristotle agreed:

“Those who educate children well are more to be honored than they who produce them; for these only gave them life, those, the art of living well.”

Aristotle

Successful Mentor List

Here is a list of other successful mentors and those who benefitted from having valuable instruction and encouragement from them:

- Mahatma Gandhi mentor to Dr. Martin Luther King, Jr.
- Mahatma Gandhi mentor to Nelson Mandela
- Dr. Benjamin E. Mays mentor to Dr. Martin Luther King Jr.
- Dr. Martin Luther King, Jr. mentor to Jesse Jackson, and John Lewis
- Ralph Waldo Emerson, mentor to Henry David Thoreau
- Mrs. Duncan (4th grade teacher), and Maya Angelou, mentors to Oprah Winfrey
- Anne Sullivan, mentor to Helen Keller
- Sidney Poitier, mentor to Denzel Washington
- mentored by Alice L. White (headmistress), mentor to Rosa Parks
- Christian Dior, mentor to Yves Saint Laurent
- Warren Buffet, mentor to Michael Lee-Chin (Chairman of National Commercial Bank in Jamaica)
- Steve Jobs to Marc Benioff, (Salesforce.com) Becker, mentor to Novak Djokovic
- Andy Grove and Robert Friedland, mentors to Steve Jobs

A great question to pose to someone: **So who mentored you?**

We then find ourselves thinking about who influenced us in our lives. Who offered encouragement, shared their experiences and knowledge, and sometimes just listened when you needed to talk. Do you think they know what a lasting impression they made on us? Know what a difference they made in our lives. We likely had mentors and we didn't realize just how important their roles were. Just how important they'd be in our lives.

That is why effective intergenerational mentoring programs can make an enormous difference in the communities we live in and it behooves us all to get involved.

5. The Benefits of Mentoring

Mentoring really goes both ways. When different generations come together, their blend of skills can be highly complementary. By investing in others you're also, essentially, investing in yourself. A mentor pushes you to take risks and aim higher, and advocates for you when you're not there.

The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.

STEVEN SPIELBERG

Most mentors look for 'teachable moments' in order to expand or help realize the potentialities of the mentee or protege.

"I think mentors are important and I don't think anybody makes it in the world without some form of mentorship. Nobody makes it alone. Nobody has made it alone."

Oprah Winfrey

Both young and old seek meaningful relationships and positive interactions to address challenges and improve feelings of self-worth. Together young and old are assets to the community and can offer support to one another through meaningful interaction. Mentoring is one forum for such interaction. Mentoring is "a relationship between a more experienced person and a less experienced person which involves mutual caring, commitment and trust."

In interviews, mentors and mentees reported a range of benefits, including:

- Enhancing a young person's self-esteem, communication skills, and future orientation
- Enhancing a senior's sense of pride, value, and understanding of young people

Mentoring, especially for our suiteLiving360 participants, is shown to not only make a difference in the life of a child, but also in the life of that senior. Sharing time, attention, life experiences, skills, talents, and knowledge with a young person can help them channel their talents and achieve goals – while also reducing their stress, improving their brain function, and their overall outlook on life.

"The greatest good you can do for another is not just to share your riches, but to reveal to him his own.."

Benjamin Disraeli

Benefits for Seniors:

- Mitigate Isolation which is one of the biggest threats to a senior's health
- Increase impact on health and well-being
- Increase of self-esteem and self-confidence through valuable contribution to community
- Positive outlook on life by interacting with others, including younger people
Grows their social network
- helps them feel young and connected to the younger generations
- create a lasting legacy and a brighter future
- Helps with organizational and planning skills
- learn and develop new interests
- pride in projecting a positive role model of aging

We all carry the seeds of greatness within us, but we need an image as a point of focus in order that they may sprout.

EPICETUS

Benefits for young people:

- Builds self-esteem and increases self confidence
- Soft skill growth – Communication, creative problem solving, team work, personal and professional development (in preparation of life and a career)
- Helps young person become a high functioning adult
- Helps young person to understand, and relate to older people
- Improvement in memory
- Improved social skills, teaching young people how to relate well to all kinds of people
- Reduction in stress
- Improved outlook on life and hope for the future
- improvement in positive attitudes about themselves, their schools and the future
- improvement in attitudes toward adults, particularly older adults
- help stress the importance of education

If a child is to keep alive his inborn sense of wonder, he needs the companionship of at least one adult who can share it, rediscovering with him the joy, excitement and mystery of the world we live in.

Rachel Carson

When generations interact, the benefits are clear for both parties and the community at large. Communities gain awareness regarding issues affecting multiple generations that can help them meet current and future needs.

“Education is teaching our children to desire the right things.”

PLATO

As Marc Freedman , social innovator, and author of “The Big Shift: Navigating the New Stage Beyond Midlife” says, mentoring brings us together - across generation, class, and often race - in a manner that forces us to acknowledge our interdependence, to appreciate, in Martin Luther King, Jr.'s words, that 'we are caught in an inescapable network of mutuality, tied to a single garment of destiny.' In this way, mentoring enables us to participate in the essential but unfinished drama of reinventing community, while reaffirming that there is an important role for each of us in it.

“What you leave behind is not what is engraved in stone monuments, but what is woven into the lives of others.”

PERICLES

By mentoring a child, tutoring a student, or helping a young person, you can impact the life of one youth and an entire community. Give someone a good reputation to live up to and it might just change the direction and the story of their life.

“The true tragedy in most people’s lives is that they are far better than they imagine themselves to be and, as a result, end up being much less than they might be.”

Earl R. Smith II, Zen Mentoring: Forty Meditations

6. Best Practices

In search of Best Practices we researched, studied diligently, and participated, throughout the year, in multiple opportunities of existing mentoring programs.

Some programs focused on mentoring only disadvantaged but gifted inner city school children; others on developing critical leadership skills in our young professionals. Still others were gender specific and included career coaching for girls. We also explored cyber senior programs where young people were successfully mentoring seniors in learning technology. Another included college and university students

mentoring suiteLiving360 women as they explored the practical side of living in suiteLiving360 co-housing, and the design of buildings and living spaces appropriate to the needs of an aging population.

World Council – is a round table for higher perspective dialogue of any matter affecting the well-being of our humanity or our natural world. Its purpose is to resolve each matter in discussion by analyzing its present state, envisaging a desired state, and then agreeing to a course of action that will help to attain this desired state for the greater good of all. - Each participant is assigned a world leader (e.g. Mahatma Gandhi, Margaret Mead, Rachel Carson, Albert Einstein, Martin Luther King, Nikola Tesla, and Alexander Graham Bell) to identify with, and from that leader's vision perspective are asked such questions as:

- What are your dreams for the world?
- What are the most critical problems that we face today globally?
- What statement of universal values would contribute the greatest to humanity in its efforts to address and begin to resolve global issues?
- How do you see the world in 2030 or even 2050?

Prime Mentors of Canada (PMC) – P.R.I.M.E. (Positive, Responsible, Inspiring, Multi-Talented, Exemplary) Mentors of Canada is a charitable organization that delivers a project-based, one-on-one mentoring program for bright, creative and underserved children and youth who live in predominantly low-income neighborhood and attend schools with limited human and material resources that inhibit development of their full potential, by tapping into the wealth of experience, knowledge and skills of competent and caring adults, particularly retirees and university students. Mentors are paired with students based on their interests and expertise. Students choose the projects to undertake jointly with their mentors.

Rotary – Not only do most Rotary Clubs have mentoring programs to help new members 'acclimatize', but they also have comprehensive and extended youth programs to engage and mentor young people.

New Generations - Rotary clubs are committed to involving youth and young adults in our service projects, and to providing programs and resources that support them. Through community and international service projects, and exchange programs we support youth to enrich and foster world peace and cultural understanding.

ROTARACT

Rotaract is a club for adults, ages 18-30 that meets twice a month to exchange ideas, plan activities and projects, and socialize. While Rotary clubs serve as sponsors, Rotaract clubs decide how to organize and run their club and what projects and activities to carry out.

INTERACT

Interact is Rotary's service club for youth ages 12-18. Interact clubs can be community-based or school-based. Individual Rotary clubs sponsor Interact clubs and provide them with support and guidance. The goals of Interact include developing leadership skills and personal integrity, demonstrating helpfulness and respect for others, understanding the value of individual responsibility and hard work, and advancing international understanding and goodwill.

ROTARY YOUTH LEADERSHIP AWARDS (RYLA)

Rotary Youth Leadership Awards is Rotary's leadership training program for young people.

RYLA participants range from age 14 to 30. RYLA emphasizes leadership, citizenship, and personal growth. The program demonstrates Rotary's respect and concern for youth by providing an effective training experience for potential leaders, encouraging leadership of youth by youth, and publicly recognizing young people who serve their communities.

CAMP ENTERPRISE

"If you don't go, one day you will work for someone who did!"

Camp Enterprise is a 3 and a half day program for high school students. The program consists of a series of panels, presentations and discussions on the subjects of business and the free enterprise system where students can interact with business professionals.

EDUCATION AWARDS

Each Rotary Club has their own version, but here is the one from Oakville Trafalgar Rotary Club. - 30 Awards of \$2,000 each to graduating Oakville High School students who are entering a post-secondary institution Awards are given on the basis of financial need, community involvement, extra-curricular activities. Extraordinary family circumstances are also considered. Questions can be directed to High School Guidance Counsellors Applications are available at all local High Schools from late January, and are accepted after March Break. A Rotary Education Awards celebration dinner is held in late May.

ROTARY YOUTH EXCHANGE

Rotary Youth Exchange is the opportunity of a lifetime for the more than 8,000 students, ages 15–19, who spend up to twelve months as an international student. By sharing your own culture and embracing a new one, you help foster global understanding—and learn a great deal about yourself and your host country in the process. Hosting an exchange student can be an incredibly rewarding experience for your family, providing an international experience without leaving home. Host families provide room and board and share their lives with exchange students, involving them in family, community, and cultural activities.

Moving forward, Rotary is a partner with suiteLiving360 in several initiatives and will continue to work with us in all of our endeavours, including the TWO projects that grew, organically, from this project!

Toronto will host the 2018 Rotary International Conference and we are working towards this date and this conference to feature many of our future focused projects.

HIEC - The Halton Industry Education Council (HIEC) is a not for profit organization established in 1989 to foster partnerships between industry, education and the community in Halton. HIEC host a wonderful intergenerational mentoring event called "Women as Career Coaches" each year. It drew 700+ attendees this year.

WACC - Women as Career Coaches (WACC) is designed to involve a variety of women from different occupational pathways to help young women become better informed about the many options available to them in the world of work. Female mentors representing all occupational sectors will act as career coaches to empower young women to take control of their futures. WACC is an event that celebrates women: their goals, pathways and accomplishments. Since 2005, it has brought together more than 6,000 young women and career coaches from our community.

ReThink sustainability

attended the InterGen workshop and Design Charette. Explored the challenges in the business environment including demographics, skills shortages, international migration, human capital challenges, and succession planning and how to address it through intergenerational mentoring.

“Our workforce is aging, and demand for talent is increasing. Finding talented, future leaders has become more difficult than raising capital”

Killan Berz, Canadian Organization Practice Leader and Managing Director of The Boston Consulting Group

Among others we explored and met with:

BBBS –Big Brothers and Big Sisters. As Canada’s leading child and youth mentoring charity, BBBS facilitate life changing relationships that inspire and empower children and youth to reach their potential, both as individuals and citizens.

Moving forward, suiteLiving360 shall embark on a program with major BBBS agencies in both Halton and in Prince Edward County to work with them mainly to find new potential mentors!

Silversherpa - a lifestyle transitions company delivering independent and personalized advice on smart ageing and lifestyle transitions. They are unique in how they assist the elderly and their families prepare for and respond to lifestyle crises due to health challenges, loss of a partner, social isolation and other factors that put their quality of life at risk.

Moving forward, suiteLiving360 will be partnering with this group, most especially with their hugely successful Cyber Seniors Program.

7. SuitePEAS Intergenerational Mentoring Model

There was clearly merit in each mentoring program, but we decided to introduce a unique integrated model embracing TWO of these programs as a springboard or precursor to our unique suitePEAS intergenerational mentoring model and integrated each into our year-long project:

1. **World Council.** suiteLiving360 had had experience with this model in the past and had found it to be the ‘missing link’ for providing a unique impetus for a really successful intergenerational mentoring initiative. Through the unique ‘experience’ of World Council we could foster, from the word go, a strong mentoring relationship. Mentoring relationships often fail because they take too long to bond. World Council is a powerful bonding experience for all who attend. During our project we hosted FOUR World Councils with over 100 participants.



*image: typical World Council table setting

2. Prime Mentors of Canada. suiteLiving360 had also had previous experience with this mentoring model and found the focus on doing ‘projects’ - older and younger generations, side by side - to be a brilliant addition to the success of mentoring. We decided to adopt one of its premium successes – both a mentor and a protégé working together on and towards a project! - The focus on a project allows both parties a finite goal, achievable within a finite amount of time. One of the challenges of becoming a mentor is the fact that there appears to be no end to the mentoring commitment. When there is a given project goal, then both parties feel relieved that they can manage the time and energy commitment.



*image: Prime Mentors of Canada mentoring session

8. World Council

“Access Greatness to Act with greatness”

The World Council round table was created to stimulate meaningful thought, dialogue, accord, and resolve – envisioning for the highest good for all – through the perspective of leaders who have served humanity with their vision and their actions. By assuming the persona of a world renowned human being, and by representing their vision-perspective at a World Council, we are freed to respond openly from that ‘higher place’ within us – that place which reflects universal, archetypal ideals of conduct toward, and concern for fellow human beings and our natural world. In doing so, we are enabled to resolve issues from a broader, egoless perspective ... experience accord without stalemating conflict ... and envision creative, careful solutions to these issues.

It is the vision of World Council that someday World Council will become a verb, so that every problem we face – personally, locally and globally – can be resolved by ‘World Councillng’ the issue ... calling upon that commonality and equality of our inner greatness which innately understands what truly matters to us all and intuitively responds for the greater good of all.

Each participant is assigned a world leader (e.g. Mahatma Gandhi, Margaret Mead, Rachel Carson, Albert Einstein, Martin Luther King, Nikola Tesla, and Alexander Graham Bell) to identify with, and from that leader's vision perspective are asked such questions as:

- What are your dreams for the world?
- What are the most critical problems that we face today globally?
- What statement of universal values would contribute the greatest to humanity in its efforts to address and begin to resolve global issues?
- How do you see the world in 2030 or even 2050?

To familiarize the participants with their identified personas (their lives, influences and vision-perspectives), some biographical notes are provided.

The World Council taps into a way of being - with one another and for one another - rooted in the commonality of our inner greatness - that greatness which understands what truly matters to us, and that intuitively responds for the greater good of all.

Without exception, the following attributes of universal, unconditional human greatness are witnessed at each World Council table:

- ability to listen deeply and truly consider another's perspective
- insight to recognize and accept the solutions that best serve the whole
- generation and contribution of ideas that are greater than oneself
- knowledge and attitude that there is always a solution
- concern for all aspects of life and living things
- confidence to discuss mindfully, clear of personal agendas
- capability to work in unity toward a common goal
- grace to communicate with respect

“The higher individuals are encouraged to fly, the broader their perspective, and the greater their contribution to all their endeavours”

Jesse Freemont

Personas include:

**Mahatma Gandhi
Rachel Carson
Alexander Graham Bell
Margaret Mead**

**Gene Roddenberry
Martin Luther King
Paul Harris
Pauline Johnson**

Personas are sent out with the formal invitations when participants are invited to attend World Council, one per attendee. They can be as long as 6 pages including biographical details, the Persona's Vision Perspective – the single most important paragraph for them to read and know, as well as several quotes by the Persona as well as quotes about the Persona.

This is an example of a typical **Invitation to World Council**

Intergenerational Mentoring Program
Norma Gamble / norma@suiteliving360.org

suiteLiving360 Affordable Housing Inc.
905.845.8887

You are invited to the following event

World Council - a round table for higher perspective dialogue that taps into a way of being ... with one another, and for one another ... rooted in the commonality and equality of inner greatness.

(DATE) from 3:00 PM to 6:00 PM

OR

(DATE) from 3:00 PM to 6:00 PM

LOCATION: ()

No Fee

We have hosted multiple **World Councils** for corporations, schools, not for profits, and street kids! When Top 20 Under 20 began, we hosted World Councils for them too. When recipients were asked by a national TV station what the highlight of their week in Toronto had been, without exception, the enthusiastic response was "World Council!"

This World Council dialogue will be a precursor to an Intergenerational Mentoring Program between Rotarians and local youth, whether it be Rotaract, Interact, RYLA, Youth Exchange, Student bursaries and award programs, Camp Enterprise, a local school(s), or any other youth programs deemed suitable.

|

We hope that you can join us!

Please respond asap to ensure a seat at the table (please specify date)

norma@normagamble.com or 905.845.8887

We constantly update personas and sometimes include a persona specific to the group. For example, Paul Harris, the founder of Rotary, is included for the benefit of Rotary groups. In development are Nelson Mandela, Wangari Maathai, Nikola Tesla, William Blake, Leonardo Da Vinci, Florence Nightingale, Tommy Douglas, and more

“We have to be able to conjure up a new world, if we are then to create it.”

Patricia Pilcher, artist

The actual World Council session takes between 2 and 3 hours. Each table of 7 or 8 personas is hosted by Socrates, one of our volunteers, who facilitates and steers the proceedings, encouraging each and every one to participate. The Socratic method of facilitation is used, so questions are constantly being asked of the participants to encourage conversation and debate.

A World Council can comprise 1 table, or as many as a dozen tables, each with 7 or 8 personas attending, and each hosted by Socrates. During our project we hosted FOUR World Councils with 17 tables with 76 participants.



“Prefer knowledge to wealth, for the one is transitory, the other perpetual.”
– *Socrates*

Socrates is the host at each table and acts as “facilitator” - making it easy for others to speak, share, dialogue. The Socratic Method uses questions to discover and uncover the truth. Summarized from Wikipedia, the Socratic Questioning methods, which is used during World Council, is based upon the interaction of peers. The focus is to explore multiple perspectives on a given issue or topic. Questions are open-ended, focusing on broad, general ideas rather than specific factual information. The questioning technique emphasizes a level of questioning and thinking where there is no single right answer.

“Understanding a question is half an answer”
Socrates

Participants gain experience and confidence as they participate, enabling them to comment as well as ask effective questions of each other. Socrates, as facilitator, plays no role in commenting or answering questions, but asks lead questions to move the discussion forward and to help clarify positions when arguments become confused. Socrates also plays the role of coaxing reluctant participants into the discussion and limits contribution from those participants who tend to dominate.

She or he prompts participants to elaborate on their responses and to build on what others have said, all the while guiding participants to deepen, clarify, and paraphrase, and to synthesize a variety of different viewpoints. Participants share the responsibility with the leader to maintain the quality of the discussion and listen actively in order to respond effectively to what others have contributed. This teaches the participants to think and speak persuasively using the discussion to support their position. Participants are encouraged to demonstrate respect for different ideas, thoughts and values, and should not interrupt each other.

“True wisdom comes to each of us when we realize how little we understand about life, ourselves, and the world around us”

Socrates

All participants are given the opportunity to take part in the discussion. The Socratic method focuses on three types of questions:

1. Opening questions generate discussion at the beginning of the session in order to elicit dominant themes.
2. Guiding questions help deepen and elaborate the discussion, keeping contributions on topic and encouraging a positive atmosphere and consideration for others.
3. Closing questions lead participants to summarize their thoughts and learning and personalize what they've discussed.

During World Council, each table creates a New World Agreement, based on their table discussion, debates and ideas generated.

[This is an example of a typical New World Agreement](#)

New World Agreement

We Agree to ...

- respect the earth as the heritage of all inhabitants and not the property of the few
- deal with our immediate circle – think globally, act locally
- spread awareness and knowledge to assist others to secure commitment towards solutions
- commit to our larger family by providing free and equal opportunities in education, and the necessities of life
- reaffirm the absolute equality of every human being regardless of apparent differences
- free basic healthcare
- renew our commitment to recreate ourselves and our country towards peace, order, and good governance
- live sustainably in all elements

After the end of the World Council event, all participants are invited to create and hand in a book title. At a follow up meeting they are handed their personalized books – with Name and Book Title embossed on it. Inside is a copy of their New World Agreement – created by everyone at their particular table. It is a most inspiring moment to see their faces when they receive them.

Here is an example of a World Council table participant list with their book titles:

Seniors:

Elizabeth C	Learn, Care, and Live
Michael M	Who Knew?
Mary L-C	Love Plus Laughter Equals World Peace
Marilyn L	A Way of Seeing
Anne D	The Mirror of the Soul: from Within to the World

Students:

Amanda J	Broken Bricks
Ruth L	We Once Were Children
Elora S	A Chance for Tomorrow
Jude S	A Song from the Heart

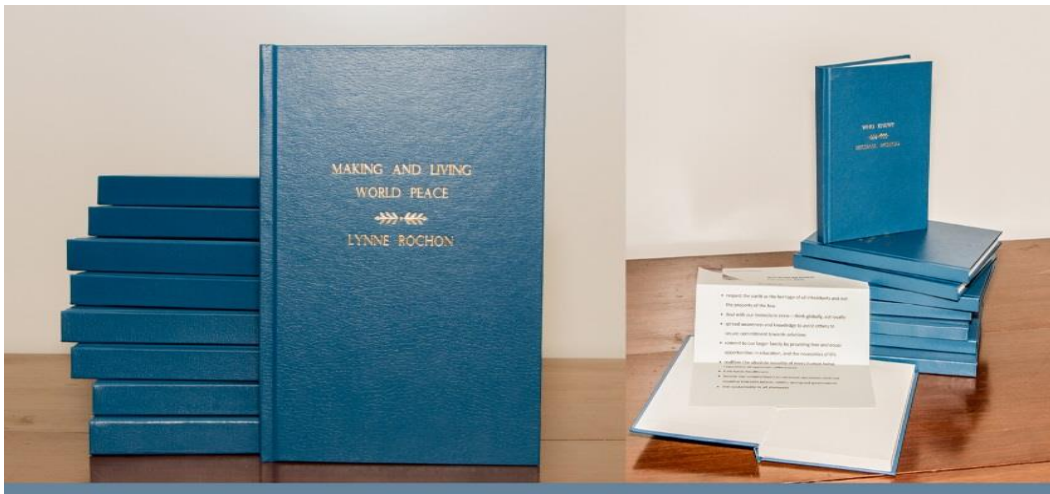


Image: World Council Books with New World Agreement inclusion

We decided to use the World Council as a critical success factor in our New Horizons for Seniors Project because it, in so many ways, restores the role of mentor as someone to be looked up to, to be revered. It is most important to again build trust, honour, and dignity within the role of mentor, most especially at a time when our culture has been racked by scandal, and the responsible role of mentor within the Catholic church and the role of coach on coveted sports team has been tarnished.

"I learned this, at least, by my experiment – that if you advance confidently in the direction of your dreams, and endeavour to live the life which you have imagined, you will meet with a success unexpected in common hours. You will put some things behind, will pass an invisible boundary. New universal and more liberal laws will begin to establish themselves around and within you, or the old laws will be expanded and interpreted in your favour in a more liberal sense, and you will live with the license of a higher order of beings ... If you have built castles in the air, your work need not be lost – that is where they should be. Now put the foundations under them."

Henry David Thoreau, Walden Pond

World Council Participant Quotes:

World Council was an awesome experience. The adults at our table listened to us, and considered our ideas. They really, really listened to us!

Malcolm R

The World Council allowed me to have the opportunity to look at the world we live in right now, not through the eyes of a feeble individual, but as one of many great leaders that made great changes to the world by setting their minds to the task. Through discussions with other fellow protégés, I realized the amount of work that needs to be done on our planet Earth. I also learned that being one person, I still have the strength to make a positive contribution to our world, like many heroes before us.

Helen Z

I am so grateful to World Council for really introducing me to the persona of Rachel Carson. I had no idea she was so amazing. I am excited to go away and read more about her and follow her example.

Erika W

World Council was a profound experience for everyone at the table. We had a glimpse of a world where we could indeed make a difference. It has changed me in so many ways and I am certain that it changes everyone who experiences it for the first time. Thank you.

Bob L

Thank you, thank you, thank you. World Council was a truly wonderful experience.

Aaron W

The World Council allows us to do the personification of a great individual from the past, for instance, Albert Einstein, and identify the problems that we see in the present. By recognizing the issues of today, we are given the opportunity to shape a better tomorrow. In addition, the Council has introduced me to new people, all with great ideas on how to make our world a better place to live in. Together, to change the world, we need to start small. Thus, the Council members have each implemented plans on how to improve the communities that we live in, and then, gradually over time, grow to build a happier and more peaceful world.

Michael M

I couldn't believe it. Everyone at my table stayed there during the refreshment break to continue to talk and share ideas. They were so engaged, not one of them got up from the table to leave. The students were holding their own and shared about 50% of the animated conversation with the seniors at the table. It was amazing to watch.

Quote from a participant in the Socrates role

Thank you so much for giving the students such an elegant experience. They're not used to being treated with such elegance and dignity. World Council was a wonderful experience for them.

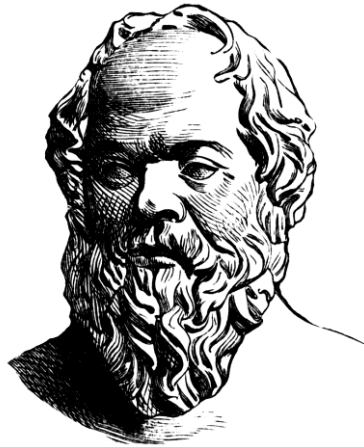
Quote from a guidance counselor at a local school

Helping young people achieve their full potential is the best way to prevent them from becoming involved in questionable behavior. Helping them see their own greatness is a sure way of giving them a leg up in society.

A senior participant

Thank you so very much for bringing the World Council to PEI and for teaching us to World Council! It was a wonderful experience for our students, one that I hope they remember throughout their lives. Thank you for giving up days of your life to be here, for bringing all the supplies, food, gowns, and most importantly your vision and yourself. Your positivity is contagious and such a fabulous thing for our students to witness. Thank you for encouraging relationships between our teens and our more senior community members and for sparking imagination, discussion, visionary thinking, and ambition. It is so important for each of us to step beyond our everyday and to remember that the world is so much bigger than what we see on our phones each day. I love the Margaret Mead quote that you use and truly hope that there will be bits of world changing thoughts, actions and behaviours that come from small groups within our school and greater community. It has been my pleasure to be involved in this process with you and I look forward to our continued visionary discussions and to helping you make Prince Edward County an even more wonderful place for people to live!

Suzanne W



SOCRATES:

“I am one of the most influential thinkers of the 5th Century and considered the father of western philosophy. My words and actions in the search of, and in defense of **Truth** changed the world and my example still inspires people today. You might say that **my greatest passion was how to live a good and virtuous life!**”

Most famous quote:

“An unexamined life is not worth living.”

Further NOTES: Socrates chose to honor his commitment to truth and morality even though it cost him his life. Sought genuine knowledge rather than mere victory over an opponent, Socrates employed questions in pursuit of truth.

The youth of Athens delighted in watching Socrates question their elders in the market (Agora) and, soon, he had a following of young men who, because of his example and his teachings, would go on to abandon their early aspirations and devote themselves to philosophy (from the Greek 'Philo', love, and 'Sophia', wisdom - literally 'the love of wisdom').

Other quotes attributed to Socrates:

"I am not an Athenian or a Greek, but a citizen of the world." "It would be better for me... that multitudes of men should disagree with me rather than that I, being one, should be out of harmony with myself." "I know nothing except the fact of my ignorance. "There is only one good, knowledge, and one evil, ignorance."

 www.suiteliving360.org/lifestyle

9. Prime Mentors of Canada

P.R.I.M.E. (Positive, Responsible, Inspiring, Multi-Talented, Exemplary) Mentors of Canada is a charitable organization that delivers a project-based, one-on-one mentoring program for bright, creative and underserved children and youth who live in predominantly low-income neighborhood and attend schools with limited human and material resources that inhibit development of their full potential, by tapping into the wealth of experience, knowledge and skills of competent and caring adults, particularly retirees and university students. Mentors are paired with students based on their interests and expertise. Students choose the projects to undertake jointly with their mentors.

Vision - The restoration of mentoring as a powerful tool for excellence in education, creative achievement and community building.

Mission - To stimulate lifelong curiosity, imagination, initiative, perseverance and confidence in our young participants, we enable them to learn new skills, aptitudes and courage to explore novel ideas. This helps boost their success skills and the ability to adapt in a rapidly changing, complex world.

- To champion the underserved, creative and bright children who may not reach their potential, we match them with caring and competent adults who serve as much-needed mentors and role models in making life and career decisions.
- Based on a desire for lifelong learning and equipped with life skills, our graduates can make wise personal and career choices that contribute to their well-being and that of others.

Why Unique?

We are different. We support kids who are bright but live in mostly underserved areas of Toronto. Our kids are selected by their teachers as future leaders. They are "diamonds in the rough", that just need a little polishing. For donors and volunteers who want to give back to their community and support

education, there are many excellent charities that deliver programs to pre-teens who are disadvantaged (e.g. abused, learning disabled) and who need help with their homework and remedial help.

Our mentors turn bright kids into stars!

Special Features:

- proactive - prevents rather than remedies costly challenges
- focused on strengths and interests - builds upon positive attributes and interests to heighten intrinsic motivation. Competency-based.
- personalized - meets individual abilities and needs
- empowering - gives participants choice and control over their projects as they develop competence and confidence
- outcome-based - provides active learning opportunities following the different phases of the PMC mentoring model to complete tangible projects that are shared with classmates, friends, parents and teachers.
- holistic - integrates the different aspects of development to bolster self-esteem
- lifelong - develops lasting skills and will to learn and achieve with excellence

Benefits for Students:

- learn to transform ideas into concrete projects
- explore concepts beyond the Ontario curriculum
- receive recognition from peers for extra efforts
- gain self confidence
- develop research and communication skills

Benefits for Mentors:

- make a difference in a pre-teen's life
- use your own talents, skills and energy
- learn new skills (e.g. how to coach a young person)
- meet a pre-teen that is living in circumstances different than your own
- meet other mentors

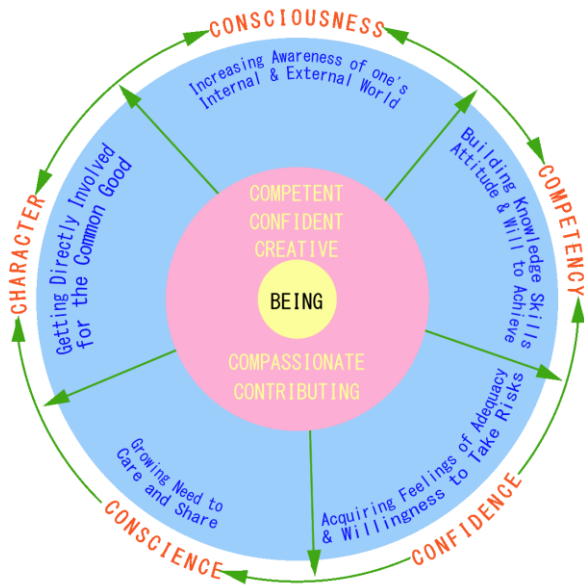
Benefits for Teachers:

- student's learning skills and attitudes improve
- gain more time to help other students
- improved relationship between school and community

Benefits for Parents:

- develop friendship with talented mentor
- closer ties to school
- happier kids make happier parents
- amazement at what their kids can achieve
- pride when their kids thrive

PMC Mentoring Model



 <http://www.primementorscanada.org/>

Phase (1)

Exploration with the student of activities/projects in an area of personal expertise or interest.

Phase (2)

Agreement on a project/activity plan that is possible to complete within the available time; scheduling of carefully-sequenced activities; planning of time schedule; signing of a learning contract.

Phase (3)

Carrying out of the plan in accordance with the written schedule.

Phase (4)

Completion of a tangible end-product that illustrates what was done and learned.

Phase (5)

Presentation of the completed project to the student's class and other interested groups or individuals.

Phase (6)

Recognition of work done by the student with a certificate of achievement and a PMC button (Learning and Growing Together)

Phase (7)

Evaluation of the program and mentoring experience; identification of benefits gained by the student and mentor; and suggestions for improvement of program and its delivery.

“Do not train a child to learn by force or harshness; but direct them to it by what amuses their minds, so that you may be better able to discover with accuracy the peculiar bent of the genius of each.”

PLATO

Project focused! The KEY feature from Prime Mentors that we integrated into our program was our focus on TWO projects that we shall become involved in over the next TWO years. Together with one of our major partners, Rotary, suitePEAS women and volunteers, together with local youth, we shall be working on future projects! This was an enormous outcome, given our project goals. Thank you New Horizons for Seniors for providing the impetus and the funds!

10. Other Mentoring Ideas Regarding Mentoring

Reverse mentoring:

When those most knowledgeable about a certain subject can teach those who are less knowledgeable.

Just a few examples:

Proteges of Prime Mentors of Canada mentoring older women from suiteLiving360. AR, student at Cooper Union University, USA doing a practicum for the suitePEAS housing project – Had participated in World Council with some of our seniors and then turned around and mentored us!

Students at Sheridan College – work program for students in the architectural program. Spent 3 days with seniors from Prince Edward County engaged in 2-way intergenerational mentoring. These students have designed potential suites in a typical suitePEAS house.

PMC – graduate students are now sharing their invaluable knowledge of the business world with their mentors to develop more accurate and meaningful programs moving forward. (show videos)

Cyber seniors – a program through Silver Sherpa, a potential partner for suiteLiving360 going forward.

Rotaract students are successfully mentoring seniors in the Halton area. Technology savvy youth teaching seniors about technology!

Virtual mentoring:

Young people today who have little access to real mentors or role models might be encouraged to find virtual role models, or gurus. - World Council is the ideal opportunity for them to experience this first hand! The basic tenet of World Council is to “Act with greatness by accessing greatness” and therefore as we are exposed to a great person’s biography and life experience so we can learn from that and incorporate some of their greatness into our own lives.

One of our seniors referred to a personal Virtual Mentor program she had participated in for the past 20 years. Each year for the past 20, she chose a new, notable virtual mentor – an accomplished person she’d never met, but studied (books, papers, videos – all easily accessible online now), in order to model her thinking, behaviour, and actions. Some of their mentors included Ivan Illich, Noam Chomsky, Marilyn Ferguson, Nadine Gordimer, Elisabet Sahrouris among other. With the easy access to videos and documents through the internet, it was, she said, a fairly simple process.

Mentoring is simply the practice of bringing together two parties – someone who seeks information, guidance and another who is able to share that information or guidance. It is allowing someone with knowledge, experience, good character, and skills to become a role model. If someone is not available

physically, or if there seem to be few opportunities to engage with someone thought to be a potential mentor, then there is no reason whatsoever, to discourage us from seeking out virtual mentors. The world, as we find out from participating in World Council, is full of incredibly accomplished individuals who can inspire us, teach us, show us what it is to become greater than ourselves!

A lot of people have gone further than they thought they could because someone else thought they could.

Anonymous

Mentor as Archetype:

An archetype is an original model of a person, ideal example, or a prototype after which others are copied, patterned, or emulated; a symbol universally recognized by all.

What do Yoda, Cinderella's Fairy Godmother, Merlin and James Bond's Q have in common?

They are all mentors.

According to Christopher Vogler, the Mentor is there to protect the hero and to help him discern between right and wrong. More often than not, the Mentor is teaching the hero lessons he has learned from his own experience. Mentors are often former heroes who have survived the quest and are now passing the lessons they have learned to the hero who is just starting out.

Mentor Functions

The Mentor Archetype has two major functions:

- 1. Teaching/Guiding**
- 2. Gift-giving**

Mentors often serve as the hero's GPS. They are the hero's conscience and teacher. They motivate the hero to achieve their goals, plant ideas in the hero's mind that later on the hero draws upon, or initiate the hero into the mysteries of life and love. They also train the hero so that he may have the skills to face dangers he will encounter on his quest. (Example: Yoda training Luke Skywalker)

Some characters have no need of or no contact with an actual physical mentor who can act as their teacher. These heroes often carry their own internal mentor in the form of their own conscience or a code of ethics or a code of honor they follow.

Now that we have been acquainted with the Mentor Archetype, let's look back at our own stories. Do we have a Mentor character in our lives? Do we have one mentor or multiple mentors? How does this mentor influence our journey, or accordingly ... "the hero's journey"?

Shared Economy:

Intergeneration mentoring might actually be a great example of the shared economy at work. While mentoring, we share time, attention, guidance, talents, skills, enthusiasm, and values.

The suitePEAS model of shared or co-housing for single women 55+ is a perfect example of the shared economy at work. It is far cheaper for 2 to live than 1, and if 5 are sharing expenses, then the unit cost of living decreases exponentially. At suiteLiving360 Affordable Housing we are committed to the shared economy so participating actively in intergenerational mentoring is very much a part of how we see ourselves moving forward, and how we see ourselves contributing to the communities in which we live.

As part of our innovative affordable housing initiative, suitePEAS (Private Elegant Affordable Spaces) we incorporated a “shared resources” focus. Since housing becomes extremely expensive for our target group of women 55+, what if we shared space in a house? This became our suitePEAS model. Then what if we could possibly share cars? How about vacations? We were very quickly becoming an extension of the “Sharing Economy”.

Other examples of successful shared economy models:

<https://www.uber.com/> + <https://www.airbnb.ca>

 www.suiteliving360.org/lifestyle

“Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only way it has.”

MARGARET MEAD

Key Questions for Mentors and Mentees

In keeping with the **Socratic Method** of asking excellent questions to guide and mentor others:

Questions Mentors can ask:

Who mentored me?
How?
THREE most valuable lessons learned?
Major benefits? And another? More?
Am I a good listener?
How do I encourage others?
How much time can I commit to mentor?
Where can I find someone to mentor?
What qualities make an excellent mentor?
What qualities make an excellent mentee?
What skill, expertise, knowledge, talent, do I have to offer?
What kind of mentee do I want to work with?
What advice would I give myself if I could go back
and speak to myself 5 or 10 years ago?
What if _____ (fill in blank)?

Questions Mentees can ask:

Where do I find a mentor?

Who can help me find a mentor?

What do I need help with? – Is it a goal, project, or a skill?

What do I need to be successful at (fill in blank)?

Is there a subject I'd like to know more about?

Are there skills, talents I have that can help someone else?

What qualities make an excellent mentor?

What qualities make an excellent mentee?

What is a virtual mentor and would this work for me?

Where do I find one?

What advice would I give myself if I could advance into the future and have a conversation with myself 5 or 10 years from now?

What if _____ (fill in blank)?

11. The way forward!

Mentoring is a powerful personal and professional development tool that can enable the mentee to achieve or exceed their life's goals and aspirations. We all need cheerleaders and an intergenerational mentoring program is one of the best initiatives to help people from all ages to find one.

“The true tragedy in most people’s lives is that they are far better than they imagine themselves to be and, as a result, end up being much less than they might be.”

Earl R. Smith II

This intergenerational mentoring project was a worthy initiative in the lives of potential residents of the suiteLiving360 affordable housing program as well as volunteers. The seniors were amazed at, and impressed by the depth of contribution of the school children, and the school children were inspired and delighted with the participation of the seniors. It was, overall, a resounding success, and has inspired us to continue to work towards a sustainable intergenerational model. Moving forward, we shall actively participate in significant and world changing projects like our partnership projects of The Great Lakes Water Project and the Peace Pilgrimage Project.

Potential Developing Projects through this Intergenerational mentoring program:

1. The Great Lakes Water Project!
2. The Peace Pilgrimage Project!

At least 10 communities along the Great Lakes will be invited to participate. We shall offer to host World Councils in each community to launch this initiative which will include Rotary Clubs,

local schools, and existing local Water and Peace Projects. Our goal is to present at the global Conference of Rotary International which will be held in Toronto in 2018!

In our humble opinion, a large part of the challenge for refugee integration into Canadian life could be made much easier and more effective if the children in these families were to be included in a formal or informal mentoring program. Picton High School in Prince Edward County has SIX Syrian refugee students in its school. While it was not timely to include them in our project this year, it is our fervent hope to include them in our suitePEAS intergenerational mentoring Program as we move forward with our suitePEAS housing model in the County. As effective mentors, we shall hope to understand that our role is to be tuned into the needs of the mentee or protégé and the communities they live in.

“There is nothing I like better than conversing with aged men (or woman - our parenthesis). For I regard them as travelers who have gone a journey which I too may have to go, and of whom I ought to inquire whether the way is smooth and easy or rugged and difficult. Is life harder toward the end, or what report do you give it?”

Plato

The Bridge Builder

*An old man, going a lone highway,
Came at the evening cold and gray
To a chasm vast and deep and wide
Through which was flowing a swollen tide.
The old man crossed in the twilight dim;
The rapids held no fears for him.
But he turned when safe on the other side
And built a bridge to span the tide.*

*“Old man,” cried a fellow pilgrim near,
“You’re wasting your time in building here.
Your journey will end with the closing day;
You never again will pass this way.
You have crossed the chasm deep and wide;
Why build you this bridge at even-tide?”*

*The builder lifted his old gray head.
“Good friend, in the path I have come,” he said,
“There follows after me today
A youth whose feet must pass this way.
This stream, which has been as naught to me,
To that fair youth may a pitfall be.
He too must cross in the twilight dim —
Good friend, I am building this bridge for him.”*

by Allen Dromgoole (1860 - 1934)