

VISTA Supervisor Café: Who Are the VISTAs

Time	Steps	Resources/ Materials
70 minutes total	<p>Session set up:</p> <ul style="list-style-type: none"> • Butcher or chart paper on the tables (like a table runner) for participants to doodle, record ideas, and take notes. • Five tables set with flowers and candles. • Ten table tents (five topic and five café etiquette/host instructions), two tents per table. • Markers and sticky notes (color coded by topic) placed in a cup, mug, or bowl on each table. Sticky note colors (lime, purple, yellow, blue, pink) correspond to table tents and “Food for Thought” envelopes. • Five sealed “Food for Thought” envelopes, one for each table, by topic. Each envelope contains six color-coded copies of that topic’s “Food for Thought” (enough for each participant at the table). • Five pieces of chart paper labeled with each topic area at the top. All five charts will create a “VISTA Portrait Wall” for the end gallery walk. • “Welcome to the VISTA Supervisor Café” visual aid (displayed for participants’ arrival). 	
	<p>Note to Facilitator:</p> <p>For the “VISTA Supervisor Café,” we are using the “café conversation” format. It introduces supervisors to VISTAs through guided prompts and data for discussion. This format will foster a collaborative dialogue, active engagement, and constructive possibilities for action. Our use of this format is based on Whole Systems Associates’ “Global Café” materials.</p>	
	<p>As Participants Arrive ...</p> <ul style="list-style-type: none"> • Welcome them as a host would greet dinner guests. • Direct their attention to the “Welcome to the VISTA Supervisor Café” visual aid and its seating instructions. (Note: You may need to actively encourage participants to read the visual aid. We have found that they are not reading it automatically when they walk in.) <p>It is important to create a hospitable space that contributes to a welcoming atmosphere. When people feel comfortable, they do their most creative thinking, speaking, and listening.</p>	<p>Visual Aid: Welcome to the VISTA Supervisor Café</p>
10 min.	<p>Welcome and Introduction to the VISTA Supervisor Café</p>	

VISTA Supervisor Café: Who Are the VISTAs

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	1. Welcome participants to the VISTA Supervisor Café.	
	<p>2. Ask: “Did everyone get a chance to read the invitation?” Ask the group to describe the café. Depending on the group’s response, decide how much time to take to review the café concept.</p> <p><i>If not mentioned, include:</i></p> <ul style="list-style-type: none"> • We are using the “conversation café” format to explore, “Who are the VISTAs?” This will help us better understand the different populations we may recruit for service. • The format encourages creative thinking in a comfortable, café-style environment. • Café participants are presented with an overarching issue and then spend time at designated tables discussing an aspect or question related to the issue. <p>The five topic areas are:</p> <ol style="list-style-type: none"> 1) Baby Boomers: 1946–1964 2) Generation X: 1965–1981 3) Millennials (Gen Y): 1982–2000 4) Local Recruits 5) National Recruits <p>Participants will get to choose three of these five topic areas, so ask them to think about which ones are of most interest to them or might be most relevant to their team of sub-site supervisors.</p>	
	<p>Note to Facilitator:</p> <p>If you have small group, they may be able to visit more than three topic areas.</p>	
	<ul style="list-style-type: none"> • At each table, there are also instructions for the “Table Host,” a person who volunteers to remain at the table and serve as a valuable link between each group’s insights. • “Travelers” are those who will move to a new table at the end of each round. • After considering and discussing a topic for 10 minutes, “Travelers” will move to a new topic/table where they will 	

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	<p>share key insights from the previous discussion.</p> <ul style="list-style-type: none"> • Participants are encouraged to write, doodle, and draw key ideas on the butcher paper. • Each table also has its own sticky notes on which participants will record key insights. They will then share these insights on chart paper that corresponds to that topic. At the end, we will combine these charts to create a “VISTA Portrait Wall.” • By the end of the café session, your conversations will begin to link and connect ideas, questions, and themes. These ideas should help guide your thinking as you begin to plan and prepare for your VISTA member(s). • The activity will close with a whole group conversation, sharing insights and identifying possibilities for action. 	
	<p>Note to Facilitator: “Food for Thought” Packets</p> <p>To guide a meaningful “café conversation” about “Who Are the VISTAs,” we have provided “Food for Thought packets (in keeping with the café theme).</p> <p>These packets describe VISTA members by topic using information and case studies.</p> <p>To stimulate conversation, the following questions appear at the top of each page:</p> <ul style="list-style-type: none"> • What are your impressions? • What insights or new learning do you have to share? • How could this information impact you as a VISTA supervisor? • What did you learn (or relearn) through this discussion? • How might you use this information to train other supervisors? • Additional thoughts? <p>The information focuses on three main age cohorts (Baby Boomer, Generation X, and Millennials) because they comprise the bulk of VISTAs currently serving. However, it’s important to note that these data are a guide, not the rule, for members of each generation. Because the boundaries that separate generations are indistinct, the descriptions are necessarily</p>	

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	approximate and may overlap.	
	<p>3. Clarify the “Table Host” and chart paper/ sticky note instructions (which are located on the back of the table tents):</p> <ul style="list-style-type: none"> • One person will be the Table Host and stay at the table, facilitating the conversations. • The Table Host is the valuable link between groups and their discussions. Emphasize the <i>briefness</i> of the table hosts summaries to their new groups: one minute or three bullet points. <p>While everyone at the table can make sticky notes, the Table Host is ultimately responsible for making sure key points and highlights are recorded on the sticky notes. The Table Host will collect and hang the notes on the “VISTA Portrait Wall” chart paper that corresponds to each topic area. When the training room is small, it can be hard to put the notes on a piece of chart paper. An alternative way to do this activity is to have the Table Hosts put the notes on the butcher paper and then hang the butcher paper afterwards.</p>	
	<p>Note to Facilitator:</p> <p>Stress that participants are to record key points and highlights on the sticky notes and NOT directly on the table paper or chart paper (which may be their instinct). While the paper on the tables is for doodling and jotting down ideas, participants should transfer these ideas to sticky notes by the end of each rotation. However, if the rooms are small, the table host may need to use the butcher paper to record the group thoughts.</p> <p>If participants don’t want to be Table Hosts, two ways to encourage them to do so are:</p> <ol style="list-style-type: none"> 1. Explain that if they are going to work with one population more than another, this is a great opportunity for them to get to know that group in more depth. 2. They will also have time to learn about the other groups in the debrief and gallery walk at the end. <p>In a worst case scenario you could give table hosts the option of being a host for the first two rotations then swapping out with someone for the final round.</p>	

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	<p>4. Point out that the back of each table tent summarizes the “café etiquette” that participants should follow in order to encourage a richer discussion. The etiquette includes:</p> <ol style="list-style-type: none"> 1) Focus on what matters 2) Contribute your thinking 3) Speak your mind and heart 4) Listen to understand 5) Link and connect ideas 6) Listen together for insights and deeper questions 7) Play, doodle, draw (Writing on butcher paper is encouraged!) 8) Have fun! 	
45 min.	Café Conversations	
	<p>1. Hand out the “Food for Thought” packets to the Table Hosts and begin the café conversations. Remind participants that they are at their first table and they will rotate to two other topic areas throughout the course of the activity.</p> <p>Gently remind them the data in the “Food for Thought” packets should be treated as central tendencies and be used to identify what strengths, opportunities, challenges, and needs each group represent that is important to us as VISTA supervisors and not to treat or use the data to negatively stereotype that population.</p>	
	<p>2. Ask participants to open their “Food for Thought” envelope, spend a minute or so reading the information and then discuss the café conversation questions. Each round will last 10 minutes.</p>	
	<p>Key Points to Make:</p> <ul style="list-style-type: none"> • Ask participants to write, doodle, or draw on the paper table runners and NOT on the “Food for Thought” sheets because they need to be used in the next two rounds of conversation. • Also, ask that the participants leave the “Food for Thought” sheets at the table at the conclusion of each round. Additional copies will be available at the end of the session. • Take time to circulate during the first round to make sure 	

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	all tables understand the instructions and that the Table Hosts know what they are supposed to do.	
	3. After seven minutes, remind participants to record “key concepts and highlights” on sticky notes. Gently inform them that three minutes remain before the first round is over.	
	4. Rotate the participants so there are three rotations of 10 minutes. Remind hosts to post “key concepts and highlights” from their tables on the “VISTA Portrait Wall” chart paper of their topic area.	
	5. After three rotations, ask each Table Host to give a quick (two-minute) report on what was discussed at their table. If they are talking in general, but not connecting the information to their role as supervisors ask, “What do these insights mean for you as a VISTA supervisor?” If time is tight, pass on the report-outs for the national and local recruits. These groups will be discussed later on in the recruitment, interviewing, and screening session and they can give their report-outs at that time.	
	<p>Note to Facilitator:</p> <p>For the gallery walk, the facilitator will collect the chart paper from each Table Host (with sticky notes on it) and post all five chart papers onto a wall to create a “VISTA Portrait Wall.”</p> <p>Participants may want to take the information generated from this session home. Encourage them to type up the notes (or take photos of the “VISTA Portrait Wall”) and distribute them to each other.</p>	
15 min.	Conclusion	
	<p>1. Ask participants to take a “gallery walk” to consider everything that is now up on the “VISTA Portrait Wall.”</p> <p>If the report-outs last longer than two minutes each, you may not have time (or the need) to do the gallery walk. If that is the case, encourage participants to read the charts later in the day, as this is valuable information that will help them at their sites.</p>	
	2. After five minutes, ask participants to take a seat at the table they chose for the first round.	

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	<ul style="list-style-type: none"><li data-bbox="391 296 1170 394">• Ask the group: “What did you learn from this?” to glean conclusive thoughts and provide a summary of the “VISTA Portrait Wall.”	

FOOD FOR THOUGHT: Who are the Baby Boomers?

CAFÉ CONVERSATION QUESTIONS

After reviewing the information below, consider and discuss:

- What are your impressions?
 - What insights or new learning do you have to share?
 - How could this information impact you as a VISTA supervisor?
 - What did you learn (or re-learn) through this discussion?
 - How might you use this information to train other supervisors?
-

Who are the...

“Baby Boomers” (1946-1964)*

Defining Events & Influences:

- Civil Rights Act
- Birth Control Pill introduced
- John F. Kennedy elected President
- Cuban Missile Crisis
- John Glenn circles earth
- Civil Rights Movement
- Combat troops sent to Vietnam
- JFK, Martin Luther King, Jr., and Robert Kennedy assassinated
- Moon landing
- Woodstock
- Kent State shootings
- Rock and Roll

Source: Ron Zemeke, Clair Raines, Bob Filipczak (2000). Generations at Work: Managing the clash of Veterans, Boomers, Xers and Nexters in Your Workplace. Amacom American Management Association, New York

Statistical Snapshot & Tendencies of this Population:

“Baby Boomers” refers to 76 million Americans born between 1945 and 1964 who grew up in a period of economic prosperity and educational opportunities. Many Boomers became leaders in the civil rights movement, the feminist cause in the 1970s, gay rights, disability rights, and the right to privacy.

- In 1957, 4.3 million babies were born in the U.S. This is more than any year before or since.
- Boomers account for about 32% of Americans over the age of 18 and 26% of the total US population.

- Boomers were the first group to be raised on television.
- In 2013, the oldest Baby Boomers turned 67 years old.
- Baby Boomers have a higher level of education than any generation before them: 88.8% of boomers completed high school; 28.5% have a Bachelor's Degree or more.
- Almost one-half (45%) of 65-year-old Boomers are now fully retired with another 14% reporting that they are retired but working part-time or seasonally.
- Boomers are latecomers to the digital revolution, but are beginning to close their gadget and social media gap with younger generations. For example, among younger Boomers (ages 46-55), fully half now use social networks, compared with 20% in 2008. That rate of growth is more rapid than for younger generations. Also, more than half (55%) of older Boomers (ages 56-64) now watch online video, compared with 30% in 2008.
- Baby Boomers today are less accepting than younger Americans of same-sex couples raising children, unmarried couples living together and other non-traditional arrangements.
- About half of Boomers (42%) say America's best days are in the past.
- In 2003, 62% described the government as wasteful; that has increased to 76% today.
- Divorce rates among couples over 50 have doubled in the last 20 years. In 1990, fewer than one in 10 people who divorced were 50 or older. In 2009, that figure was one in four.
- Overall, 70% of Boomers turning 65 say they have achieved all or most of what they wanted out of life.
- 36% of Boomers will move or plan to move when they become Empty Nesters. When they retire, 55% say they will move.
- 74% of Boomers say they have been good role models.
- The majority of Boomers (65%) say they are exercising at least once a week.
- Boomers are sometimes called the "Sandwich Generation" because they often care for grown children (who may still live at home or move back in) and their elderly parents (who may also live with them).
- Volunteering: Between 2009 and 2011, the average Boomer national volunteer rate was 29.2% per year. The average was 29.4% for Generation X and 21.6% for Millennials. Among older Americans the rate was 23.9%.

Sources: About.com; 2004 Del Webb Baby Boomer Survey; Del Webb communities (Harris Interactive survey of 5,100 Boomer residents and prospective residents); 2005 Del Webb Baby Boomer Survey (Harris Interactive survey); 2006 Del Webb Baby Boomer Survey (Harris Interactive survey of 1,200 Boomer residents and prospective residents); AARP report "TRACING BABY BOOMER ATTITUDES THEN AND NOW: A Comparative Look at the Attitudes of Baby Boomers in the 1970s and 2002"; Boomer Eyes survey (August 2006 survey based on 1,110 interviews); MetLife Mature Market Institute "Demographic Profile: American Baby Boomers" (2005, 2011); Corporation for National and Community Service, Volunteering and Civic Life in America, 2012; "Millennials: Confident, Connected and Open to Change", Pew Research Center, 2010. "Baby Boomers Approach 65—Glumly", Pew Research Center 2010 U.S. Census Bureau; "Divorce in Middle and Later Life: New Estimates from 2009 ACS Survey", Bowling Green State University.

* Note: Because the boundaries that separate generations are indistinct, the descriptions of Baby Boomers, Generation X and Millennials are approximate and may overlap.

FOOD FOR THOUGHT: Who are the Gen Xers?

CAFÉ CONVERSATION QUESTIONS

After reviewing the information below, consider and discuss:

- What are your impressions?
 - What insights or new learning do you have to share?
 - How could this information impact you as a VISTA supervisor?
 - What did you learn (or re-learn) through this discussion?
 - How might you use this information to train other supervisors?
-

Who are the...

“Gen Xers” (1965-1981)* AKA Generation X, Baby Busters, MTV Generation

Defining Events & Influences:

- Watergate
- Energy Crisis
- Three-Mile Island
- John Lennon killed
- MTV airs
- Challenger Disaster
- Fall of the Berlin Wall
- Operation Desert Storm
- Rodney King beating, LA riots
- Introduction of the Personal Computer
- HIV, AIDS and Crack epidemic
- Punk Rock, Rap, and Grunge
- College Loans

Source: Ron Zemeke, Clair Raines, Bob Filipczak (2000). Generations at Work: Managing the clash of Veterans, Boomers, Xers and Nexters in Your Workplace. Amacom American Management Association, New York

Statistical Snapshot & Tendencies of this Population:

“Generation X” refers to people born between 1965 and 1981. Most Gen Xers grew up as “latchkey kids” (raised by a divorced/single parent or both parents worked and/or furthered their education). As they came of age, Gen Xers witnessed limited economic prospects (corporate downsizing, offshoring, inflation, increased college loan debt) and social crises (AIDS, crack, tripled divorce rate).

- As the nation's second-largest group by generation, Generation Xers represent 26% of the total population and 34% of all adults.

- Gen Xers are more educated for their age than any other generation: 43% of Gen Xers hold a Bachelor's degree and 11% hold graduate degrees.
- 70% work more than 40 hours and those with advanced degrees work 50 or more hours.
- Many Gen Xers grew up with computers in their homes or at least in school. Computer literacy, facility and comfort with all forms of high technology are distinctive Xer traits. Generation X uses social media for about half of their communications with co-workers, friends and family.
- This generation is not afraid of changing careers: US workers change jobs more than 11 time by the age of 44.
- Gen Xers have the highest workforce participation (86%) but nearly half say they feel stalled in their careers.
- Gen Xers have adopted a free-agent mentality toward the job market and many are entrepreneurs: 4 out of 5 business startups are by Gen Xers.
- 36% percent identify as conservative only 19% as liberal, yet Xers are more tolerant of diversity than Boomers.
- Unlike their elders, Gen Xers still see life in America as having changed for the better (45%) and not the worse (31%) despite being the first generation to experience economic decline.
- 41% of Generation X report being “disengaged” when it comes to climate change issues.
- The number of Gen X homeowners nearly tripled between 1995 and 2003.
- Younger Gen Xers are among the hardest hit by student debt and took the most foreclosures during the Great Recession.
- Two-thirds of Gen Xers describe themselves as family-centric (compared with 41% of Boomers). Generation X fathers spend 3.4 hours per day with their children. Baby Boomer dads spent 2.2 hours.
- 62% of Gen Xers are married and living with their spouse. 69% are parents.
- 46% of Gen Xers currently use a flexible arrival and departure time for work; 59% would like to telecommute/work from home; and 67% would like a compressed work week. Gen Xers average 48-hour work weeks.
- 95% report talking on the phone with friends or family at least once a week, 29% once a day.
- Volunteering: Between 2009 and 2011, the average Boomer national volunteer rate was 29.2% per year. The average was 29.4% for Generation X and 21.6% for Millennials. Among older Americans the rate was 23.9%.

Sources: Kleber & Associates “Lingering Myths about Generation X” (2005); Time Magazine “Gen Xers Aren’t Slackers After All.” (Apr 8, 2002); “Career Development in Generation X.” Myths and Realities, a publication of ACVE (1995); Families and Work Institute (2004); Radcliffe Public Policy Center with Harris Interactive (2000); Vertis market research (2004); Harvard Joint Center for Housing Studies (2002); “Boom Time For Gen X?” U.S. News & World Reports (October 20, 1997); US Census Bureau; Bureau of Labor Statistics; Corporation for National and Community Service, Volunteering and Civic Life in America, 2012; “Millennials: Confident, Connected and Open to Change”, Pew Research Center, 2010; The Longitudinal Study of American Youth (2013); “Gen X Takes the Housing Hit; Boomers Only Grazed”, NPR (November 13, 2011); “Generation X: Overlooked and Hugely Important”, The Center for Work-Life Policy (2011); “Why Can’t Generation X Get Ahead at Work”, BBC.com (July, 11, 2013).

* Note: Because the boundaries that separate generations are indistinct, the descriptions of Baby Boomers, Generation X and Millennials are approximate and may overlap.

FOOD FOR THOUGHT: Who are the Millennials VISTAs?

CAFÉ CONVERSATION QUESTIONS

After reviewing the information below, consider and discuss:

- What are your impressions?
 - What insights or new learning do you have to share?
 - How could this information impact you as a VISTA supervisor?
 - What did you learn (or re-learn) through this discussion?
 - How might you use this information to train other supervisors?
-

Who are the...

“Millennials” (1982 – 2000)*

AKA Next-ers, Generation Y, Echo Boomers, Gen @

Defining Events & Influences:

- Oklahoma City Bombing
- Clinton/Lewinsky scandal
- Columbine High School shootings
- Dot.com rise & fall
- Institutionalization of Internet/Web/Cell Phone Technologies
- Gore/Bush Presidential Campaign
- 9/11 (threat of terrorism)
- Iraq War
- Bush/Kerry Presidential Campaign
- Hip Hop
- The Great Recession
- Barack Obama

Source: Ron Zemeke, Clair Raines, Bob Filipczak (2000). Generations at Work: Managing the clash of Veterans, Boomers, Xers and Nexters in Your Workplace. Amacom American Management Association, New York

Statistical Snapshot & Tendencies of this Population:

“Millennials” refers to the generation born between 1981 and 2000 that has grown up with personal computers, cell phones and the Internet and is now taking its place in a world where the only constant is rapid change; however, they are generally happy with their lives and optimistic about the future.

- Text messaging, instant messaging and email keep them in constant contact with friends. More than 8 in 10 say they sleep with a cell phone glowing by the bed. Nearly two-thirds admit to texting while driving
- They are the "Look at Me" generation: More than 75% have created a personal

profile on a social networking site. More than 20% have posted a video of themselves online.

- 68% get their news from social media
- 52% of Millennials say being a good parent is the most important thing in their lives; 1% say becoming famous is.
- In their living arrangements, Millennials are markedly less likely to be married or to have children than earlier generations were at comparable ages. Three quarters (75%) have never married.
- Millennials maintain close contact with parents and family: Roughly 8-in-10 talked to their parents in the past day. Nearly 3-in-4 see their parents at least once a week, and half see their parents daily. About three-quarters of Millennials say their parents have helped them financially in the past year. 36% of Millennials live in their parents' home. This is the highest share in at least four decades.
- They are more ethnically and racially diverse than older adults; 41% are Hispanic or nonwhite.
- Roughly four-in-ten Americans say they agree that "we have gone too far in pushing equal rights in this country." Just 28% of Millennials agreed with this statement.
- Just one out of two Americans think that immigrants strengthen American society (49%) compared to fully 65% of Millennials.
- 50% of Americans favor and 43% oppose same sex marriage. 70% of Millennials support same sex marriage.
- About half of Millennials have either gotten a tattoo, dyed their hair an untraditional color, or had a body piercing in a place other than their ear lobe. 70% conceal their tattoos beneath clothing.
- In terms of political affiliation, 37% identify as Democrat, 25% as Republican and 37% as independent.
- 79% say new technologies such as cell phones and the Internet make life easier.
- A smaller percentage of Millennials have drivers' licenses than older Americans at the same age. A majority prefer "electrified vehicles" to a gas-powered car or truck.
- Volunteering: Volunteering: Between 2009 and 2011, the average Boomer national volunteer rate was 29.2% per year. The average was 29.4% for Generation X and 21.6% for Millennials. Among older Americans the rate was 23.9%.

Sources: 2001 Pew Research Institute study; "A Portrait of 'Generation Next'" Pew Research Center (2007); US Census Bureau September 2005 Current Population Survey (CPS); Corporation for National and Community Service, Volunteering and Civic Life in America, 2012; "Millennials: Confident, Connected and Open to Change", Pew Research Center, 2010. "68% of Millennials Get Their News From Social Media", Media Bistro.com (May 30, 2013); "A Rising Share of Young Adults Living in Their Parents' Home", Pew Research Center (August 1, 2013). "Millennials Attitudes Toward Immigrants": The Opportunity Agenda (2013); "Survey of Young Americans' Attitudes toward Politics and Public Service", Institute of Politics at Harvard University (2013);

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FOOD FOR THOUGHT: Who are the Local Recruit VISTAs?

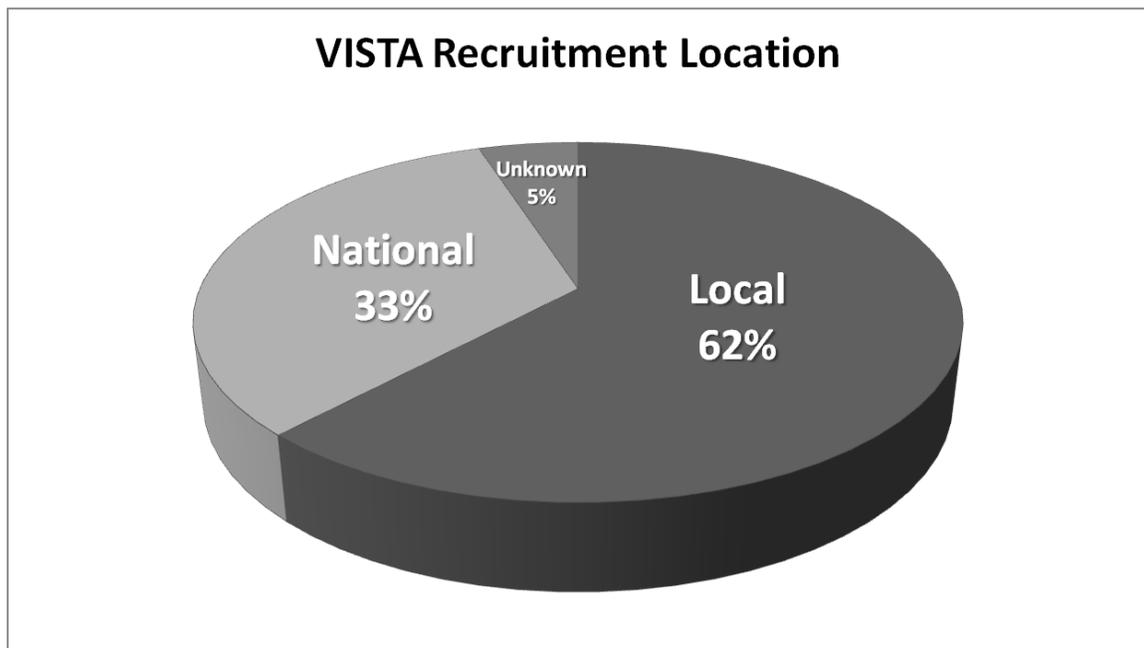
CAFÉ CONVERSATION QUESTIONS

After reviewing the information below, consider and discuss:

- What are your impressions?
- What insights or new learning do you have to share?
- How could this information impact you as a VISTA supervisor?
- What did you learn (or re-learn) through this discussion?
- How might you use this information to train other supervisors?

Who are the...

“Local Recruits” VISTAs recruited & serving locally



Source: VISTA National Integrated Training, overall distribution of PSO participants by recruitment status for the 2012 fiscal year (percentages represent those attending PSO who responded to those survey questions).

Case Studies on page 2...

Local Recruit CASE STUDY #1

Sharon is a stay-at-home mother of 3 who has lived in a rural community her entire life. She has worked admin jobs since high school and graduated community college. In need of a job because of a recent divorce and childcare costs, she would like to work in federal government, but has not been able to get a position. At the advice of a friend she applied for a local VISTA position. She is interested in the project, food security, and heard from her friend that after a year as a VISTA she will qualify for Non-Competitive Eligibility (NCE), which could help her leverage a government job. She will be serving in a faith-based organization to build the capacity of the community center's food and nutrition program.

Local Recruit CASE STUDY #2

An American Red Cross chapter in an urban area recruited a local member named Vince to serve as a VISTA conducting disaster preparedness education in two high-poverty areas of the city. He was also assigned to form Red Cross youth clubs in the same area. Vince has lived in the city his whole life but in a much more affluent neighborhood than the targeted community. He has volunteered for many years and served as a Cub Scout leader for the Boy Scouts. He recently graduated with a Bachelor's degree in Business Administration from an out-of-state university and has been thinking about an MBA in addition to his life-long desire to serve the community. He currently lives at home with his parents.

Local Recruit CASE STUDY #3

Martha lives in a suburban community in the Midwest, where she has happily raised two children and worked as a principal at the local elementary school for thirty years. She retired two years ago but continues to be active in the community by organizing book drives and fundraisers for the PTA; she has also spent a lot of time traveling with her husband to visit grandchildren. Even so, Martha often finds herself wondering if there isn't something else she should do? An old colleague tells her about a VISTA position at the elementary school to help build a family literacy program. Martha is excited and eager to serve and believes she has finally found her reason to come out of retirement.

FOOD FOR THOUGHT: Who are the National Recruit VISTAs?

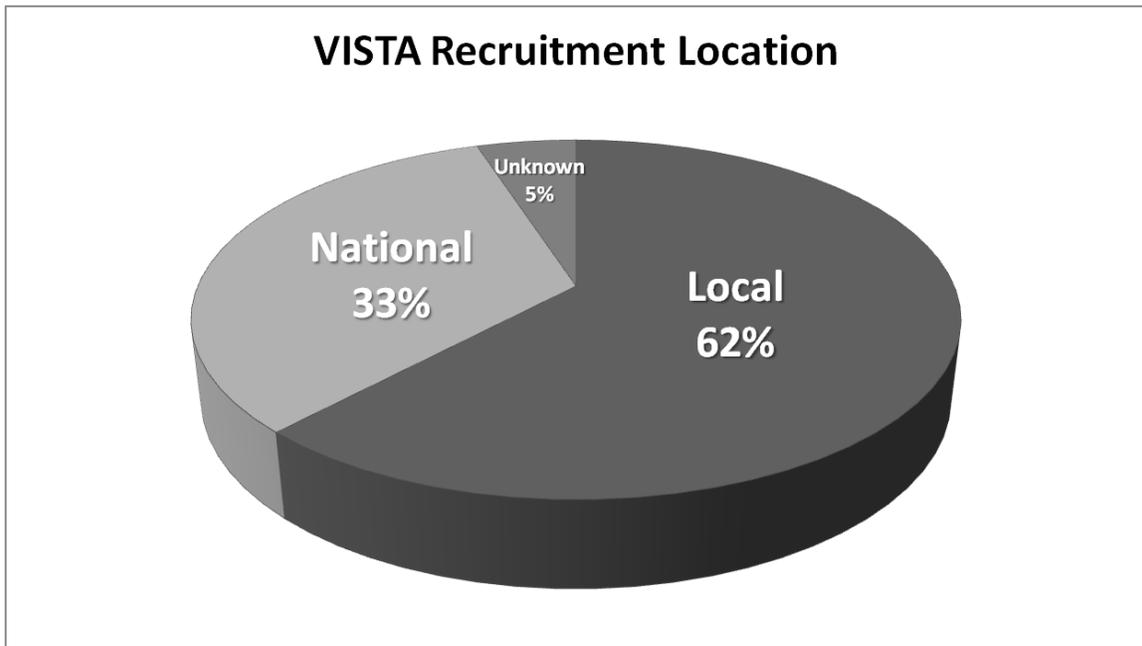
CAFÉ CONVERSATION QUESTIONS

After reviewing the information below, consider and discuss:

- What are your impressions?
- What insights or new learning do you have to share?
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- What did you learn (or re-learn) through this discussion?
- How might you use this information to train other supervisors?

Who are the...

“National Recruits” VISTAs recruited nationally



Source: VISTA National Integrated Training, overall distribution of PSO participants by recruitment status for the 2012 fiscal year (percentages represent those attending PSO who responded to those survey questions).

Case Studies on page 2...

National Recruit CASE STUDY #1

Madison lives in an urban East Coast city and has recently graduated from an Ivy League school with a Bachelor's degree in Finance. Her parents think she should continue on with school and get her Master's but Madison wants to take a year to think about the next steps before school and marriage. While weighing her options, she came across an online ad for a VISTA position on an Indian reservation in the southwest. Intrigued, she applied and has been accepted as a national recruit. Madison is nervous about her new community because she's never met a Native American before. Her parents are nervous and upset by her decision but offer their support nonetheless.

National Recruit CASE STUDY #2

Martin works sporadically in California doing construction. He is a Vet, a recent community college graduate and is having a hard time finding steady work because he does not have a lot of civilian work experience. He has heard a lot about Habitat for Humanity and how they are building homes for veteran families, so he visits Habitat's website to see if there are job opportunities. He applies and is accepted for a volunteer program organizer position at a South Dakota Habitat affiliate. Martin thinks the VISTA position offers the chance to blend his construction experience with his military background. Even though he is nervous about not knowing anyone in South Dakota, and leaving his family in California, he is excited about the project and about having something substantial to do with his days again.

National Recruit CASE STUDY #3

Tim is a single man living in the Midwest who has just finished his Bachelor's degree in Social Work. While going to college, Tim spent his 20's and early 30's running his family's landscaping business. With the business safely "in the black," Tim feels good about passing the torch on to his younger brother. In the interest of gaining work experience related to his degree, Tim applies online for a VISTA position at a counseling center and is accepted as a national recruit. His family has doubts about the organization's distant location in Atlanta but Tim feels his life and work experience will help him assimilate to the move, new environment and service demands.