Appendix A

IRB Consent Form
Informed Consent Form


The purpose of this dissertation project will be to explore, explain, and describe rural community members' experiences of an Intergenerational Dialogue held in two Midwestern rural communities. This study will only focus on the one-day Intergenerational Dialogue event. It will describe the Intergenerational Dialogue process in great detail. You must be 19 years of age or older to participate. You are invited to take part in this study because you participated in your community's Intergenerational Dialogue.

The research will be conducted in December 2004 through May 2005. The research consists of structured face to face interviews with 10 people who participated in the Intergenerational Dialogue. The interviews will be conducted in each community at a convenient time for the participants in the study. I would like to conduct an interview with you about your experience of the Intergenerational Dialogue. The interview will require approximately 30 minutes of your time. The interview will be held in the library or town hall of your community. The interview will be audio taped with your permission. The audiotape will be used only for the purpose of helping the researcher transcribe the data accurately and review the data as often as necessary. You will be given the opportunity to review the transcript to the interview to check for accuracy.

There are no known risks or discomforts associated with this research.

You may find the interview event useful or enjoyable as you reconstruct your experience of the Intergenerational Dialogue. The information gained from this study may help us to better understand the effectiveness of the Intergenerational Dialogue.

Any information obtained during this study which could identify you will be kept strictly confidential. The data including interview tapes will be stored in a locked cabinet in the investigator's office and will only been seen by the investigator during the study and for three years after the study is complete. The data will be destroyed after three years. The data will be reported as aggregate data. You will be assigned a pseudonym to assure your confidentiality in the dissertation. The audiotapes will be destroyed after three years.
You may ask any questions concerning this research and have those questions answered before agreeing to participate or during the study. Or you may call the investigator at any time, home phone, (402) 325-9547. If you have questions concerning your rights as a research subject that have not been answered by the investigator or to report any concerns about the study, you may contact the University of Nebraska-Lincoln Institutional Review Board, telephone (402) 472-6965.

You are free to decide not to participate in this study or to withdraw at any time without adversely affecting your relationship with the investigators, the University of Nebraska, or any other community organization. Your decision will not result in any loss of benefits to which you are otherwise entitled.

You are voluntarily making a decision whether or not to participate in this research study. Your signature certifies that you have decided to participate having read and understood the information presented. You will be given a copy of this consent form to keep.

Please check if you agree to be audio taped during the interview.

_________________________  _________________________
Signature of Research Participant               Date

Terry Waugh, MS, Principal Investigator       Phone: (402) 325-9547
Leverne Barrett, Ph.D., Secondary Investigator Phone: (402) 472-9791
Appendix B

University of Nebraska-Lincoln

IRB Approval of Research
January 19, 2005

Mr. Terry Waugh
ALEC
3563 Starr St.
Lincoln, NE 68503

IRB#: 2005-01-160 EX

TITLE OF PROPOSAL: Changing the Status Quo: Impaction Rural Communities Attitudes and Behaviors Through the Process of the Intergenerational Dialogue

Dear Mr. Waugh:

This letter is to officially notify you of the approval of your project by the Institutional Review Board (IRB) for the Protection of Human Subjects. This project has been approved by the Unit Review Committee from your college and sent to the IRB. It is the Board’s opinion that you have provided adequate safeguards for the rights and welfare of the participants in this study. Your proposal seems to be in compliance with this institution’s Federal Wide Assurance 00002258 and the DHHS Regulations for the Protection of Human Subjects (45 CFR 46) and has been classified as exempt.

Date of EX Review: 01/17/05

You are authorized to implement this study as of the Date of Final Approval: 01/19/05. This approval is Valid Until: 01/18/06.

1. Enclosed is the IRB approved Informed Consent form for this project. Please use this form when making copies to distribute to your participants. If it is necessary to create a new Informed Consent form, please send us your original so that we may approve and stamp it before it is distributed to participants.

This project should be conducted in full accordance with all applicable sections of the IRB Guidelines and you should notify the IRB immediately of any proposed changes that may affect the exempt status of your research project. You should report any unanticipated problems involving risks to the participants or others to the Board. For projects which continue beyond one year from the starting date, the IRB will request continuing review and update of the research project. Your study will be due for continuing review as indicated above. The investigator must also advise the Board when this study is finished or discontinued by completing the enclosed Protocol Final Report form and returning it to the Institutional Review Board.

If you have any questions, please contact Shirley Horstman, IRB Administrator, at 472-9417 or email at shorstman1@unl.edu.

Sincerely,

Dan R. Hoyt, Chair
for the IRB

cc: Faculty Advisor
Unit Review Committee

Shirley Horstman
IRB Administrator
Appendix C

Interview Phone Script
Interview Recruitment Phone Script


________________________ Name of Research Participant,

This is Terry Waugh, ______________ Name of Gatekeeper, gave me your name and phone number as someone who may be interested in participating in a research project about the Intergenerational Dialogue that you attended in your community. I would like to do a 20-30 minute interview with you concerning your experiences of the Intergenerational Dialogue Process. The interview consists of six questions that are designed to collect information about the Dialogue process. Would you still be interested in participating in this study ____________Yes/No

If answer Yes, ______________ Name of Gatekeeper, said we could use the community hall as a place for this interview. Please give me a time and date that would be convenient for you to meet with me. ________________Date/Time. I will be able to meet with you on ________________ Date/Time I intend to be at the community hall 15 to 20 minutes before the interview starts. I will mail you a copy of the interview questions so you can be familiar with them before the interview.

My phone number is 403-325-9547, please call me if you can not make the interview or would like to change the time of the interview, or have any other questions.

Thank you very much for your time, I am sure the information you give me will be very useful in this research.

If answer no, Thank you for your time, Good bye.

________________________Date/ Time of phone contact
Appendix D

Interview Protocol
Appendix D Interview Protocol

Perceptions of the Intergenerational Dialogue Interview Protocol

Name: ___________________________ Date: ______________________
Title or position: __________________ Location: __________________
Pseudonym: ______________________

Introduction

I want to thank you for taking the time to be interviewed today. What we discuss will be recorded and later transcribed. I will be asking you to review the transcription with notes I make regarding my understanding of what you say. It is important that I am representing your views. It is also important that the transcription be verbatim so that I do not paraphrase something you’ve said with an incorrect interpretation, so be prepared to see any “uhs” or “ahs” that may be said. If I use any quotes in the final written paper, those will not be there.

In this study I am interested in how you perceive your experience of the Intergenerational Dialogue that was held in your community. I want to know your perspective so feel free to discuss your views. I may ask you some additional questions that you have not reviewed as we go along in order to clarify what you mean. Are you ready to begin?
Appendix D Interview Protocol

Questions:

I would like to know a little about you. How long have you lived in this community?

1. You know that each generation has its own perspectives on any issue. How has your understanding of the perspectives of other generations changed as a result of your community's Intergenerational Dialogue?

   Were you surprised to see different ideas presented by the other generations?

   What specific events in your life do you feel formed your perceptions?

2. What strategies did you learn to improve your effectiveness in building "community"?

   Explain how interacting with neighbors and other community members is important to you?

   How are you passing this concept to your children and their children?
### Appendix D Interview Protocol

3. Many people living here have concerns about this community’s future. How can you use your knowledge of all generations to influence your community’s future?

What knowledge have you gained that can help your community?

Explain how you can better represent your generations perspective?

4. Each generation differs somewhat on their perspectives of community issues. Explain how the Intergenerational Dialogue helped you understand the importance of knowing the needs of other generations?

Why would it be important to you to know the perspectives of other generations when resolving a community issue or exploring an opportunity?

5. Explain how ways of dealing with a community issue has changed as a result of the Intergenerational Dialogue?

After attending the Dialogue event, will you approach community issues differently?
Appendix D Interview Protocol

6. Many people think that community issues would be resolved if community members would work together. How has your community’s willingness to work together changed as a result of the Intergenerational Dialogue?

Why do you think the community could benefit from working together?

How has attending the Dialogue helped you be more understanding of the needs of other generations?

That is the end of my interview questions. Is there anything else you would like to add to this interview so I could better understand your experience of attending an Intergenerational Dialogue?
Appendix E

Interview Questions
Appendix E Interview Questions

Dear Participant:

Our interview is scheduled for:

Day:

Time:

Place:

Interviewer:

Introduction

I want to thank you for taking the time to be interviewed today. What we discuss will be recorded and later transcribed. I will be asking you to review the transcription with notes I make regarding my understanding of what you say. It is important that I am representing your views accurately. It is also important that the transcription be verbatim so that I do not paraphrase something you have said with an incorrect interpretation.

In this study I am interested in your perceptions of the Intergenerational Dialogue that was held in your community. I want to know your all you want to tell me about your experience, so please feel free to discuss your views. I may ask you some additional questions that you have not reviewed as we go along in order to clarify what you mean. Are you ready to begin?

Interview Questions:

1. You know that each generation has its own perspectives on any issue. How has your understanding of the perspectives of other generations changed as a result of your community's Intergenerational Dialogue?
   Were you surprised to see different ideas presented by the other generations?
   What specific events in your life do you feel formed your perceptions?

2. What strategies did you learn to improve your effectiveness in building "community"?
   Explain how interacting with neighbors and other community members is important to you?
   How are you passing this concept to your children and their children?
Appendix E Interview Questions

3. Many people living here have concerns about this community’s future. How can you use your knowledge of all generations to influence your community’s future?
   What knowledge have you gained that can help your community?
   Explain how you can better represent your generations perspective?

4. Each generation differs somewhat on their perspectives of community issues. Explain how the intergenerational dialogue helped you understand the importance of knowing the needs of other generations?
   Why would it be important to you to know the perspectives of other generations when resolving a community issue or exploring an opportunity?

5. Explain how ways of dealing with a community issue has changed as a result of the Intergenerational Dialogue?
   After attending the Dialogue event, will you approach community issues differently?

6. Many people think that community issues would be resolved if community members would work together. How has your community’s willingness to work together changed as a result of the Intergenerational Dialogue?
   Why do you think the community could benefit from working together?
   How has attending the Dialogue helped you be more understanding of the needs of other generations?

That is the end of my interview questions. Is there anything else you would like to add to this interview so I could better understand your experience of attending an Intergenerational Dialogue?

Thank you very much for your cooperation.
Appendix F

Interview Verification Form
Appendix F Interview Verification Form

Interview Verification Form


Research Participant,

Please review the enclosed transcript of our recent interview concerning the Intergenerational Dialogue Process. Feel free to note any content errors that you find in order to make all information as accurate as possible. Please sign on the proper line below to indicate your level of approval for your part in this project. Thank You.

My signature below indicates my approval of the taped interview at one of the following levels:

__________ I approve of the interview transcript without reviewing it.

__________ I approve of the interview transcript without changes.

__________ I approve of the interview transcript with noted changes.

__________ I do not approve of the interview transcript.

__________________________________________ Signature of participant

______________________ Date

__________________________________________ Terry Waugh, Researcher
Appendix G

Demographic Information Form
Appendix G  Demographic Information Form

Demographic Information

Participant’s Name: ___________________________ Date: __________________

Pseudonym (First/Last Name): ___________________________ Time: __________________

Interviewed by: ___________________________ Location: __________________

Address: __________________________________

Email: ___________________________________

Birthdate: ________________

Awards /Honors: _________________________

Education: _______________________________

Professional /community organizations: _________________________

Current employment w/job title: ___________________________ (Circle) Full time/part time

Previous employment w/ job titles: __________________________________

Gender: ______  Age: ______  Marital Status: ______  # of children: ______

Ethnicity: (Circle) Caucasian  Hispanic  Native American  African American
Asian American  International  Other (list) _________________________

Hobbies/Interests: _______________________________________

Describe yourself in 1-2 paragraphs (Please continue on the back if needed):

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________
Appendix H

Interview Matrix
## Interview Matrix

<table>
<thead>
<tr>
<th>Participant Name</th>
<th>Generation Represented</th>
<th>Interview Date</th>
<th>Interview Length</th>
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<td>12 pages</td>
</tr>
<tr>
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<tr>
<td>Mathew</td>
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<tr>
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<tr>
<td>Frank</td>
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<td>2:30 PM 2/3/2005</td>
<td>30 minutes</td>
<td>10 pages</td>
</tr>
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<td>Civic</td>
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Appendix I

Themes and Sub-Themes X Interview Codes
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<th>Codes From Millennial Genera</th>
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<td>Alex Interview B-1</td>
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<tr>
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<td>Marne Interview B-2</td>
</tr>
<tr>
<td>Codes From Boomer Generation</td>
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<tr>
<td>Jacob Interview 0-3</td>
<td>Matt Interview B-3</td>
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<td>Codes From Civic Generation</td>
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</tr>
<tr>
<td>Abe Interview O-5</td>
<td>Russell Interview B-5</td>
</tr>
</tbody>
</table>
Theme One: Understanding the Generations
Sub-Theme One: Concern for the Future

Meet the needs of our retired people
The more we listen the more we understand each other's concerns.
The older people are worried about their future.
Realized we need to help our older citizens.
We do not think about the people that are finishing up their life.
We must be actively involved in this community's future.
Older generations - don't want change.
don't want younger generation's input.
Saw each generation may have different concerns.
The kids ideas I hear everyday.
Great if some older people could stay here.
I was surprised at the older citizens concerns.
We are this community's future, they need to understand us.
Such a difference in the needs of each group.
Youth claim we do not listen to their needs.
Kids don't know if there will be a town in five years.
Older people feel isolated and want to be included.
Older generations may be more realistic.
I was not aware of the needs of the civic generation.
The older people's view surprised me.
The civic generation was once the future.
Need more housing in town.
Concerned about classmates going to war.
I hate to see young people leave.
Theme One: Understanding the Generations
Sub-Theme Two: United the Communities

Be a model for younger people
We see our differences and understand each other
People are more willing to offer their ideas
ID improved relationships in our town

We want to help older people stay in town
Sharing and working together helps us feel closer to one another
Help us learn how we can work together
Some of these people have never talked to me before

Each age group has something to contribute
when you listen to someone you get to know them better
You can see where we are coming from and we see where they are coming from
ID helped us understand what our community needs
You can not hate someone while working together at the same time
They can see where we are coming from and we see where they are coming from
Youth sometimes feel they have nothing to offer
When we join forces we have more power

Be there for our younger generation

ID got everyone on board
ID brought us together
People participated that never would have had a chance to speak (all inclusive)
Each group has something to offer

ID was a great exercise
We need to make them feel they are part of the process
Many things the community wanted but those obstacles were in the way
ID gave everyone a chance to be heard, everyone felt they were part of the process
I have never been asked to participate in anything like this before

I just feel we are closer to each other now
Theme One: Understanding the Generations

Sub-Theme Three: Understanding Generational Perspectives

It is important to know their history to understand them (other generations)

Every generation has a different want and need

Each generation differs a little on the issues

Must have everyone's perspective to understand whole picture

need to understand each generation's wants and needs

Understood their needs and wants

ID helpful in explaining generational differences

Every generation has a different background

The Depression affected the civics

Kids have a definite view

Differences in perspectives - older wants no change

-Younger generation wants things to be different

Civics developed a conservative attitude because of our experience

Generations understanding each other presents a win-win situation

The older they are the more experience they have

They have concerns that others do not

We need to be fully informed/ talk to other generations/ understand other viewpoints

911 shaped my generation

Millennials had a lot of good ideas

To accomplish our goals we must understand each generation's point of view

Think we do not care about their ideas

All generations have different needs

Other generations do not understand our perspective (millenials)

Understanding of different generations helped us understand the needs of our community

Youth are limited by their experience

Understand other generations are affected differently

ID is a vital part of understanding each other

Dad's farm sale influenced his life

Knowing the perspective of other generations gives us the complete picture

I now understand why other generations have different wants than we do

The youngest and oldest surprised me the most

Now I understand them (older generation)

- Must be able to understand other perspectives

Important to know a generations background if working together

Now I understand their reasoning

Understanding is key no matter what we work on

Older generation made things the way they are

The olders take pride in what they do

WWII influenced my views

Younger generation had a lot of input

Understand and know what others want and need

Gulf war shaped our generation

70s farm crises shaped my views
Theme One: Understanding the Generations
Sub-Theme Three (Continued): Understanding Generational Perspectives

People are trying to accomplish the same thing. They want to leave something for the community. Both older and millennials feel left out.

Middle generation had good ideas.

I realized the younger generation is very similar to the older generation. Middle generation's ideas closer to younger's than the mediating generation.

The mediating generation was kind of against the younger generation. Teens, young adults, older, all have different ideas.

They don't trust us (older generations). I realized how much everyone cares.

We both often feel pushed out of the way. I was surprised at the similarities.

I see the younger and older people want to be included. The view of the younger generation was similar to mine.

Younger volunteer to help. The younger and older generations very similar.

I saw we all have a common community goal. Younger people volunteer a lot.

Their thoughts were similar to ours.

Three different perspectives were voiced.

We came together for a common purpose.

We both often feel pushed out of the way.
Theme Two: Community Action
Sub-Theme One: Communicate With Each Other

Show willingness to listen
I listened to people that I have never talked to before

We need to listen and understand each other
Through the ID we get to know them/ they understood us and listened to us
Set aside own wants and listen

We were open to other's ideas and listened
I listen to all community stakeholders
Need to listen to young people

If you do not listen people will not open-up and talk

Listen and consider other views
After we listen to each perspective we can figure out where we are and where we want to go

After we listen to all the ideas we will find a solution
Want to hear other generation's point of view
Pay close attention to the ideas presented

Listen to what other generations are saying
We need to listen to what would benefit all generations
Listen and respect other generation's ideas
Listen to all the ideas and seek a solution

State your idea but listen with respect
In previous meetings those against it just took over, did not listen
If we listen we will be listened to
We need to do a better job of listening

Be a good listener

Saw how important to listen to different generations
If we listened more it would help a lot

You do not have to like someone to listen
Taught me to listen to younger people as much as anybody else

We need to take the time to listen to our older citizens
We need to take the time to listen to our older citizens
Theme Two: Community Action
Sub-Theme One (Continued): Communicate With Each Other

Learn from history, don’t make the same mistakes

Opened people up to communicate their concerns really communicate
Be willing to communicate with every age group

Respect the input from others
I know I must talk to other generations to get something accomplished

Communicate by talking and listening
We need to listen more
Do not keep your opinions to yourself

Was able to overcome fear and discuss with other generations
We teach our children through our example
View as community needs instead of making it personal
Communicate with other generations

By communicating we will understand each other and make the best decision

Important to have good communication

Have the courage to represent your generation
Gain support by giving support

The ID is a safe place to open up
Learned to talk with other generations
Share your generation’s perspective with other generations
Treat people fairly and listen

We need to talk to each other

ID gives us a way to reach each other and understand

Learn to give and take

The ID gave everyone a chance to be heard

Important to have good communication with all generations

Teens, young adults, older, should all share ideas with each other

We can teach the younger ones our talents
Theme Two: Community Action
Sub-Theme Two: Work Together Intergenerationally

Need to pray for our town. Lead by good example.
Learn how other communities worked together.
Through cooperation, we can get what we need.
An idea begins with one person but takes many people to implement.

We should all work together. We absolutely must work together.
We can't change anything, older people don't want change.
By working together, we can realize our goals.
Realize that we need to work together.
It improves our attitudes when we work together.

It takes cool heads to work together. Working together is so important.
Each person that stays makes the town a little stronger.
Working together gives us more hope.
Working together is the only way we will achieve our goals.
Must use a team effort in resolving community issues.

We need to establish common goals.
We've all worked so well together in our groups.
Each generation cooperated and accomplished something or get nothing done.

Offer ideas and solutions.
More likely to get a good outcome if we work together.
Try to keep everyone working together.

None of us can get much done by ourselves.
Our community needs to work together.
If we do not work together, nothing will happen.
You can not accomplish much on your own.
Even if I do not agree, I will cooperate and listen.

Focused on getting everyone to work together.
In the past, we worked together very well.
We all benefit when everyone works together.
When people work together, things get done.
It takes the whole group to bring about change.

Come together and seek a solution.
Theme Two: Community Action
Sub-Theme Two (Continued): Work Together Intergenerationally

Children learn from our example
Try to get as many ideas as possible

Every generation depends on another generation

View each generation as a different resource
Look at the things other generations are needing or wanting
It is important to work together/understand each other—so older gen does not feel left out of the process

We can teach the younger people our talents
Each generation generated new ideas
need to listen to everyone (ID engages them in listening)
Cooperate with each other
Encourage everyone to contribute
It takes cooperation to make everyone happy

Each generation may gain different benefits from same solution (Explain pg 8)
Include youth in meaningful participation
They can learn from our experience

One age group will present just a portion of the issue
Do things that meet the needs of other generations
We will know which generation to contact to get something done

Make your wishes known to other generations
A lot of the oldest people were involved
Each generation has their own ideas

The ID can develop new leaders by involving younger people
Volunteer our kids for projects
we need to encourage older and younger to be involved

Working across generations improves our change of success
Place youth on city council and board members
Important to bring all the generations into play

To get the cooperation we need we must involve all generations
One age group should not decide for everyone

Try to be charitable to others ideas
Appendix I

Theme Three: Changes in Communities
Sub-Theme One: Broadening View

Finding a solution is not easy
Problems getting things done (community)
It was interesting to see what everyone else wanted
Be more open minded
A very interesting experience
Good for me to see what the older generation was struggling with
Knowledge about other generations helped me understand them
ID reinforced how important listening is
ID was reinforced by other generations and growing
Broadened my views to consider the needs of other generations (Thin
Intergenerationally)
The ID lets us see how they feel about the community
Listen with an open mind (this would be active listening, Gambone)
A good way to facilitate meaningful communication
Taught me to listen to younger generation's ideas
My generation's idea may not be the best one out there
Not be so narrow minded in our thinking
I liked hearing the other ideas
Capitalize on each other's strength
Opened my eyes to the needs of our older generations
Taught kids to volunteer and serve community
Opened my eyes to the needs of older generations
It helped me understand where others are coming from
ID broadened my thinking as far as community needs
I did not realize how important it was to involve all generations
I rarely hear what the older people need
Teaches younger people how to care
I saw a lot of people tremendously impacted
The younger generation was astonishing
Learned a lot about the ideas of our older people
It helped me gain a larger understanding of working together
Learned a lot from working together
Learned why we should give all the opinions considered
Teach my children to be understanding of other generation's concerns
Broke down barriers between generations
I was able to get a larger perspective of the issue
Learned much from our older people
The civics' concerns surprised me
Realize you may learn something
Did not realize how strong they felt
Learned to share my ideas
Learned to have an open mind
Impressed with younger people
It was an eye-opening experience
See where they may be coming from
Be more open-minded
Open-mindedness is a key factor
Learned from the input of other generations
ID was very interesting project
Set an example for our children to learn from
Be more open minded to other's idea

Theme Three: Changes in Communities
Sub-Theme Two: Changing Residents’ Perspectives

Issue: new gym, so many do not want it
In my job I consider generational needs daily
My approach has changed a lot
Must maintain balance in what we provide and what we can pay for
After I heard them, I realized they have seen much more
I let me see where other generations are coming from
Learned the kids think about the older generation
Found out how much the older people care about this community
Learned how important it is to listen to other’s ideas

Realized that other needs may be more important
Through the ID they listened to us and understood us, they never did that before
Try to see point of view from different generations place
Learned how important it is to listen
have more respect for the older generations
Realized the problem in our community
Learned that younger people care about their community
have a new impression of different generations
Older generations opinions may be based on more experience
ID changed my idea of how to approach a community issue

Now I give value to other generation’s opinions
I use what I learned there mostly everyday in my job
Before the ID they were an obstacle we had to get around
Younger generations have useful input
Surprised to see the civic generation so involved

Yes, I would consider the needs of all generations
I will be more open minded
used to think older people became useless
They saw we care about them and respected us
Changed my idea of younger generation
The ID made us more aware of the needs of older citizens
Was surprised at the younger generations ideas
Realized how much everyone cares
I can understand why other issues may be more important than ours
My perspective has changed

The ID helped me realize how narrow my viewpoint
Theme Three: Changes in Communities
Sub-Theme Three: Willing to Work Together

Learned to listen what other generations were saying

People are now cooperating and working together
We are now working together
Since I worked together on community surveys
I work with the younger generations
Our community is more willing to work together
Encourages everyone to listen and value each other's opinions
We can encourage each other
Community is more willing to work together
We must give them other options
Everyone came away more able to discuss with other generations
We can work together and accomplish our goals
Consider the ideas not personal
I listen more to what people are saying

We now have a lot more people wanting to be involved
We were willing to work together
After I worked with our group grew
The more generations, the more ideas generated
We are more able to work together
We can pass our ideas to each other
More willing to listen to each other
I might be more willing to work with younger generations

People here are more willing to be involved in community projects
Even if I do not agree, I cooperate and listen
Theme Three: Changes in Communities
Sub-Theme Four: Motivating Communities

Eight people got together a survey for housing
We got some things done.
We are trying to continue our work together.
The ID started us now we have found our own direction.
We finally understand each other.
Started an intergenerational task force.
We are still meeting.
ID got everyone moving in the same direction.

People from each generation volunteered to clean up parks.
ID showed me we are all interested in this community.
The ID fired up people and motivated them.

Wish we could have ID every six months.

It was a great process.
The majority of our group still going strong.
We gotta do something to keep it.
We formed an intergenerational task force to improve our town.
We want to gain intergenerational skills and share them.
Feel more like I can make a difference.

Formed a community task force.
We are continuing to build on what we learned.
I was brought up to change things if there was a problem.

We involved town board.

Need new businesses in town.

After ID we set up a meeting to inform other young people.
Learned how to bring people together.
Gain what we need in our community.
The ID mobilized our town.
We are able to work together to accomplish our goals.
ID helped us understand what our community needs.

Taught kids to volunteer and serve community. Many kids are helping.
Appendix J

Interview Codes X Generational Participants
Appendix J Interview Codes X Generational Participants

List of Codes X Generations

Codes From Millennial Generation

Sarah Interview C-1:
Problems getting things done (community)
Older generations - don’t want change
    -don’t want younger generation’s input
Now I understand them (older generation)
Differences in perspectives – older wants no change
    -Younger generation wants things to be different
Middle generation’s ideas closer to younger’s than the mediating generation
Older generation made things the way they are
The civic generation was once the future
We can’t change anything, older’s do not want change
I was brought up to change things if there was a problem
The Depression affected the civics
Learn from history, don’t make the same mistakes
Need to understand each generation’s wants and needs
We need to talk to each other
It takes the whole group to bring about change
The ID lets us see how they feel about the community
    - understand their viewpoint
Learn how other communities worked together
We can work together and accomplish something or get nothing done
Our community needs to work together
It is important to work together/understand each other-so older gen does not feel left out of the process
They don’t trust us (older generations)
Through the ID we get to know them/ they understood us and listened to us
Issue: new gym, so many do not want it
In previous meetings those against it just took over, did not listen
Codes From Millennial Generation

Sarah Interview C-1:
Other generations do not understand our perspective (millennials)
Before the ID they were an obstacle we had to get around
Many things the community wanted but those obstacles were in the way
After ID we set up a meeting to inform other young people
Kids don’t know if there will be a town in five years
We gotta do something to keep it
I now understand why other generations have different wants than we do
The older they are the more experience they have
After I heard them, I realized they have seen much more
We need to be fully informed/ talk to other generations/ understand other viewpoints
By communicating we will understand each other and make the best decision
Through the ID they listened to us and understood us, they never did that before
They saw we care about them and respected us
ID changed my idea of how to approach a community issue
Important to bring all the generations into play
It is important to know their history to understand them (other generations)
We will know which generation to contact to get something done
I know I must talk to other generations to get something accomplished
To accomplish our goals we must understand each generation’s point of view
Now I understand their reasoning
Understand other generations are affected differently
Our community is more willing to work together
We are trying to continue our work together
We see our differences and understand each other
We finally understand each other
We are this community’s future, they need to understand us
They can see where we are coming from and we see where they are coming from
After we listen to each perspective we can figure out where we are and where we want to go
Appendix J Interview Codes X Generational Participants

Codes From Millennial Generation

Sarah Interview C-1:
I can understand why other issues may be more important than ours
See where they may be coming from

Codes From Millennial Generation

Alex Interview N-1:
Used to think older people became useless
Found older generations have useful input
Older can have a different but valid point of view
Older generations may be more realistic
Older generations opinions may be based on more experience
You must get the big picture
Must know what everyone wants
One age group should not decide for everyone
Important to have good communication with all generations
Be willing to communicate with every age group
Communicate by talking and listening
Realize you may learn something
ID helped us understand what our community needs
Through cooperation with each other we can get what we need
We can pass our ideas to each other
Gain what we need in our community
Learned from the input of other generations
Understanding of different generations helped us understand the needs of our community
Do not keep your opinions to yourself
Share your generation’s perspective with other generations
Make your wishes known to other generations
Have the courage to represent your generation
Listen and respect other generation’s ideas
Appendix J Interview Codes X Generational Participants

Codes From Millennial Generation

Alex Interview N-1:
Learn to give and take
Each generation differs a little on the issues
It was interesting to see what everyone else wanted
I liked hearing the other ideas
It helped me gain a larger understanding of working together
I was able to get a larger perspective of the issues
Knowing the perspective of other generations gives us the complete picture
Understand and know what others want and why
Look at the things other generations are needing or wanting
Must use a team effort in resolving community issues
You can not accomplish much on your own
My approach has changed a lot
We are continuing to build on what we learned
When people work together things get done
It takes cooperation to make everyone happy
The ID helped me realize how narrow my viewpoint was
It helped me understand where others are coming from
A very interesting experience
Helped us learn how we can work together
ID is a vital part of understanding each other
More likely to get a good outcome if we work together

Codes From Diversity Generation

Marne Interview N-2:
It makes you open your eyes
Realized that other needs may be more important
911 shaped my generation
Realized what family is all about
Learned to have an open mind
Codes From Diversity Generation

Marne Interview N-2:
Open-mindedness is a key factor
Neighbors are a wonderful thing
Teaches younger people how to care
Younger volunteer to help
Learned a lot from working together
Learned much from our older people
Listened to the younger kids and understood
Family is most important
Be there for our younger generation
Realized the problem in our community
Must have everyone’s perspective to understand whole picture
Learned to talk with other generations
Understood their needs and wants
Focused on getting everyone to work together
Each group has something to offer
Each person that stays makes the town a little stronger
ID was an eye-opening experience
Such a difference in the needs of each group
Kids have a definite view
Middle generation had good ideas
Three different perspectives were voiced
The older people’s view surprised me
My perspective has changed
Learned to listen what other generations were saying
Now I give value to other generation’s opinions
Saw the younger generation’s viewpoint as valid
Every generation depends on another generation
We teach our children through our example
Encourages everyone to listen and value each others opinions
Appendix J Interview Codes X Generational Participants

Codes From Diversity Generation

Marne Interview N-2:
Try to keep everyone working together
Try to see point of view from different generations place
Need to listen to young people
Listen to what other generations are saying
Learned to share my ideas
The more generations, the more ideas generated
Try to get many people involved
Opened my eyes to the needs of older generations
Good for me to see what the older generation was struggling with
Must be able to understand other perspectives
Come together and seek a solution
Gain support by giving support
Started an intergenerational task force
ID brought us together
Be more open minded to other's ideas
Give value to other ideas
Did not realize how strong they felt
I will be more open minded
Community is more willing to work together
Formed a community task force
Opened my eyes to the needs of our older generations
Realized we need to help our older citizens
The ID fired up people and motivated them
We are now working together
Appendix J Interview Codes X Generational Participants

Codes From Diversity Generation

Norma Interview C-2:
Found out how much the older people care about this community
A lot of the oldest people were involved
Surprised to see the civic generation so involved
Impressed with younger people
The younger people really do care
Younger people volunteer a lot
Changed my idea of younger generation
Millennials had a lot of good ideas
The mediating generation was kind of against the younger
Gulf war shaped our generation
Concerned about classmates going to war
Realized how much everyone cares
Learned why we should give all the opinions consideration
Try to be charitable to others ideas
Children learn from our example
Realize that we need to work together
Communicate with other generations
Be more open-minded
The youngest and oldest surprised me the most
ID let me see where other generations are coming from
Every generation has a different background
Important to know a generations background if working together
Every generation has a different want and need
ID showed me we are all interested in this community
Realized how much everyone cares
Have a new impression of different generations
I feel more like I can make a difference
I am more hopeful
We all worked so well together in our groups
Appendix J Interview Codes X Generational Participants

Codes From Diversity Generation

Norma Interview C-2:
Each generation generated new ideas
In the ID we worked together very well
We were willing to work together
We were open to other’s ideas and listened
If we listened more it would help a lot
I see the younger and older people want to be included
We need to encourage older and younger to be involved
Both civics and millennials feel left out

Codes From Boomer Generation

Matt Interview N-3:
Learned a lot about the ideas of our older people
I rarely hear what the older people need
I was not aware of the needs of the civic generation
The older people are worried about their future
They have concerns that others do not
We must give them other options
We do not think about the people that are finishing up their life
We need to make them feel they are part of the process
The ID made us more aware of the needs of older citizens
The kids ideas I hear everyday
I was surprised at the older citizens concerns
The Civics expressed their concerns very clearly
I tend to question authority
have more respect for the older generations
ID broadened my thinking as far as community needs
We need to listen to what would benefit all generations
We want to help older people stay in town
Do things that meet the needs of other generations
Appendix J Interview Codes X Generational Participants

Codes From Boomer Generation

Matt Interview N-3:
Important to have good communication
Must maintain balance in what we provide and what we can pay for
Involve our children in community affairs
Volunteer our kids for projects
Participate in clean up projects
Be a model for younger people
Listen to all community stakeholders
Meet the needs of our retired people
View as community needs instead of making it personal
Older and younger have different strengths
We should all work together
View each generation as a different resource
Capitalize on each other’s strength
They want to leave something for the community
We need to listen and understand each other
Youth claim we do not listen to their needs
We need to do a better job of listening
Include youth in meaningful participation
Get the participation of youth
Youth sometimes feel they have nothing to offer
Think we do not care about their ideas
Youth are limited by their experience
Place youth on city council and board members
I listen more to what people are saying
Want to hear other generation’s point of view
We need to listen more
Not be so narrow minded in our thinking
After ID our group grew
The majority of our group still going strong
Appendix J Interview Codes X Generational Participants

Codes From Boomer Generation

**Matt Interview N-3:**
Since ID we worked together on community surveys
We are still meeting
We got some things done
We involved town board
Broadened my views to consider the needs of other generations (Thinking Intergenerationally)
We came together for a common purpose
The ID started us now we have found our own direction

Codes From Boomer Generation

**Jacob Interview C-3:**
I was surprised at the similarities
The younger and older generations very similar
70s farm crises shaped my views
Treat people fairly and listen
A good way to facilitate meaningful communication
It was a great process
Each generation has their own ideas
In my job I consider generational needs daily
Teach my children through my example
Embrace other viewpoints
Consider the ideas not personal
Be a good listener
You do not have to like someone to listen
Realize their is no one best way
Collect ideas from all generations
Be more open minded
Listen and consider other views
Lead by good example
Appendix J Interview Codes X Generational Participants

Codes From Boomer Generation

**Jacob Interview C-3:**

Show willingness to listen
Don't be a dictator
State your idea but listen with respect
Cooperate with each other
If we listen we will be listened to
Knowledge about other generations helped me understand them
People participated that never would have had a chance to speak (all inclusive)
Learned from each generational group
Everyone came away more able to discuss with other generations
Broke down barriers between generations
We are more able to work together
It was an effective meeting
Each generation may gain different benefits from same solution (Explain pg 8)
Generations understanding each other presents a win-win situation
ID got everyone moving in the same direction
To get the cooperation we need we must involve all generations
The ID got everyone on board
We want to gain intergenerational skills and share them
I saw a lot of people tremendously impacted
Opened people up to communicate their concerns really communicate
Some of these people have never talked to me before
We all benefit when everyone works together
ID was a great exercise
I use what I learned there mostly everyday in my job
Codes From Mediating Generation

**Abigail Interview N-4:**

- Teens, young adults, olders, all have different ideas
- The civics’ concerns surprised me
- WWII influenced my views
- Working together is so important
- We formed an intergenerational task force to improve our town
- When we join forces we have more power
- Set an example for our children to learn from
- Need new businesses in town
- Need more housing in town
- Working together gives us more hope
- It improves our attitudes when we work together
- All generations have different needs
- People from each generation volunteered to clean up parks
- The ID mobilized our town
- An idea begins with one person but takes many people to implement
- Eight people got together a survey for housing
- We can encourage each other
- I hate to see young people leave
- Great if some older people could stay here
- Saw each generation may have different concerns
- ID improved relationships in our town
- More willing to listen to each other
- People are now cooperating and working together
- Need to pray for our town
- You can not hate someone while working together at the same time
Codes From Mediating Generation

Frank Interview C-4:
I saw we all have a common community goal
Each generation a little different
We need to listen to different generations and grow
Working across generations improves our change of success
I work with the younger generations
Dad’s farm sale influenced his life
Learned how important it is to listen
Need to listen to everyone (ID engages them in listening)
Listen with an open mind (this would be active listening, Gambone)
When you listen to someone you get to know them better
You learn where people are coming from
ID gives us a way to reach each other and understand
Understanding is key no matter what we work on
Teach my children to be understanding of other generation’s concerns
People here are more willing to be involved in community projects
Learned how to bring people together
We must be actively involved in this community’s future
Saw how important to listen to different generations
One age group will present just a portion of the issue
Be more open minded
Be willing to give a little
Cooperate with other generations
Was able to overcome fear and discuss with other generations
The ID is a safe place to open-up
Older people feel isolated and want to be included
By working together we can realize our goals
People are trying to accomplish the same thing
We now have a lot more people wanting to be involved
People are more willing to offer their ideas
Appendix J Interview Codes X Generational Participants

Codes From Mediating Generation

Frank Interview C-4:
I did not realize how important it was to involve all generations
Sharing and working together helps us feel closer to one another
Working together is the only way we will achieve our goals
None of us can get much done by ourselves
Wish we could have ID every six months

Codes From Civic Generation

Russell Interview N-5:
I realized the younger generation is very similar to the older
Learned that younger people care about their community
Younger generation had a lot of input
Their thoughts were similar to ours
We both often feel pushed out of the way
Civics developed a conservative attitude because of our experience
The olders take pride in what they do
We can teach the younger people our talents
Learned the kids think about the older generation
They do more for the community than we do
They can learn from our experience
We can work together and accomplish our goals
We need to establish common goals
Taught me to listen to younger generation's ideas
I might be more willing to work with younger generations
If we do not work together nothing will happen
Each age group has something to contribute
The ID can develop new leaders by involving younger people
Codes From Civic Generation

Abe Interview C-5:
The younger generation was astonishing
The view of the younger generation was similar to mine
They really opened up and I respect their views
Was surprised at the younger generations ideas
Learned how important it is to listen to other’s ideas
Be a good listener
Offer ideas and solutions
Respect the input from others
Set aside own wants and listen
Even if I do not agree, I will cooperate and listen
After we listen to all the ideas we will find a solution
Taught kids to volunteer and serve community
If you do not listen people will not open-up and talk
Finding a solution is not easy
Listen to all the ideas and seek a solution
The ID gave everyone a chance to be heard
I listened to people that I have never talked to before
Pay close attention to the ideas presented
ID reinforced how important listening is
My generation’s idea may not be the best one out there
Try to get as many ideas as possible
Encourage everyone to contribute
Yes, I would consider the needs of all generations
We absolutely must work together
It takes cool heads to work together
ID was very interesting process
ID helpful in explaining generational differences
The more we listen the more we understand each other’s concerns