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First Vice President: Brenda J. Atchison
Second Vice President: Patricia L. Brolin-Ribi
Organizer: Cathy Moss
Recording Secretary: Alix Smith

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Director of Finance/Treasurer: Kathy A. Soppe (ksoppe@peodsm.org)
Director of Communications/Historian: Kate Westercamp (kwestercamp@peodsm.org)

The administrative staff has offices at the P.E.O. Executive Office.

Cottey College
President: Jann Rudd Wertzel, Ph.D., 1000 West Austin Blvd., Nevada, MO 64772

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Layout and design of The P.E.O. Record by Jen Tischler
On January 21, 1869, our Founders—Mary Allen, Alice Bird, Hattie Briggs, Alice Coffin, Suela Pearson, Franc Roads and Ella Stewart—created the solid groundwork for our organization. The richest way to honor this legacy is to make a personal commitment to excellence in service to our precious Sisterhood.

Be the P.E.O. voice empowering women to reach their highest aspirations and focus on our virtues, acknowledging the influence we hold to make a positive difference in the world. Nurture a sister with your loving concern today as a pledge to Strengthen the Heart of P.E.O.

One day my 9-year-old grandson, visiting after school, was curious about The P.E.O. Record on the table. I explained that our magazine is delivered to the homes of our 230,000 members and he immediately said, “If you had just 20,000 more, you would have a quarter of a million!” Imagine my surprise at that swift conclusion. I said, “Do you think we could get another 20,000?” With a smug, boyish grin, he shrugged and nodded yes. “Just tell them that P.E.O. is a really good business to be in…because you give scholarships to girls across the United States.” Describing that we also give scholarships to women in Canada, as well as other countries around the world, I gave the example of a girl from Pakistan. He immediately said, “I learned in Sunday School that girls in Pakistan don’t get an education.” He was mighty impressed that we would help educate a girl from Pakistan. As a great ambassador for P.E.O., he understands why we are an important, relevant organization. If this young boy believes in us we must believe in ourselves, too. We can do this! We can grow P.E.O. again, not for mere numbers, but to strengthen our outreach and create future generations of love.

I know that you have been anticipating the strategic goals for this biennium. It is proven that Chapter and Philanthropic Vitality will strengthen local chapters by providing positive energy, leadership, growth and outreach. We hope you will pursue goals for membership, philanthropy and vitality to Strengthen the Heart of P.E.O. in preparation for our 150-year celebration.

**Chapter Vitality: “2-0-1-9”**

- **2** Initiates per chapter each year; even better – each sister invite someone
- **0** New inactive members and zero newly disbanded chapters
- **1** New chapter in each s/p/d this biennium and one in progress or organizing
- **9** Gratitude, grace, generosity

**Philanthropic Vitality:**

- 100% chapter participation in the 150 Fund with a gift of at least $150 per local chapter
- Strengthen the intent for the Pyramid of Giving with the largest portion of chapter gifts given to our P.E.O. International Projects

**Brand Communication:**

- 150th Anniversary—create a once-in-a-lifetime experience by increasing overall awareness of P.E.O. internationally
- Better local chapter member understanding of P.E.O. with consistent messaging and improved communication channels

**Leadership and Training:**

- Leverage Leadership Development Initiative (LDI) for greatest member impact
- Provide support for local chapters to ensure leadership engagement and success

**Finance and Operations:**

- Seek technology innovations that provide for operational and financial efficiencies
- Assist s/p/d officers to make operational improvements that increase effectiveness

**Technology:**

- Improve access and reporting of unaffiliated sisters to measure an increase in transfers
- Innovative technology to improve local chapter project application process

We must have a personal and chapter vision to make the heart of P.E.O. beat stronger. In service and outreach we validate that generosity has a grace all its own. Put loving arms around our sisters, our recipients, our country and our world.

**With gratitude and grace...LEAD Forward**

Sue Baker, President, International Chapter
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Submission of material to The P.E.O. Record is your consent to our right to edit and publish it, either all or in part, in any P.E.O. print or digital communication medium. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear on the “Members Only” section of P.E.O.’s official website, peointernational.org. The P.E.O. Record welcomes members’ submissions to the address on the inside front cover.
P.E.O. (Philanthropic Educational Organization) is passionate about its mission:

promoting educational opportunities for women. Our Sisterhood proudly makes a difference in women’s lives with six philanthropies that include Cottey College, an independent, liberal arts and sciences college for women, and five programs that provide higher educational assistance: P.E.O. Educational Loan Fund, P.E.O. International Peace Scholarship Fund, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship. P.E.O. is headquartered in Des Moines, Iowa.

P.E.O. Educational Loan Fund
Educational Loan Fund (ELF) is a revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education.

P.E.O. International Peace Scholarship
P.E.O. International Peace Scholarship (IPS) Fund was established in 1949 to provide scholarships for international women students to pursue graduate study in the United States and Canada.

P.E.O. Program for Continuing Education
P.E.O. Program for Continuing Education (PCE) was established in 1973 to provide need-based grants to women in the United States and Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families.

P.E.O. Scholar Awards
P.E.O. Scholar Awards (PSA) was established in 1991 to provide substantial merit-based awards for women of the United States and Canada who are pursuing a doctoral level degree at an accredited college or university.

P.E.O. STAR Scholarship
The P.E.O. STAR Scholarship was established in 2009 to provide scholarships for exceptional high school senior women to attend an accredited postsecondary educational institution in the United States or Canada in the next academic year.

Cottey College
Cottey College is an independent, liberal arts and sciences college for women. Located in Nevada, Missouri, it has been owned and supported by the P.E.O. Sisterhood since 1927.

Individual donors may make tax-deductible gifts to the above mentioned projects or through the P.E.O. Foundation. Checks should be made payable to the project or the P.E.O. Foundation and sent directly to the P.E.O. Executive Office. Donations may also be made online through the website peointernational.org. Look for the “Giving Opportunities” link on the home page.

All P.E.O. chapters are classified by the United States Internal Revenue Service as exempt from Federal income tax, but they are not Section 501(c)(3) charities. Consequently, contributions to P.E.O. chapters are not deductible as charitable contributions for Federal income tax purposes.

P.E.O. is a philanthropic organization where women celebrate the advancement of women; educate women through scholarships, grants, awards, loans and stewardship of Cottey College; and motivate women to achieve their highest aspirations.

For more information visit the website peointernational.org. A reprint of this page is available on the members’ website under P.E.O. Projects.
A Familiar Face on The Record Cover
I was so surprised and delighted to see the smiling face on the cover of the September-October Record! I knew immediately that it was one of our favorite rangers, Kathleen Rutter, with whom we used to hike in the 1990s. She was always knowledgeable, jolly and patient with children. We often hiked with Kathleen and my young daughter would slip up to the head of the line and take her hand. Her story was well-written and I was very sorry to hear of her breast cancer but was cheered by her motto and hiking adventures with her daughter.

It is fun to know that Kathleen is now a P.E.O. I was initiated when I was 19 and am now president for the third time of Chapter GK, Texas. My daughter, Page Grossman, was 20 when she was initiated into my chapter and now she is a member of Chapter JI in Austin, Texas.

Lisa Grossman, GK, Bedford, Texas

Kathleen Rutter (right) was featured on the September-October Record cover. In this photo from the early 90s, she is with seven-year-old Page Grossman. Page is now a member of Chapter JI, Austin, Texas.

Beyond Financial Support
Our chapter, L, Calgary, Alberta-Saskatchewan, strives to maintain connections with the impressive women we recommend for projects, whether or not they receive a loan, grant or scholarship. Recently, we received an email from Kathleen Worton whom we recommended for a Scholar Award in 2016. Kathleen attends Wilfred Laurier University where she is studying community psychology. While Kathleen wasn't awarded the scholarship, our members have a continuing interest in her life and accomplishments. We were delighted to receive the following message from Kathleen:

As the new academic year gets started, I just wanted to write you a note to say hello and update you on how things are progressing with my studies.

Things are moving along well with my research project on knowledge mobilization among communities working to end homelessness. I traveled to Ottawa twice this summer, the first time to present at a conference in knowledge mobilization and the second time to present at an international Community Psychology conference. Right now I'm preparing for a third presentation that I will give at a Canadian conference on homelessness that takes place in Winnipeg in a few weeks. That will be the last presentation I give for a while so that I can focus on writing up my dissertation and preparing for my defense. If all goes as planned, I will be on track to graduate in the spring.

This has been an eventful year as I also got engaged in January and married in June. My husband and I have had a wonderful summer camping, hiking, visiting with friends and family and working on some home renovations.

I hope things are going well for you both. I want to thank you, and the P.E.O. chapter for supporting me in pursuing the Scholar Award. Even though I wasn't selected, it was an honor to be nominated and a pleasure to meet you. I wish you and the P.E.O. chapter all the best in the coming year.

Sincerely,
Kathleen

Anne Stephenson, L, Calgary, Alberta-Saskatchewan

This is What P.E.O. is all About
My mom, Dee (Dawn) Carter, is a member of Chapter IH, Bonita Springs, Florida. Several months ago she went into long-term care after she fell and broke two vertebrae. My sister and I live in Minnesota and Iowa. We spent several weeks with Mom during her hospitalization and subsequent move to long-term care but eventually we had to return to our homes. It was hard to be so far away from our mom but we lined up people to visit her regularly each week. In early July her regular visitors were both on vacation. This meant our mom would be mostly alone for over two weeks. I reached out to one of Mom's P.E.O. sisters, Gillian Draper. Gillian contacted the president of Chapter IH, Sandy Schreiber, and Sandy sent out an email to all Chapter IH sisters. Within 24 hours, every day for those entire two weeks was covered! Mom had at least one sister visit her each day, and sometimes two or three. Talk about “expressing a loving concern for each sister.” That is P.E.O. in action! To know that P.E.O.s have loving sisters all across the United States (and beyond) that we can reach out to is heartwarming and amazing! Chapter IH is mighty impressive, stepping up so quickly and completely. My mom has had such a rough time, but she loved every single visit from her sisters, and it gave her something to look forward to every day. Talk about “Women helping women.”

That’s P.E.O.!

Marci Klinkefus, DB, West Union, Iowa

Chapter IH, Bonita Springs, Florida, helped care for their sister Dee Dawn Carter while she was in long-term care.

Lisa Grossman, GK, Bedford, Texas
LEADERSHIP TEAM 2017-18

Members of the executive board, boards of trustees, standing committees and standing appointments attending the November 9-11, 2017, Leadership Team Meeting in Des Moines, Iowa:

First row from the left: Carol Nemitz, Elizabeth E. Garrels, Susan R. Sellers, Cathy Moss, Brenda J. Atchison, Sue Baker, Patricia L. Brolin-Ribi, Alix Smith, Dr. Jann Rudd Weitzel, Mary Short, Jackie Matt, Kathy A. Soppe

Second row: Lori O’Keefe, Susan Mitchell, Kathleen Feldman, Andrea Wade, Patricia Franzen, Marylou Ruud, Julie Wilson, Karen Blair, Jennifer Heiss, Ann Conway, Deborah Taylor, Barbara C. Olson, Jan Knuckey, Janet Steury

Third Row: Grace Chalker, Georgann Douglas, Diann E. McChesney, Peggy Bottorf, Mary Elliott, Kathryn Ebert, Patricia Piro, Beth Linderman, Debbie Kotecki, Jennifer Mitchell, Mary Lasky, Lou McLaren, Nicole Berner, Jean Wyble, Barbara Burgess, Cathy Manhart, Chris Ankeney

Fourth Row: Cheryl Denslow, Mathilda Hatfield, Ann Lambert, Rebecca Daniel, Jacqueline Dawson, Mary Bormann, Susan Penrod, Betsy Dietz, Jan Keeley, Rita Briggs, Jayme Resnik, Laurie Collins, Ann Bowen, Kate Westercamp
Dues are Due

Pay Your P.E.O. Dues
Before February 28

- Your dues go directly to supporting life-changing educational grants, scholarships and loans for women
- You continue to benefit from P.E.O. chapter life, strengthening meaningful relationships with your sisters
- Even if you can’t make it to meetings, it shows you support the P.E.O. mission
- As an active member of P.E.O. you have full access to Leadership Development Initiative programs that promote personal and professional growth

WHAT SISTERS ARE SAYING:

I am motivated to participate because I love my sisters and the message and mission of P.E.O. I am the youngest in my chapter and all of these amazing women have influenced my life tremendously. I am so grateful for P.E.O.

-Stephanie Bradford, JD, Broomfield, Colorado

I have moved several times...and have always been welcomed in my new transfer chapters. I love the instant feeling of acceptance. I stay a member because of the great support we give each other and our mission of helping women!

-Becky Barr, DN, Shenandoah, Iowa

I found that as I had children and moved around the country that membership opened the doors to new friends (sisters to be) in otherwise unfamiliar places. Now as I have just celebrated my 50th year as a member I am proud to say that I have gifted the membership of P.E.O. to my daughters...so for me, it is the gift that keeps on giving!

-Marilyn Rawe, IR, Leawood, Kansas

P.E.O. to me is a group of women working to promote other women to be all they can be, without limits, during every stage of their lives.

-Christine Ostrand Price, IM, Barrington, Illinois
WHERE IN THE WORLD IS THE RECORD?

Alexis Shanes, a 2014 P.E.O. STAR scholarship recipient and now member of Chapter EA, Wichita Falls, Texas, took her P.E.O. Record with her to Jerusalem. Thanks to Sheila Meador, EA, Wichita Falls, Texas, for sharing the photo with us!

P.E.O.s—we know you’re worldly and well-traveled! We love hearing about P.E.O.s who have met on cruises, tours and vacations—in the United States, Canada and abroad. Next time you hit the road, climb aboard that cruise ship or hop on a jet, pack the latest copy of The P.E.O. Record and snap a photo of yourself holding it up at your destination. Send us your pictures and you may be featured in The P.E.O. Record or on our Facebook page or Instagram feed.

Send photos to editor@peodsm.org or mediamanager@peodsm.org.
The P.E.O. Pyramid of Giving

The P.E.O. Sisterhood has a long and rich tradition of philanthropy. For over 100 years, P.E.O.s have joined forces to support women’s education through the International Chapter projects. In addition, state, provincial and district (s/p/d) chapters have established projects for scholarship funds and other worthy causes.

Both International and s/p/d projects further the work of the P.E.O. Sisterhood and depend primarily on chapter and member support. Though most of the charitable work of P.E.O. is fulfilled through these projects, chapters also seek to raise awareness of P.E.O. through involvement in their communities.

The P.E.O. Finances and Service Policy states that the primary purpose of our chapters is to support the philanthropic projects of the P.E.O. Sisterhood. This not only reinforces our mission statement, but is also the basis for our IRS group exemption. In order to maintain this group exemption, chapters must illustrate support of our common purpose through use of their financial resources.

The P.E.O. Finances and Service Policy does not provide specific direction. Instead, it is a basic framework to raise awareness and encourage chapter discussion. In order to guide chapter decisions, consider the P.E.O. Pyramid of Giving, a three-tiered pyramid representing the three levels of contributions—International projects, s/p/d projects and local chapter interests.

A chapter should consider their giving on these three priority levels. The base of the pyramid represents the largest portion of a chapter’s giving and this should be to the International Chapter projects. The middle section of the pyramid represents the contributions to s/p/d projects. The smallest portion of the pyramid is the tip—the portion of chapter giving that is available for local chapter scholarships and other community support. Though the exact amount or percentage of giving may be different among chapters, the shape of the pyramid should guide chapter decisions and help to focus support on the projects that are the strength of our Sisterhood.

Helen Keller once stated, “Alone we can do so little; together we can do so much.” P.E.O. has proven the worth of this statement by helping over 100,000 women finance their education with over $300 million through our International Chapter projects. Our concentrated efforts will ensure the continued success of the P.E.O. philanthropic projects, and more importantly—our mission to help women reach for the stars! 😊

P.E.O. Finances and Service Policy

In keeping with the mission of P.E.O., the focus of chapter funds and fundraising activities shall be International Chapter projects, followed by state/provincial/district projects. In order to protect International Chapter’s exemption with the United States Internal Revenue Service, chapters must demonstrate the mission of P.E.O. through financial support. Therefore, P.E.O. dollars, offered and earned by members in the name of P.E.O., should be considered primarily for approved P.E.O. projects and/or the P.E.O. Foundation with minimal chapter funds used for outside philanthropic or local educational activities.

To strengthen P.E.O.’s visible influence in the community, chapters and chapter members are encouraged to offer their talents and skills, time and service for local philanthropic and educational endeavors.
As of February 28, 2017, over $20 million was held in local chapter accounts. This is an average of $3,500 per chapter, with 175 local chapters having a balance of over $10,000. How much is too much? A general rule is to maintain one year of operating expenses in the local chapter treasury. Unless a chapter is saving for convention expenses or a special gift, there should be no reason to maintain excess funds.
As we remember our Founders and the day of our organization 149 years ago—January 21, 1869—we applaud their vision, which helped us begin our P.E.O. journey, our influence in our communities and changing the lives of women worldwide.

In the book “History of the P.E.O. Sisterhood,” Founder Alice Bird Babb said, “The surface reason for our existence is, that seven of us college girls had been together for three or four years, in study and in society, and we found the tie a strong one, unusually so. As our tastes ran in the same direction, our natures were congenial and when the problem of separation confronted us, we felt that something must mark the era of our friendship—some token that might strengthen the bond, and reveal to others what a lovely friendship ours had been.”

Part of what makes history interesting to many is considering the way of life and what society was like at times before our own. Thinking back to our beginning in 1869, the foresight the seven Founders possessed and put into action is inspirational. The Founders, who were young women at the time, all brought their different personalities and individual gifts to the formation of P.E.O. From Mary Allen’s sense of

“In the first place, the time was ripe for the beginning of women’s clubs... for it had been proved with women, as with men, that ‘In unity, there is strength;’ “Two heads are better than one;’ and that ‘The whole is greater than any of its parts.”

— Founder Alice Bird Babb
humor, Alice Bird’s courage, Hattie Brigg’s ability to make all feel comfortable, Franc Roads’ vision, Suella Pearson-Penfield’s kindness and generosity, Alice Coffin’s thoughtfulness and Ella Stewart’s devoted service to others, the tapestry of strength and vision they weaved is beautiful because of each of their contributions.

As the Sisterhood prepares to celebrate its 150th anniversary in 2019, it is easy for minds to shift to the future and think about the world and the Sisterhood too. Will younger generations believe in what our Founders believed nearly 150 years ago? Will it be important to them? Will our singular (and strong) philanthropic mission of supporting women’s education be as inspiring to them as it is to the current membership?

In spring 2017, Crystal Bobier, a middle school teacher in Waukee, Iowa, hosted a “Change the World Fair.” She suggested that one of her sixth grade students research P.E.O. After learning about P.E.O., the young girl formed a fictional organization called “Female Education Empowerment” and created a display to showcase to her classmates and their parents. Quotes were included from Malala Yousafzai, a Pakistani advocate for female education. Malala, a child herself, received a Taliban-issued death threat in 2012; she was shot as she traveled home from school one day. What is profound is how, to this sixth grade girl, Malala is more significant and is more of a role model than say, pop star Taylor Swift. Malala’s support of education for females is just as important to her as it is to the P.E.O. Sisterhood. For a young girl in 2017 Iowa to recognize that significance bodes well for the future of our Sisterhood.

The “History of the P.E.O. Sisterhood” book starts with a piece by Alice Bird Babb in which she says, “In the first place, the time was ripe for the beginning of women’s clubs...for it had been proved with women, as with men, that ‘In unity, there is strength;’ ‘Two heads are better than one;’ and that ‘The whole is greater than any of its parts.’” Words captured in time more than 100 year ago. Those words are still true in today’s society and even more so in terms of our P.E.O. Sisterhood.
Celebrate Founders’ Day on January 21 by wearing your P.E.O. emblem all day! It’s a great way to start a conversation about P.E.O.—who we are and what we do.

P.E.O. provides educational opportunities for women. We do this by offering scholarships, grants, awards and loans to help women enhance their lives through learning.

Honor our Founders by proudly wearing your pin and spreading the word about the great work P.E.O. has been doing for almost 150 years!

Add a P.E.O. Frame to Your Profile Picture on Facebook!

For Founders’ Day, add a specially-designed frame to your profile picture on Facebook. It’s a great way to virtually wear your pin and share with others about P.E.O. Find the frame on our Facebook page www.facebook.com/peointernational.
Tammy Jerkins is a P.E.O. who “radiates all light possible” through her daily living, particularly by sharing her enthusiasm and knowledge of math with high school students.

Tammy Jerkins is Florida’s 2018 Teacher of the Year. She was first voted the best teacher at Leesburg High School, a Title 1 school in an area where many of the students live in poverty.

“I have high expectations for my students,” says Tammy, who teaches pre-calculus and math for college readiness. “I want them to stay on top of it and I want to do whatever it takes to make that happen,” she says. If students are having problems, she’ll meet with them before school, after school or even during her lunch hour. She gives every one of her students her home phone number in case they get stuck on a homework problem. To show them she cares, she cheers at their ball games, attends their concerts, chaperones at the prom and patronizes restaurants where many of her seniors work.

“If they don’t know you care, they don’t care to know,” Tammy says of high school students in general.

Dennis Neal, Tammy’s school principal, says, “I’ve never seen her give up on a student, no matter how tough and/or unmotivated the student was.”

“I’m a happy person. Part of it is I feel so blessed just to be alive,” says Tammy, a two-time breast cancer survivor. Tammy and her husband, a dentist, have four children, all of them graduates of Leesburg High and three of them are teachers. She has been a member of P.E.O., Chapter BH, Leesburg, Florida, for 14 years and works with members to find candidates for the STAR scholarship.

“It’s an honor to be in P.E.O. because they are so passionate about education and scholarships and that’s what I’m passionate about,” Tammy says.

As Florida’s Teacher of the Year, Tammy will travel the state sharing ideas with other teachers and encouraging them to stay in the profession. In November, she and the other states’ teachers of the year attended the Macy’s parade in New York.

In the spring, she will meet with some of the education committees in Congress. “They call us ‘the people in the trenches.’ They want to know what’s really happening,” Tammy says of the Congressional committees. While in Washington, D.C., she will also meet President Donald Trump.

Tammy says she will give a portion of her $25,000 award to her church, some to fund initiatives at the high school and in the community, some for cancer research and some for a trip somewhere with her husband during spring break.
Sisterly Comfort & TLC

by Deborah Lee, AP, Milton-Freewater, Oregon

In January, my BIL and I were given the shocking news that he had cancer. Immediately, my P.E.O. sisters far and wide sprang into action, helping to support me in many ways, from determining what the news from the doctor meant, to doing research, locating a treatment center to get us through this terrible life-threatening situation and, of course, providing me with support to have the courage to face things.

One of my P.E.O. sisters told me that she had just read in The Record about the RX-TLC program. While we were on the phone, she got on the P.E.O. website and found the information, along with contacts.

We determined that for the kind of cancer my husband had, we needed to go to MD Anderson Cancer Center in Houston, Texas—a long way from Oregon to be sure! I sent out a plea to the P.E.O. chapter contacts in Houston who were part of an RX-TLC group. They helped me pinpoint chapters closest to the medical center and I received so much email support right away that I knew we were going to get through my husband’s ordeal. Chapters P and CL in Houston came to my rescue and supported me in so many ways I could hardly believe it.

One CL sister sat with me through four of the 13 hours of surgery my husband endured and took me to lunch; one sister—a home economics major like me—met me for coffee several times and picked me up to attend two Chapter CL meetings while I was in Houston. Their help supported me in a number of ways with kindness, advice, love and goodwill and the distraction they gave me from our dismal and stressful situation was greatly appreciated.

At the two CL meetings I attended, I met a sister who looked so familiar. We finally figured out we had attended the same college in Oregon, both as home economic majors! Another sister was a cousin to someone I was in 4-H with in Oregon and her other cousin lives near us. It was such fun meeting the sisters of CL and I am not sure they knew it, but what they did through their meetings was to bring “normalcy” back to my life after so many hours in the hospital. Not only that, lasting friendships with sisters I had the opportunity to meet and share P.E.O. mean so much to me. They are a creative and diverse chapter that meets on Saturdays for brunch.

In only five months, my BIL was cancer-free and is expected to live a long life! It took a village, and my P.E.O. sisters at home and in Houston got us through. Thanks be to God! I hope that others in a similar situation will take advantage of RX-TLC if they ever need help; better yet, maybe more chapters will become involved in this kind and loving program which provides hope and support for sisters in need.

HISTORY OF TLC

A unique opportunity to be of service to P.E.O. sisters throughout the United States was recognized by Chapter BM of Rochester, Minnesota, when the chapter was organized in 1936. Rochester is home to the Mayo Clinic. This world-famous medical center brings several hundred thousand patients and visitors from every state and every part of the world to Rochester annually. Among these visitors are many P.E.O.s who are patients or who have accompanied their BILs, relatives or friends. Wanting to help, in 1936 Chapter BM initiated a chapter project of calling on hospitalized P.E.O. sisters.

Chapter CK, also of Rochester, shared the project with Chapter BM from the time of its organization in 1948. It wasn’t until January 1964, however, that the Rochester project was listed in The P.E.O. Record. In January 1985 and January 1986 only the Buffalo, New York, hospital program was listed (in the classified ad section). In June 1988 Rochester again sent in notice and the total number of listings began to grow.

In October 1989 a separate listing was started in The Record called RX-TLC; that first listing contained 17 entries. Now there are more than 770 TLC entries.
TLC, tender loving care, is a cornerstone of the P.E.O. Sisterhood. The loving concern we show for one another is one of the greatest benefits of belonging to P.E.O. But TLC has a whole other meaning in the P.E.O. world too—the RX-TLC listing, found exclusively on the P.E.O. website, is a unique resource available for P.E.O. sisters and their families. In the RX-TLC listing you will find the names and contact information of caring sisters from across the United States and Canada who have graciously volunteered to act as contacts for P.E.O.s when in need of assistance in any of the listed locations.

The P.E.O. Record receives dozens of letters a year from grateful P.E.O.s who have benefited from the kindness of these TLC contacts. We have heard from P.E.O.s who have been involved in accidents while on road trips far from home, P.E.O.s visiting ill parents or loved ones in a strange city and P.E.O.s and BILs who have fallen ill themselves while on vacation.

P.E.O. sisters who have made themselves available to provide assistance of all kinds. P.E.O.s on the RX-TLC list do things such as provide meals, give rides, make hospital visits and simply make themselves available to listen, give advice or be a shoulder to cry on.

Another branch of the RX:TLC program is TLC for college students. Many P.E.O. mothers and grandmothers have found comfort from this service when sending their children and grandchildren off to a faraway college or university. Many college towns have chapters participating in the TLC for college students program. The sisters who volunteer as contacts for this program are great about keeping in touch with students in their area—sending care packages, meeting for coffee and making the occasional home cooked meal.
Quilling Art Connects Sisters

by Kathy Andrews, PV, Lancaster, California

I am a quiller. Quilling is a paper craft developed by French nuns in the 1700s. The craft has survived the centuries and is enjoyed by a growing number of enthusiasts.

Originally, thin strips of paper were rolled into coils around a quill pen, hence the name quilling. The coils were then pinched into various shapes and the shaped pieces were glued together to form designs. The basics remain virtually the same today, though there are now specially-designed quilling tools and new techniques have been added. Several years ago, one of my chapter sisters, who worked in an antique shop, gave me a pair of framed quilling that had come into her shop. They were exquisite and I was thrilled to receive them. On the back of each was a typewritten history and description of quilling, as well as the hand-written name of the artist, where she was from and the date, 1974. From time-to-time, I wondered about the woman who made them; was she still alive and would she like to know what became of her beautiful works? It wasn’t until recently that I finally sat down at the computer to see if I could find her. I typed in her name and came up with a number of hits, including her obituary. Born in 1907, she had died in 1993. Her name was Jean Miquelon of Chillicothe, Missouri. She had been the high school librarian there and was a past president and convention chairman of the Chillicothe branch of the American Association of University Women. Imagine my surprise as I read her obituary and came to the following sentence, “She was a member of the Presbyterian church and P.E.O.” I marvel at how these beautiful pieces, created over 40 years ago by a P.E.O., made their way from Missouri to California and to me, a P.E.O. sister and fellow quiller! 🤖

Kathy Andrews’ P.E.O. Story

by Becky Frazier, Editor, The P.E.O. Record

Kathy Andrews married into a P.E.O. family and become a sister herself in 2004. Since then, Kathy’s daughter, Kathryn Andrews, also became a member of her chapter, PV, Lancaster, California.

“I love our chapter,” says Kathy. “I love P.E.O. It’s always a joy for me. I love my sisters. The things that we do together are always such a pleasure.”

She continued, “I love what P.E.O. does. I love being part of an organization that really has an impact. We are directly a part of that and can see the results.”

Kathy has held every position in her chapter except treasurer and guard and has presented multiple programs—many about the history of P.E.O. She says, “I love that P.E.O. has been around for so long and that it’s still going strong.”

Kathy enthusiastically encourages P.E.O. sisters to explore the P.E.O. website for program material. “There’s a lot of great stuff on there!” she says. Kathy has used the resources on the members.peointernational.org to create a PowerPoint program exploring the history of P.E.O. by decade and a program about noteworthy P.E.O.s.
Kathy Andrews’ original quilling pieces include 3-D poppies, a peacock, a fan and embellishment for a P.E.O. poem.

Bottom Left: Kathy Andrews received these framed quilled pieces as a gift; years later she discovered they were made by P.E.O. sister Jean Miquelon, who was born in 1907.
Chapter vitality does not happen overnight. It takes time and effort, and is one intentional act after another. We each individually contribute toward the vitality of our chapter. If we exhibit and continually exercise these seven practices of vitality, then our chapter will become more vital, as will our Sisterhood.

1. Be a good cheerleader
You can give support and encouragement behind the scenes or out front leading the cheers. Attending chapter meetings regularly, supporting your officers and promoting your chapter goals are a great start. Your contagious enthusiasm will result in a positive impact on the vitality of all those with whom you associate.

2. Embrace opportunities for growth
We must continually look for ways to embrace opportunities for growth, not only in finding new members who share our values and are dedicated to achieving our goals, but also in finding opportunities to organize new chapters. Embracing growth and giving the gift of P.E.O. to others is necessary for the protection of the future of our Sisterhood.

3. Provide inspiring leadership
Leadership starts with the word “yes” as P.E.O. offers many opportunities for leadership training and the rewards are exponential. When you take on a new leadership position, you step outside your comfort zone, and every time you do, your comfort zone grows. P.E.O.’s Leadership Development Initiative offers many resources for leadership training.

4. Find project applicants
Getting to know an applicant during the interview process and giving her support are added benefits to sponsoring a project recipient. You will bring your chapter into closer fellowship and fulfill a very important goal of the Sisterhood – to advance and empower women!

5. Live the Objects and Aims
Think about the meaning of the words as you say them and make them a part of your everyday life. Living the Objects & Aims includes showing a loving concern for EACH sister. It’s noticing when you haven’t seen a sister in a while and reaching out to let her know she is missed. It’s growing individually through art, books, study and society. It’s having careful consideration of feeling when speaking. It’s much, much more, and it’s one of the reasons that P.E.O. is so special.

6. Involve your outer circles
Talk about P.E.O. to everyone! Our outer circle can become our Sisterhood’s greatest ambassadors, project applicants and even members!

7. Have fun, be joyful and celebrate
It only takes a spark to start a fire. Be the spark in your chapter! Working together toward a common goal creates an opportunity for truly knowing each other and sharing the joy that results. A smile, words of encouragement and an offer to participate all create energy and enthusiasm. Programs which are interesting, fun and perhaps unusual can foster greater attendance at meetings. The fire created by the spark will grow and burn for all to see.

The impact P.E.O. has in our lives and in the lives of so many is truly golden – and we must do all we can to assure that it will remain so. Your investment of energy will increase both your personal vitality and your chapter’s. If we give serious renewed thought to what we committed to when we were initiated—and then recommit—we individually and collectively will go from ordinary to EXTRAORDINARY 😊

The membership workshop script and videos presented at International Convention can be found in the Red Toolbox at members.peointernational.org/membership. The first section titled Membership Committee Resources has the “Membership Seminar—How to Bring Vitality to Your P.E.O. Chapter—CIC October 2017.”
150 FUND
With a goal of 100% local chapter participation, each chapter is encouraged to donate $150 to supplement the International Chapter philanthropic projects, commemorate the celebration through a lasting tribute at the P.E.O. Executive Office and maintain and preserve the birthplace of P.E.O. in Mount Pleasant, Iowa. Individual donations are also encouraged. More information including how to donate is available on the website below.

PICTORIAL HISTORY BOOK
As previously announced, presales for the book will start with a special feature in the March-April 2018 P.E.O. Record. The book will be in a 9” by 12” format, with more than 300 photos, fascinating facts, state, provincial, district histories and beginnings of our philanthropic projects. Watch for discount presale offers.

COMMEMORATIVE JEWELRY PIECE
Recently unveiled at Convention of International Chapter, a commemorative jewelry piece will be available for purchase in spring 2018. Visit the website below to see photos of the various pieces. A variety of options and prices will be available.

RESOURCES TO USE IN YOUR LOCAL CHAPTER
Resources including the Sesquicentennial Celebration logo and chapter programs are available on the website below. Check back frequently as resources are continuing to be added!

For more information and to access resources, please visit www.peo150.org.
“Why is P.E.O. devoting resources to a leadership development program? There are a ton of resources online. Why reinvent the wheel?”

Leadership applies to every member of P.E.O., in every role. We are a volunteer organization, and we need people to say YES to service: to fundraising efforts, finding scholarship applicants or serving as an officer. However, because we are volunteers, service needs to be joyful and rewarding. P.E.O.’s future will be determined by our ability to inspire the passion and harness the skills of our current and future members. The Leadership Development Initiative (LDI) is here to help sisters across our organization become the best leaders we can be, to ensure that P.E.O. continues to thrive.

LDI groups leadership skills that are valuable to P.E.O. into five core competencies: Productivity, Board Development, Healthy Relationships, Inspiration, and Communications.

Our first focus has been on state/province/district board development, and for the last three years we have presented workshops at the LEAD conference in Des Moines for presidents and organizers on topics like onboarding new members so they quickly feel confident and competent, mentoring new members and handling conflicts well.

Following LEAD, we convert each presentation into smaller, more targeted modules, available to everyone in our online resource library at peoleadership.org. We believe that if members feel confident that P.E.O. will give them the tools they need to succeed, more women will say yes to serving in leadership roles.

Our goal is to help you work SMARTER, not harder. Our resources can help you train yourself to change habits, to plan ahead, to identify and focus on priorities, to avoid distractions—and your efforts will culminate in better results for P.E.O. and yourself, with less stress and greater satisfaction.

We encourage you to go online at peoleadership.org and explore the resources, and go back periodically to see what’s new. Here’s a sampling of what you’ll find right now:

- Do you have a challenging co-worker? Are you in a chapter that has conflict? There are a number of resources on our site that cover surfacing and addressing conflict, and finding common ground.
- Do you need an attitude refresher? Download the “Take a Break” exercise video, produced by our partner Cottey College, for a stretch and strengthening routine you can do anywhere!
- How do you inspire your committee to accomplish a major project? Watch the “Moving Your Boulder” video to understand better how to recruit and motivate volunteers.

Everyday Leadership

by Julie Wilson, P.E.O. Leadership Development Initiative

“Leadership is unlocking people’s potential to become better.”

- Senator Bill Bradley
- Are you giving a presentation? Several resources are online now to help you create one that maximizes your call to action.

As you can see, these skills and tools are not only applicable to P.E.O. However, LDI, as compared to a Google search, brings you materials that were designed or chosen specifically for their relevance to P.E.O. We vet for consistency with our values; modules are short, targeted and practical so that you quickly get the help you need on a topic; all modules are available to all members; and the training will be an additional benefit of membership in P.E.O. because the skills you learn will serve you in all areas of your life.

In the coming biennium we will increase our development of resources specifically designed to help local chapters. As you know, chapter leaders shape most members' experiences in P.E.O. We want to help you make those experiences positive and energizing! You will see resources to help manage meetings, focus committee work, set goals, recruit officers, inspire participation and more.

We all know that it can be easy to let things slide. Why deal with conflict when it won’t be your problem next year? Why look for a Cottey student when you’ve never found one before? Why seek a second scholarship applicant once you check off the box for the first one? Why do anything different when things have worked fine in the past?

Good leaders ask the hard questions and then bring energy and creativity to building new answers. They ask, “How do we become ‘attracting’ to new members (fun, productive, efficient, welcoming, inclusive) so they want to participate? How can we build on last year’s fundraiser so that our donations keep up with the cost of education? Where can we go to find more scholarship applicants? How do we thrive, rather than slowly fade away?”

Take advantage of the Leadership Development resources to be the best leader you can be, and share them with your sisters. Don’t miss this opportunity for personal growth and the impact you can have on P.E.O.’s mission and vitality.

“I think having the Leadership Development Initiative has made me a better president and our board stronger by enlightening us to subjects and details that we might not have addressed if we hadn’t used the materials. I also think that viewing the videos together created great discussion between us that wouldn’t have happened if we had just viewed them on our own.”

–Laurie Chilcutt, President, Mississippi State Chapter

We give heartfelt thanks to retiring committee members Susan Lombard, T, Pittsfield, Massachusetts, and Meredith Kimbell, AZ, Herndon, Virginia, for their stellar work since 2014 on the formation of this program.
Follow
P.E.O. International on Social Media

PEO International
International Chapter of the P.E.O. Sisterhood

@PEOSisterhood @peointernational
In the earliest days of P.E.O., chapters exchanged letters, sharing news of chapter happenings—who became members, who had gotten married and the like. After seven chapters were formed, Grand Chapter was organized and official business had to be sent to each chapter—again, through individual letters. As the number of chapters continued to increase, letter writing became a hardship; leaders of the Sisterhood realized another form of communication was necessary and in 1889 The P.E.O. Record was born.

The P.E.O. Record is the official publication of P.E.O. and serves to keep members informed about P.E.O. projects, report on Convention proceedings, acquaint members with each other and with recipients of our grants, loans and scholarships and to keep members abreast of activities of the Sisterhood as a way to strengthen the bonds of friendship.

As we prepare to celebrate the 150th anniversary of the Sisterhood in 2019, we give pause to reflect on where we’ve been, where we are and where we are going. Through the years, The P.E.O. Record has undergone many changes—in size, appearance, content, purpose and tone. A look at how The Record has evolved over time gives insight into the growth and evolution of the Sisterhood as a whole.

**LOOKING BACK**

One thing that struck me as I perused old issues of The Record was how—in the very early days and even well into the 1960s—the magazine really was a source of local chapter news on a micro level. Local chapters would write in with news of marriages, births, deaths, chapter meetings and visits.

Julia F. Scott wrote in the September 1905 issue, “The members of Chapter AE were stricken with grief when the sad tidings came that the spirit of Mrs. Maud Tallant had left its earthly home.”

From the December 1922 issue: “Chapter CI, Cincinnati, Iowa, had the honor of entertaining the State President, Mrs. Mabel Duree, of Centerville, Iowa, also the State Organizer, Mrs. Doris Groves, of Webster City, Iowa, Tuesday, October 24, at the home of our local President, Mrs. Mabel Ross. A delicious one o’clock luncheon was served. The color scheme of white and yellow was carried out in the table decorations.”

BILs were even making news in The P.E.O. Record early on— from January 1938: “Chapter CD, Pleasanton (Kansas), entertained their BILs at a seven o’clock dinner November 18th at the home of Mrs. Kathryn Taylor. During the evening five candidates were initiated into the mysteries of BIL in such a manner as to impress upon them the duties and privileges of membership in BIL.”

July 1950 offered this notice: “Members of Chapter L, Pittsfield (Massachusetts), entertained their husbands at a dinner dance, April 29 at Jug End Bar in South Egremont. Mr. and Mrs. Theodore Brownlee showed colored slides of their recent trip to Florida and Cuba.”

Considering that The Record was first established as a replacement for individual letters written back and forth, sharing this kind of information in the publication made sense. Of course with the advent of cell phones and the internet, these personal individual stories are easy to share back and forth with friends, family and extended social circles.

One thing that remained consistent throughout the years is that The P.E.O. Record has been singularly focused on the Sisterhood—our projects, our members and our project recipients. While there certainly have been references to current events of the day, The Record stayed true to its mission of keeping members informed about P.E.O. projects and all activities of the organization.

**WHAT’S NEXT?**

Winona Evans Reeves, who was the editor of The P.E.O. Record from 1918-1949, wrote in a 1939 issue of the magazine, “A very earnest effort has been made to keep the magazine abreast of the times in appearance, to observe the rules of good journalism in so far as possible, but above all the effort has been to serve P.E.O. in all of its departments and in all of its projects.”

This is as true today as it was in 1939. As the images on the cover of this issue illustrate—and as you will see in the timeline on the following pages—the look of the magazine has evolved over the years, with an effort to keep up with the changing times and trends in publishing. While The P.E.O. Record will never look like a People magazine or an issue of Rolling Stone, we do strive to look modern and of our time—in our own unique P.E.O. way.

Starting with the March-April 2018 issue of The P.E.O. Record, you will notice some changes. The front cover will look different, with a redesigned masthead. You will notice more white space inside the magazine, with more varied layouts. A publishing expert recently identified The P.E.O. Record as a “lean back” publication—something a person sits down with for a significant time to read, absorb and enjoy. This is great! But what about those of us who don’t have time to “lean back” with a magazine very often? How can we accommodate readers who may only have time to flip through the magazine quickly before moving on with her day? And how can we keep her just as informed and inspired as those who have time to sit down and read every word? These are the challenges we hope to address with the upcoming redesign. Balance is key so you certainly won’t see all long-form stories disappear—they will simply be mixed in with more “short and sweet” pieces.

Thank you for reading! 🌈
Delegation at Grand Chapter Convention in Keosauqua, Iowa, voted to establish a monthly paper or magazine. Funds were taken from the meager treasury of $531.53 to publish the magazine.

Grand Chapter President Effie Hoffman Rogers was named editor and led the committee who named the magazine The P.E.O. Record. Carrie Oglivie and Founder Alice Bird Babb were chosen as assistant editors. Alice often wrote for the magazine under the penname Avis.

First issue of The P.E.O. Record came off the press in Oskaloosa, Iowa. This issue, dated January 1889, went to 481 subscribers for a price of 75 cents per year. Each magazine was stitched together on Effie’s home sewing machine and addressed by hand. Publication measured 6 1/2 x 9 inches.

Siddie was intent on getting production of The P.E.O. Record out of the red. Her recommendation that a subscription to The Record become part of annual dues of all members was adopted at Grand Chapter Convention. Twenty-five cents was added to dues. This money went into The Record Fund.

Mary Osmund again took on the role of Record editor. Effie Hoffman Rogers served as editor again until 1918.

During America’s involvement in World War II, each issue of The Record was limited to 32 pages.

Edith Markham Wallace, former president of Supreme Chapter, was appointed editor of The Record; she continued in this capacity for 11 years.

Eighty-five cents from dues went toward Record subscriptions.

The new Executive Office building was built in Des Moines, Iowa, with office space included for The P.E.O. Record.
Mary Osmund became editor and publication moved to Osceola, Iowa.

Each P.E.O. chapter appointed a journalist to write letters and send information to The Record.

Winona Evans Reeves named editor. Winona served in this role until 1949.

A gold-tone cover plate was designed to celebrate P.E.O.’s golden anniversary. This same cover design, in various colors, was used for the next four years. Office of local chapter journalist was abolished; letter-writing duties were assigned to corresponding secretary.

Alvina Mattes became editor of The P.E.O. Record

Color was used in pages of The Record for the first time. Appropriately, the first color photos printed in The Record were images of our seven Founders. Color photos remained the exception, rather than the rule, well into the 2000s, when the price of color printing became more reasonable.

P.E.O.’s membership was 162,767 in 4,168 chapters in 50 states, Washington, D.C. and six Canadian provinces.

Anne M. Johnson named editor

Subscription price built into dues for members was 50 cents. Non-P.E.O.s could purchase a subscription to The Record for $1 a year.
Joyce Perkins became editor of The P.E.O. Record; she remained in this role until 2007, when she was named Director of Communications.

The P.E.O. Record became a bimonthly publication—going from 12 to six issues per year.

Submissions were published free of charge but if members wanted a photo published in the magazine, they were charged between $8.50 and $13, depending on the size of the photo. Non-P.E.O.s could subscribe to The Record for $3 per year.

Linda Rhein became editor of the magazine.

The Record was redesigned by Sayles Graphic Design firm

Current editor, Becky Frazier, takes the helm.

The Record is a bimonthly 52-page publication mailed to the entire membership of P.E.O.—229,031 sisters in 5,874 chapters in 50 states, Washington, D.C. and six Canadian provinces.

Subscriptions to The Record can be purchased for non-P.E.O.s for $5 a year. Individual issues can be purchased for $1.

Design of The P.E.O. Record will be refreshed, including a new masthead.

Printing of the magazine will move from Fry Communications in Mechanicsburg, Pennsylvania, to LSC Communications in Louisville, Kentucky.
A Bonding of BILs

by Albert Leffler, Guest Editor, The P.E.O. Record

Among the submissions received for the BIL Corner was one from Coleen Daniell, Chapter IU, Mansfield, Texas, who wanted to bring attention to one of her P.E.O. sisters Judy Bennington and her BIL, Larry.

It was 40 years ago in Wheaton, Illinois, that Chapter JO welcomed Judy into the P.E.O. Sisterhood. Not long after that, Chapter JO gained a new BIL when Judy and Larry were married. Larry’s work took him back and forth to Texas for the next three to four years during which time Judy always managed to affiliate with local chapters—a testament to remaining active during household moves as she has been involved in five different chapters!

The couple retired to Mansfield, Texas, and Judy joined Chapter HN, the only local P.E.O. chapter. Chapter HN met at night, and 12 years later, Chapter IU, a day chapter, was chartered by members from Chapter HN, including Judy.

Larry Bennington is a star BIL who has contributed in many ways as a wonderfully supportive husband to Judy in her P.E.O. involvement. It is with various chapter activities that Larry deservedly earns a “star” billing:

- For a chapter program, Larry prepared a video on “Home Maintenance” that illustrated how a homeowner could safely take steps to keep inconvenient and expensive repairs at bay.
- For the chapter’s biannual ways and means flower sales event, Larry transforms the Bennington garage and driveway into a temporary flower market, including removing flats of flowers from a truck, organizing orders and helping to load cars as customers pick up their flowers.
- Chapter IU also has an annual garage sale each autumn, and once again Larry has the Bennington garage spotless and set up with tables.

According to Coleen Daniell, Larry’s most exciting contribution occurred this past year when he organized a monthly gathering for BILs on the same day that Chapter IU meets. There are between eight and 12 BILs that are “regulars” and they meet at various places and share a special fellowship. Coleen states that the BILs certainly now know each other, and because of their fellowship— their bonding—she feels this has really contributed to the bonding within her chapter. She says, “We know we are lucky to have Larry as one of our BILs. Thank you, Larry, for all that you do for our Chapter!”

I am always intrigued by the many ways P.E.O.s and their BILs support P.E.O. philanthropies and Cottey College. I’m a firm believer in helping in the education of women and I have to believe Larry Bennington feels the same way with every flat of flowers he lugs around and every table he sets for the annual garage sale. Bravo, Larry!

BILs of Chapter IU, Mansfield, Texas

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Judy and Larry Bennington, Chapter IU, Mansfield, Texas

Albert Leffler is married to P.E.O. Kathy Leffler, BA, Scottsdale, Arizona

Send BIL submissions to Albert Leffler at albertleffler@gmail.com or 4251 E Shangri-la Road, Phoenix, Arizona 85028-2917
Thanks to P.E.O.s and their families and friends, the 2017 Distribution of Undesignated Funds hit an all-time new record of $1,920,266.

Thank you for your continued generosity.
What’s the Buzz?
Answering the Most Frequently Asked ELF Questions
by Patricia Piro, Chairman, Educational Loan Fund Board of Trustees

The Educational Loan Fund (ELF) trustees would like to thank all sisters and visitors who stopped at the ELF booth during Convention of International Chapter in Charlotte, North Carolina. It was a wonderful opportunity to share the good news of our loan fund and to answer questions. The trustees would like to share answers to the most commonly asked questions. These would make wonderful, informative and short reports for ELF chapter chairman.

**Question:** Can an ELF loan be used for an online program?

**Answer:** Yes, ELF loans are perfect for women enrolled in an online program. In today’s world of working women, the online option allows women to continue working while attending school. Online programs, especially master’s degrees, are very common and often very expensive. Remember, the online program or degree must be offered by an accredited U.S. or Canadian post-secondary institution.

**Question:** Our chapter has many elderly sisters and cannot seem to find college-age applicants for the ELF loan. How can we find applicants?

**Answer:** ELF applicants vary in age from 18 to 68. Many loans are used for women returning to school for a master’s or doctoral degree. If visiting with friends or family, ask if they know of any women who might be going back to school. Print off an ELF flyer from the ELF page on the international website and carry it in your purse. At your next medical or dental appointment, pull out the flyer and ask if they will hang it in their breakroom. Almost half of all ELF loans requested are for health-related programs or degrees.

**Question:** Why does ELF need donations if it is a loan fund?

**Answer:** ELF is definitely in need of donations as we start our new biennium. During the 2015-2017 biennium, new loans totaling $25,098,230 were issued with repayments totaling $14,168,851. Loans were approved for 1,884 women seeking financial assistance. These record-setting totals provided the highest fund usage in ELF’s 110-year history, averaging over $1 million per month in loans approved.

When reviewing the biennial financial report for ELF, a few things are important to remember. Loans that have not yet been paid back are shown as “Notes Receivable” on the Summary Statement of Assets, Liabilities and Changes in Net Assets. This money is considered an asset and included in the total fund balance, but the funds have already been loaned and are no longer available. At the end of the biennium, 3,914 loans totaling over $35 million were outstanding. In addition, the financial report does not reflect the amount of money that has been approved for future payout. As of the end of the 2017 biennium, nearly $5 million had been committed for future payouts to loan recipients.

With eight and 10-year pay back periods, as well as increased loan amounts up to $20,000, ELF will always need additional contributions to continue reaching more loan recipients. Please share the charts below with your chapter sisters to confirm that ELF is moving forward and continues to need donations.

A huge thank you to all chapters for the time and effort given to find and recommend ELF applicants. Donations to ELF are appreciated and needed if we want to have another record-setting biennium. 😊

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**CONTRIBUTIONS RECEIVED**

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**LOANS ISSUED**

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WWW.PEOINTERNATIONAL.ORG  THE P.E.O. RECORD  January–February 2018  29
Top Questions From Convention Asked and Answered

by Dr. Jann Weitzel, President, Cottey College

...and a great time was had by all! Cottey College representatives, including campus staff, the Cottey College trustees, a current student and my husband and I were pleased and excited to meet and chat with many P.E.O.s and Bilals at Convention of International Chapter held in Charlotte in September. After we returned to campus, we all compared notes and found that a few questions were asked a number of times. We felt that it might be helpful to address those questions here.

1. The most frequently asked questions had to do with enrollment, capacity and recruitment efforts. Cottey’s residential capacity is 350, meaning that we have housing that can comfortably accommodate 350 women. This fall, our full-time equivalency, the number reported to the federal postsecondary education data system, is 275, and we welcomed 92 new incoming first year students. This number, which is equivalent to the number of students enrolled in 2013, is too low. Our most immediate goal is to fill the suites and recruit additional commuter students. We are on track to add new students for the spring term and to have a greater number of students on campus next fall.

2. In response to questions about student recruitment, we share that Cottey has a fully-functioning, experienced admissions staff that travels the country recruiting students and is quick to respond to leads shared by P.E.O.s, alumnae and friends. At last check, about 57 percent of our students receive a P.E.O. scholarship; thank you! However, we need to make clear that Cottey does not wait for someone else to refer students; we recruit, recruit, recruit! When P.E.O.s ask how they may help our efforts, our response is to encourage them to facilitate travel to campus for one of our amazing recruitment events, “C” for Yourself! Weekend or the summer workshop, or for a personalized visit.

3. A related question had to do with retention. It’s all good news here! Our fall-to-spring retention last year was 94 percent! Our first-to-second year retention was 70 percent, meaning that just shy of three-fourths of last year’s first-year students returned this fall. Further, second-to third year retention was 55.26 (up from 35 percent the previous year) and our third-to-fourth year retention was 90.32 percent (up from 56 percent); thus, almost all of our students returned for their senior year. The moral to this story is once we recruit a student to Cottey, she is very likely to stay at Cottey.

4. What about our four-year programs? Our largest four-year program is the Bachelor of Science in health sciences; yes, STEM is alive and well at Cottey! The next three largest degrees are Bachelor of Arts degrees in English, psychology and business. We began offering new four-year degrees in criminology; women, gender and sexuality studies; organizational leadership; and secondary education in August, and a new B.S. in biology opened for business in January.

5. Some conversations revealed confusion about P.E.O. funding of Cottey College. As members of the Sisterhood, $6 of our annual dues go to Cottey, $2 to the building fund held by P.E.O. and $4 to Cottey’s general operating budget. Those $4 from each member, added together, make up 6 percent...
of our budget. Yes, 6 percent. It seemed as if many believe that P.E.O. pays for everything at Cottey, which is not accurate. Cottey is a fully-accredited, independent liberal arts and sciences college, and like other private colleges, we are tuition-driven. We are fortunate, however, to have the common living spaces in our suites endowed, and we greatly appreciate the endowed scholarships established in honor of P.E.O.s, alumnae, and friends of the College, as well as state/provincial/district scholarships and travel monies held by states.

Another popular topic of conversation was the sophomore trip. Each qualified sophomore-level student is given the opportunity to travel to a designated European city with travel, lodging and some meals paid for by the College. The costs of the trip are NOT from tuition or “hidden” fees. Cottey pays for this trip with board-authorized quasi-endowed funds, so the trip truly is almost cost-free for the students. This year, sophomores will travel to London during spring break. They also may choose to forgo London and travel to either Japan or Sri Lanka/India at some additional expense to them.

And finally, we responded to questions about international students. Cottey has the highest proportion of international students (right at 15 percent) compared to 20 other independent colleges/universities (4,000 and fewer students) in Missouri. We are proud that not only do we take the students into the world, we bring the world to them.

I realize that I am unable to answer every question here, but my goal is to be transparent with my P.E.O. sisters. We encourage you to come for a visit and see Cottey for yourself. 😊
International Peace Scholarship Named Scholars 2017-2018

by Deborah H. Taylor, Chairman, P.E.O. International Peace Scholarship Board of Trustees

Chapter M, Miami, Florida
Ventura Neale International Peace Scholarship
THI DA LIN, UNIVERSITY OF FLORIDA, TAMPA, FLORIDA

Thi Da is from Myanmar. She is a public health professional with over a decade of experience in the field. She notes that despite the attention to issues of maternal and child health by Myanmar’s Ministry of Health, other international donors and organizations, one child dies every 11 minutes and women continue to hemorrhage while giving birth, dying miles away from a facility that can save them. Thi Da has made it her life’s work to provide safe and equitable services to families. Through her affiliation with PACT, one of the largest, longest-serving international NGOs which strives to improve maternal, newborn and child health to over 1,200 rural communities, Thi Da has seen how empowered and united communities can ensure care for each other and seek the services they need.

Thi Da will be completing her Master of Public Health degree with the goal of returning home to be a part of the health reform process in Myanmar.

Chapter AF, Cleveland, Ohio
Marian K. Hume International Peace Scholarship
BELINDA TEO, MIAMI UNIVERSITY, OXFORD, OHIO

Belinda, from Singapore, is completing a Ph.D. program in clinical psychology at Miami University, where she negotiated a university-community collaboration with the Asian Women’s Welfare Association (AWWA) of Singapore to address the needs of caregivers of persons with disabilities and/or special needs, from childhood to adulthood.

Belinda aspires to become a clinical psychologist at the Department of Psychological Medicine at the National University Hospital in Singapore, the nation’s only university hospital. She hopes to serve the highly stigmatized individuals and families of those diagnosed with mental illness in the diverse population of Southeast Asia who continue to be handicapped by economic, physical and political conditions.

Chapter BL, Seattle, Washington
Jean Negus Malmo International Peace Scholarship
MARIA GORRETH NASSALI, SEATTLE UNIVERSITY, SEATTLE, WASHINGTON

Maria, from Uganda, is completing her Ed.D. in adult education. Her experience studying in the United States has empowered her to identify four goals for herself to achieve once she completes her degree and returns home.

Her first goal is to teach and become a school principal. Second, she hopes to connect American and Ugandan students so that they can share experiences and learn from each other. Third, she hopes to continue working for Empower Your Neighbor, a non-profit organization that she founded whose mission is to reduce domestic violence in southern Uganda by empowering women to become economically independent and to promote girls’ education. Fourth, recognizing the devastation of drought experienced in Uganda, she hopes to educate families about the importance of conserving the environment.

REMINDER: March 8, 2018 is International Women’s Day. We encourage you to celebrate the achievements of our IPS recipients and share your celebrations with us! Send messages, photos or videos to mediamanager@peodsm.org no later than February 9.
Chapter DQ, Sturgeon Bay, Wisconsin, has much to celebrate, including a remarkable 13 P.E.O. Program for Continuing Education (PCE) recipients over the past four years. President Pat Scieszinski is quick to credit the dedicated PCE committee for their success. “One of the committee members, Amy Mollberg, is our chapter’s best asset for paying it forward!” Pat added, “Amy received a PCE grant and knows what it is like to live in poverty and be desperate for a way out. Her story is one of courage, determination and transformation.”

“I came from humble beginnings,” Amy explains. “I was the middle child of a single mother on welfare and an alcoholic/criminal father who abandoned us when I was five, leaving my mother to raise three children on her own. I remember walking with my mom as she pulled a wagon to the grocery store, as we didn’t have a car. I would get angry when the clerk treated us disrespectfully for paying with food stamps. Although I didn’t feel poor, society made me feel that I was. There were no thoughts of attending college growing up because those dreams were for other people.” Her mother’s unconditional love sustained the struggling family.

Armed with an 8th grade education, at age 14 Amy ventured off into the world, living alone in a boarding house. At age 16, she became pregnant and that changed her life. “I had someone to love and something to fight for,” she recalls. “I felt compelled to finish a GED before he was born, which I did.” Then at age 29, Amy and her four children fled an abusive relationship by moving to an island community accessible only by ferry. During that time, there was never enough money to cover family needs.

After completing an associate degree to address her dire situation, Amy realized education was the key to her future and she wanted more. She eventually enrolled in a bachelor’s degree program in human development, but as the final semester began a financial shortfall put her degree in jeopardy. At that fateful moment, Amy reconnected with a former work colleague, Cheryl Sidwell Parker, Chapter DQ, who had told her years earlier about an organization of women helping women reach their educational goals. That encounter led to a PCE grant in 2013, which funded her final term and ensured graduation. “I wish I could say it was glorious and satisfying,” she recalls, “but most nights I would fall asleep in the wee morning hours with my laptop next to me, waking up to catch it before it fell to the floor.”

Education and support from those who cared, including P.E.O. sisters, provided the way out of poverty and into a life of promise and purpose for Amy. Now as a member of the chapter, she is on the lookout for eligible candidates in need. “I have been there and I know what it takes,” she says. As an admission specialist at the area technical college, Amy enthusiastically spreads the word about PCE. In fact, so many women are in need of assistance that Chapter DQ passes names on to area chapters. To nurture, support and encourage recipients in their educational pursuits, they assign chapter big sisters to each one. It is a way for members to share in the joy, they say.

For many years, Amy put personal educational goals aside to work several jobs concurrently to provide for her children. She is proud her family went on to amass one master’s, five bachelor’s and one associate degree, plus several certifications. She says, “We found support as we worked our way out of poverty and began to reach our educational goals.” Amy knows support and education transform lives. 😊
A Tale of Two Scholars - How PSA Provides Immediate and Enduring Support

by Andrea C. Wade, Chairman, P.E.O. Scholar Awards Board of Trustees

P.E.O. Scholar Awards (PSA) provide a “lift” to doctoral students at the beginning of their studies, but the legacy of this financial support and encouragement by P.E.O.s provide benefits that persist long into their careers. Dr. Rachel Wright and Dr. Carol Rohl are examples of recent and established P.E.O. Scholars whose stories demonstrate both the immediate and enduring support that these awards bring.

Rachel’s doctoral research on coral reef health showed that corals demonstrate molecular evidence of vulnerability to disease long before they show any physical symptoms. After earning her Ph.D. in May 2017, Rachel wrote the following in her final report to the PSA trustees, “As federal science funding continues to decline, private opportunities, like the P.E.O. Scholar Awards, become all the more important. Not only do funding opportunities like this support critical science, but they also support the development of training scientists. Even the experience of applying to grants is being stripped away from young scientists. P.E.O. is directly contributing to the development of future scientific researchers by providing experience and opportunity that is increasingly hard to find. I cannot thank you enough for your support, financially, and as a community of caring and civically-minded role models.”

Dr. Rachel Wright was a graduate student pursuing her Ph.D. in biology at the University of Texas at Austin when she first learned about the P.E.O. Scholar Awards. While listening to a fellow graduate student give a poster presentation on her research, Rachel noticed an unfamiliar daisy logo in the section of the poster that listed the organizations that had provided research-funding support. She asked about the organization and immediately followed up by looking for a connection with a local chapter to seek a nomination as a P.E.O. Scholar. Chapter CR in Austin, Texas, connected with Rachel and successfully nominated her as a 2016-17 Scholar.

Dr. Carol Rohl was awarded P.E.O. Scholar Awards in both 1993 and 1994 (a time when PSA policies allowed for multiple awards). She was nominated by her mother’s chapter, DI in Downers Grove, Illinois. At the time, Carol was working on her Ph.D. study in biochemistry at Stanford University. Her Ph.D. research focused on how proteins fold into the shapes that determine their functions. After completing her graduate work, Carol did postdoctoral studies at the University of Washington and then started her own lab at the University of California, Santa Cruz. Carol pursued her fascination with how computer science and technology can provide insights into biology by working at the pharmaceutical company, Merck & Co., Inc., using these approaches to help discover new drugs. Over the past decade, her focus has shifted more toward providing the tools and technologies to power scientists to do this kind of research. Currently, she is the Executive Director of Global Research IT for Merck Research Labs.

As she looks back over her successful career, Carol observed, “At the time, I didn’t know how important it was in launching my career, but the Scholar Award allowed me to truly focus on my Ph.D. studies. By not having to take on other work to support myself, I was able to publish more and create a meaningful body of work. This helped me to compete for a better post-doctoral placement and, in turn, to have significantly stronger job prospects. I’m grateful to P.E.O. for helping to launch my career at the intersection of science, computer science and technology. Thanks for your support of me and of all P.E.O. Scholars!”
Before you decide on a candidate...

• Explore STAR materials in The P.E.O. Record and the P.E.O. website.
• Start early—before the end of her junior year.
• Keep younger girls on the radar early in their high school career.
• Build relationships with high school counselors. Clarify qualities that reflect STAR potential. We are looking for the girl who “shines above all the rest.”
• Emphasize extra-curricular activities, community service and demonstrated leadership. Your STAR applicant must exhibit a potential for success.
• Urban/suburban areas should solicit names from multiple schools. Ask for several suggestions from each school. In rural areas, candidates may be well known, making the chapter decision more based on personal knowledge.
• Did you interview several students with exceptional qualifications? If you are considering more than one student, pass a name on to another nearby chapter.
• Keep in mind potential applicants with an unweighted GPA of 3.0/4.0 or higher. The highest GPA does not define the best candidate.

Meeting and interviewing your candidate/s...

• Know your applicant well enough to write an effective letter. Stage a formal interview process to discover her unique qualities.
• Concentrate on the young woman during the interview rather than dwelling only on her accomplishments. Character traits revealed in the interview process and portrayed in chapter letters are important.
• Objectivity can cloud when it’s a daughter or granddaughter. Avoid hurt feelings by comparing quantitatively as well as qualitatively with attributes and achievements of other remarkable candidates.
• Confirm that your nominee is fully invested in the process, not pushed by the chapter or her parents. Urge her to proudly display her passions and dreams.
• Assist applicants in building and/or reviewing a resume.

Following through...

• Offer to sit alongside her to complete the application. Help her differentiate between extracurricular and community service activities as they can only be placed in one category.
• Proofread her 700-word essay. Does it provide the needed information? Is it concise enough to not ramble, yet long enough to be interesting and passionate? Is it grammatically correct?
• Carefully compose the chapter letter. Emphasize unique qualities of your nominee. Sell her! Your recommendation letter should bring her to life.
• Put the first draft of your recommendation letter aside for a day or two before submitting.
• Remind the nominee that reference letters should emphasize qualities of leadership, character and potential for success.
• Watch the 11:59 p.m. EST deadline! The application portal closes after that deadline has passed. It will not reopen! Last minute tech issues can spell disaster.

Celebrate and share...

• Celebrate STARs with a special event such as a chapter tea or luncheon. Invite members of the community, other chapters, past and potential STARs and, if applicable, other project recipients. Who knows? In a few years, your STAR may become your ELF recipient!
• Promote networking on the local and state/provincial/district level. Share your stories with the STAR trustees so they can be passed on via The P.E.O. Record or social media.

The Prize!

The pathway to achieve STARdom is rigorous, but your awardee receives far more than a monetary award. This prestigious scholarship has potential to open other opportunities because of its highly competitive nature. It is well worth the effort! Experience is the best teacher. Practice pays off. Shun discouragement – keep trying!

Thanks go to Chapters I, Danville, Kentucky; V, Trumbull, Connecticut; AK, Louisville, Kentucky; Bl-BL, Richmond, British Columbia; CL, Franklin, North Carolina, for sharing their tips for success.
Weekend Trip to Historic P.E.O. Spots in Iowa

Four members of one of the newest P.E.O. chapters in Missouri, NN, Fayette, traveled to the birthplace of P.E.O.—Mount Pleasant, Iowa, for a weekend. Sisters from local chapters in Mount Pleasant met the group from Missouri at Old Main on the Iowa Wesleyan University campus to give them a tour, including the very room where the Founders formed the Sisterhood. “We even touched the newel post they touched,” said Charlotte Acton. “Imagining in 1869, our Founders never dreamed of the outreaching effects their society would create today.” Following the tour of Iowa Wesleyan, the Missouri sisters visited the gravesites of Francis Roads Elliott, Alice Bird Babb, Mary Allen Stafford and Ella Stewart; there they placed bouquets of silk daisies. The group continued their P.E.O. tour of Iowa with a visit to Newton, where Alice Virginia Coffin is buried, then Pella, where Hattie Briggs Bousquet is laid to rest, again, placing silk daisies to honor the Founders.

Charlotte said, “Having completed our trip, we feel closer, with more inspiring knowledge and bonding with our Founders.”

Social Luncheon with Founders’ Day Musical Program

The Founders’ Day social event held by the Ann Arbor Reciprocity Bureau in Michigan in 2017 was a musical extravaganza. Held at a retirement community, 78 people representing 16 different P.E.O. chapters attended. Sisters from Chapter BP, Ypsilanti organized and performed a musical Founders’ Day program. Three sisters sang songs from the Founders’ era, accompanied by a piano and flute. Seven sisters from Chapter BP did readings on each of the Founders, with pictures presented and the lighting of a candle for each reading. The theme for the luncheon centered on music; table decorations included white linen tablecloths, yellow napkins, white daisy centerpieces, photos of the Founders and black and white piano keyboard table runners.

Founders’ Day with a Centennial Celebration

Chapter B, Reno, Nevada, was founded in 1907; in 2017, they held a luncheon to jointly celebrate their 100th anniversary in conjunction with Founders’ Day. The luncheon was open to all P.E.O. chapters in the Reno area, BILs and friends and family. The day included games and fundraising auctions. Chapter B greeters wore aprons made by a member which resembled the aprons worn by the Founders’ on that special day when they marched into the chapel to announce they had formed a society of their own. Members of the Great Basin Costume Society donned attire dating from the 1860s and early 1900s. Historical material was on display and featured information about both the Founders of P.E.O. and the founders of Chapter B. The Barbershop Express entertained with songs from the era of the Founders. Chapter B looks forward to holding another Founders’ Day luncheon this year.

P.E.O.: The Musical!

In 2017, Florida chapters IF, The Villages, and ET, Leesburg, hosted 200 P.E.O. sisters from 17 different chapters of the Lake County P.E.O. Reciprocity Council of Central Florida for a Founders’ Day celebration including a brunch and a musical program. P.E.O. Chapter IF sisters presented a program entitled “PEO: The Musical!” Donna Scott, also the narrator, authored the entertaining song parodies she invented from various Broadway shows. In addition, Donna chose certain sisters who had similar personalities to represent the original P.E.O. Founders. Talented Chapter IF members sung the songs about our present day P.E.O. Sisterhood while holding large gold stars.

Sisters from Chapter ET decorated the tables with white tablecloths featuring centerpieces of square crystal boxes filled with rolled up sheet music and marguerite daisies. Delicious assorted muffins, salads, desserts, tea and coffee were served.
Chapter Raises Flags for Funds

An Iowa P.E.O. chapter celebrates service, scholarship and sisterhood with a fundraising project that decks their community in flags.

Flags for US, organized by Chapter ML in Waverly, Iowa, provides a U.S. flag on five patriotic holidays a year to subscribers who pay an annual $35 fee. P.E.O. members, with the help of some faithful BILs, install an in-ground receptacle on each subscriber’s lawn, then deliver and place a flag there on Memorial Day, Flag Day, the Fourth of July, Labor Day and Veterans Day. After the holiday, they pick up the flags and return them to a member’s storage shed until the next holiday.

“Our goal in this first year was to sell 120 subscriptions, and approaching the end the season, we’re up to 150,” said Emily McClimon, who patterned the project after a similar fundraiser in her hometown.

Ultimately, the chapter hopes to keep growing the project, creating a sustainable source of funds for local, state and international P.E.O. scholarships, grants and loans.

“Helping women attain their educational goals has become a major focus of our chapter,” said former president JoAn Headington. “It has energized our members, and we want to ensure other chapters can benefit in the same way by helping replenish the funds we have received.”

“The flag project has been a great way for P.E.O.s to connect outside meetings,” said past president Sally Thorson. Work nights in the organizational stages helped members get to know each other better and the teams who distribute and pick up the flags vary, providing additional opportunities for interaction. One group even met a Cottey College graduate as they were putting up a flag in her yard.

Essential to the project was work by a team of P.E.O.s who contacted local utility providers to determine the best locations for in-ground flag receptacles. Using Google Maps, the team developed and printed maps that include directions to each subscriber address and the location of the recessed receptacles—often difficult to find when lawns are in full growth.

P.E.O. members sell flag subscriptions and provide gift subscriptions for friends. Local residents have been enthusiastic about the opportunity to display the flag without having to buy, store, raise and take it down themselves. Many have also found the project’s scholarship focus appealing.

“I got acquainted with a lot of students during my years in the Wartburg College maintenance department,” said a World War II veteran who received a gift subscription. “I know how important it is for them to get help with their education.” 🇺🇸
Beverly Evans, DB, Enid, Oklahoma, wrote “Those Old Stately Gents,” a family genealogy about her husband Ralph and his four older brothers, 16 years difference in age. The title of the book refers to both the tall stately trees in the forest behind the family home and to the lives of the five boys growing to adulthood. When Beverly’s husband was eight years old, his dad left home; he didn’t see or hear from his dad again for 22 years. In the meantime, his mom cared for 127 foster children and eked out an existence for the family. The war came, the boys were drafted, families were separated but perseverance and determination replaced hardships. Beverly is a third-generation P.E.O. and 46-year member of Chapter DB. Her daughter, Mary Ragna Yetter, belongs to Chapter AU, Lancaster, Ohio. Beverly and Ralph have been married 57 years.

R. M. (Rose Marie) Kinder, KD, Warrensburg, Missouri, is an author, educator, musician and videographer. Her second novel (fifth book), “The Universe Playing Strings,” is an upbeat book about musicians and the love of music in the local community, not the big stage.


Sue Wright Owens, T, Tampa, Florida, wrote “Don’t Fight Growing Older, Hug It,” Volumes I, II, III. After an accident and two surgeries, Sue was in a great deal of pain and began to write “aging” poetry to try to help her rise above the pain. She feels she is the same person inside that she was at age 18 and considers getting older a triumph. Sue completed another book, “Dogs I Have Known,” which recounts all the dogs she has known since her youth to present day. Sue says she can hardly imagine a life without a dog. This book contains stories, poems, watercolor paintings and photos of her many dogs.

Barbara Yoost, BW, Shaker Heights, Ohio, wrote “Fundamentals of Nursing: Active Learning for Collaborative Practice” with longtime friend and nursing colleague, Lynne Crawford. The textbook focuses on effective communication, evidence-based practice, and interprofessional collaboration strategies that are critical to providing safe, patient care. Various special features of the textbook and online resources help students connect theory to practice.
Barbara is a sought-after speaker and consultant in the areas of active learning and authentic assessment in nursing education. She has led global immersion student experiences in Guatemala and at the United Nations in Switzerland, and has provided continuing education for nurses and physicians in Turkey and the United Arab Emirates. A Fellow in the Academy of Nursing Education, Barbara holds an adjunct appointment at Notre Dame College, and serves as Chair of the National League for Nursing Membership Committee.

Connie Amarel, DP, Lompoc, California, wrote children’s book “Gary Grasshopper and the Busy Buzzing Bees.” When Gary Grasshopper kicks the ball beyond the park and into the forest, he and his friends set off to find it. In the forest he meets a new friend, Devlin Drone, who shares with Gary the most amazing and fascinating facts about honey bees. Join Gary and his friends on this fact-filled adventure about friendship and Honey Bees. This is the 6th book in Connie’s Gary Grasshopper series and as the other books do, stresses friendship and caring.

Phoebe Conn, FT, Azusa, California, is a New York Times bestselling author. “HELEN The Wine Dark Sea” is her 43rd novel. Helen of Troy scant attention in the Iliad, and Phoebe felt she deserved to have a full accounting of her fascinating life.

In “HELEN The Wine Dark Sea,” the beauty and myth of Helen of Troy comes alive with a lovely headstrong girl who prefers horses to boys. She is forced to wed a man she doesn't love. When she meets Paris, a handsome Trojan prince, he convinces her with love and passion that the goddess Aphrodite means for them to be together. Helen forsakes all she knows to become Paris’s wife, and the fierce war for Troy begins, with the exquisitely beautiful Helen as the victor’s prize.

E. Gary Stickel Ph.D., a noted archaeologist, worked as a technical adviser to insure the details of Bronze Age Greece are accurate.

Mary Kerr, Chapter HG, Washington, Illinois, wrote “Washington’s Homefront and the POWs,” the story of what happened in Washington, Illinois, during World War II. These stories of the home-front transfer to every town in the United States as people learned to live with an all-out effort to win the war that engulfed the world. The book provides insight inside and outside the small POW satellite camp housed at the local cannery. This happened in hundreds of small towns throughout the nation. Included is an interview with a former POW now living in Germany and pictures from inside the camp, which provides a glimpse of how POWs were treated in the United States.

Mary is a 45-year resident of Washington, Illinois, a charter member of the Washington Historical Society, and holds memberships in the Daughters of American Revolution (DAR), the Abraham Lincoln Association, the Illinois Council for History Education and other historical and educational societies.

Ida Greene, C, Hamden, Connecticut, wrote “Bunty’s War,” the intimate true story of a young girl as she quotes from her daily diary entries to chronicle the years of transition from schoolgirl to womanhood against the backdrop of World War II. The story begins with Bunty’s carefree prewar days in England with her teenage companions in a quiet London suburb. Suddenly turned upside down by the eruption of WWII, life becomes unpredictable and foreboding. As she matures, Bunty chronicles budding romances and humorous adventures, juxtaposed with the unfolding events in the war and the ever-present threat of annihilation from the skies. As the book ends, she meets the love of her life. Will he propose?

Upon her retirement, Ida joined the Goshen Writers, and then became a certified member of the Connecticut Authors Association. She has published articles in newspapers and magazines in England and the U.S. “Bunty’s War” is her first full-length book.

She recently received the DAR Community Service Award. Mary and Bill Richard Kerr have two grown sons and five grandchildren, living in Wyoming and Florida.
Chapter AW, Scott City, Kansas
Organized: February 19, 1917
Celebrated: February 13, 2017
First row, from the left: Karyl Hollister, Kay Schmitt, Barbara Dickhut, Dorothy Spitzer, Sharon Janssen, Marvel Hopkins-Keyes
Second row: Dorothy Hutchins, Marilyn Miller, Nancy Hess, Taylor Scheuerman, Arlene Cauthon, Travis Jones, Sidney Janzen

Chapter AX, Atwood, Kansas
Organized: April 12, 1917
Celebrated: March 25, 2017
First row, from the left: Prudence Bell, Lavina Creighton, Diane Montgomery-Cox, Melinda Carlson, Michelle Moses, Nita Finn Parker, Shirley Crowdis Second row: Pattie Wolters, Vicki Schmidt, Donnie Wolters, Jessica Mews, Sally Lankas, Betsy Holste, Mary Howland, Allie Kastens Third row: Ruth Holste, Lynette Kanak, Linda Bolen, Jeanne Vrbas, Margaret Kastens, Marla Reinert, Rosie Braxmeyer, Emily McQuitty

Chapter AZ, Lawrence, Kansas
Organized: July 7, 1917
Celebrated: September 15, 2017
First row, from the left: Emily Blevins, Pat Transue, Julie Hack, Mary Emerson, Carolie Hougliand, Charlotte Mueller, Nancy Helmsdatter, Barbara Becker, Mary Anne McClure Second row: Lisa Arch, Denise Berland, Faye Hale, Susan McElwain, Susan Lounsby, Barbara Kelley, Mary Pat Himmelberg, Laura Hedges, Marlene Penny, Jacque Shipstead, Virginia Curran, Julie Zajic, Frances Lintecum, Alice Ann Johnston, Sue Beal, Mary Jane Moore, Joanne Feist, Nancy Haggart, Judy Krueger Third row: Susan Esau, Virginia Brown, Kristin Eldridge, Barbara McQuitty, Lara Burger, Andrea Baloga, Carol Peters, Doris Williams, Jannie Barron, Julie Lintecum, Jennifer Schmidt, Debbie Pitts, Becky Campbell, Grace Brooks, Carrie Heim, Joan Golden, Martha Gage, Mary Weinberg, Debbie O’Neal

Chapter H, Madison, Wisconsin
Organized: September 21, 1917
Celebrated: September 25, 2017
First row, from the left: Connie Mills, Peggy Walters, Judy Graham, Cindy Terrill, Barbara Berven Kathleen Woi, Linda Mintener, Mary Jo Tierney, Kit Thomsen, Katie Heiser Second row: Donna Chandler, Nancy Brandenburg, Joyce Bell, Carolyn McKinney, Mary Jo Prieve, Mary Schar, Ginner Jeffers, MaryAnn McKenna, Jane Wise, Julie Winding, Diane Wilcox, Marilyn Wolf Third row: Janie Schaefer, Ria Reif, Ellen Sperling, Nancy Smith, Patsy Miller, Judy Winkel, Maryly Bauman, Ginger Brenneis, Mary Smith, Veronica Dickman, Caroline Mallat, Mary Ann Grinde Fourth row: Betty Halseth, Becky Oaks, Nancy Horne, Nancy Spencer, Deborah Olen, Jeanne Ferreira, Miriam Simmons, Jane Brimmer, Jane McGinn, Jean Berndt, Elizabeth Towell, Marlene Jaskaric, Rose Shelton, Susan Lomasney, Janet Bleckwenn, Barbara Peterman, Kristen Peterson, Elaine Boehlke, Jeanne Sanna
Celebrate and Honor P.E.O. Founders Day January 21
Resources to Honor Our Seven Founders

The P.E.O. International Member Website has valuable information and resources for your use to honor our seven Founders as part of Founders’ Day.

To learn more or to download information regarding our Founders, please visit members.peointernational.org(founders

Resources include:
• Recipes from our Founders
• Tidbits on our Founders
• Images of our Founders
• Many other interesting articles!

Chapter I, Stevens Point, Wisconsin
Organized: September 25, 1917
Celebrated: September 23, 2017
First row, from the left: Mary Louise Catura, Donna Marx, Mary Ann Heck, Betty Jenkins, Carol Moore, Sue Witt
Second row: Cindy Heitzinger, Susie Goetting, Gretchen Steinmetz, Lynn Ludwig, Sonja Kung, Cris Harris, Sue Hintz, Mary Hasenohrl, Rosie Bossenbroek, Chrismary Pacyna, Patti Boylan, Phyllis Moore, Sandi McAdam

Chapter AS, Berthoud, Colorado
Organized: December 8, 1917
Celebrated: December 9, 2017
First row, from the left: Dorothy Kurlander, Flossie Barrowman, Vena Winslow, Juanita Van Thuyne, Avis Haworth
Third row: Lynn Karr, Cathy Pickert, Bettie Dinsmore, Janie Patterson, Mary Hall, Jane Ballard
Chapter JO, Fredericksburg, Texas
Organized: September 16, 2017
First row, from the left: Barbara Riley, Texas State Organizer, Janet Lindley, Phyllis Guthrie, Camey Stewart, Leigh Dempsey
Second row: Karen Cottingame, Mary Kay Morse, Carol Batterton, Bobbie Schonaerts, Susie Thompson, Linda Bates, Maria Robertson, Henry Etta Collier
Third row: Debra Ward, Nan Mosley, Elaine Reeh, Loes Williams, Sherry Gaible, Kym Gewinner, Sheila Dubois, Janet Lindemann

Chapter AQ, Georgetown, Kentucky
Organized: March 4, 2017
First row, from the left: Lois Cleaver, Christie Robinson, Joyce Feix, Jane Cutter Macy Wyatt, Bridgete Foster, Linda Mather, Judy Covington, Judy Rush, Judy Rogers
Second row: Linda Erwin, Vicki Robinson, Linda Riley, Jacinta Porter, Amanda Rogers, Stephanie Waters, Carol Guerdon
Guidelines: Ads are limited to those for fundraising projects for P.E.O. or for items and services directly relating to the organization, which are not available elsewhere. Reader ads are available to members only. Each ad must include chapter identification. Payment for items shall be made to the advertising chapter, not to an individual. No commercial website addresses are to be included in any Items for Sale advertising copy. Items for Sale advertising copy may contain a non-commercial website address. This would typically be the chapter website. These websites may not contain any items with the P.E.O. emblem (unless granted permission by the Executive Board per IOLC), political or religious items, or items that the chapter has not purchased outright.

Deadline: Two months preceding the first day of the month of issue.

Rates and Billing: $5 per line, per issue. Chapters placing ads to run for a year or longer may submit a digital photo to appear on the website with the initial ad at an extra cost of $10 per year.

Questions and Submissions: Submit ad information via online form at PEOInternational.org. Questions please contact commassist@peodsm.org.

Identifies ads that have photographs of the item available at members.peointernational.org/itemsforsale.

Members may view all Items for sale at https://members.peointernational.org/news-events/record/items-sale
Items for Sale
Let’s Talk about P.E.O. on Social Media

by Lucy Thoms, Digital Communication Specialist

In 2005, P.E.O. began a campaign to encourage members to be open with friends and family about their involvement with P.E.O.

First introduced by International Chapter President Ann Fields in the September-October 2005 Record, Ann stated, “P.E.O. is the second oldest women’s organization in the country. We need to build on the momentum of the 136-year history of our organization, expand our horizons and boost our visibility in the communities where we live. P.E.O.s are close-knit groups of women who have the power to magnify the message about our organization and its support for women’s education…and remind P.E.O. sisters that only certain matters are private P.E.O. matters, but IT’S OK TO TALK ABOUT P.E.O.”

The “It’s OK to Talk about P.E.O.” campaign introduced messages still used today, including our tagline, mission statement and elevator speech. In 2007 came the “Let’s Grow P.E.O.” initiative, which outlined goals for members to give of their time and talents, to recruit leaders and recipients, to do community outreach and to share how we make a difference in the lives of women.

These two campaigns laid the foundation for a mentality that is now intrinsic to our organization—it’s GOOD to talk about P.E.O. with each other, with our families, friends and coworkers, with anyone who will listen—P.E.O. is changing the lives of women every single day, at home and around the world. Our mission is one worth sharing with our greater communities.

With the advent of social media came a plethora of new outlets for us to talk about P.E.O. online. While online communication will never replace the face-to-face interactions that are so important to P.E.O., it does give us an opportunity to share with others who might not know much about our organization or what we do. There are two main ways you, as an individual member or as a local or state/provincial/district chapter, can do this:

• Post to your own social media profiles. This gets the word out to your network of friends and family online. If your social media profiles are not private, you can also use hashtags on your posts to join the bigger conversation about P.E.O. online—some good ones to use are #peointernational and #peosisterhood.

• Create a social media page or profile for your chapter that’s public-facing. Post photos of chapter events (successful fundraisers, fun socials, engaging chapter programs), highlight what your project recipients are doing (graduations, career successes, academic achievements) and celebrate the successes of your individual members (membership milestones, personal successes and joys). Always make sure you have permission to post photos of your members online first.

• Need some help coming up with content? Share items from P.E.O. International’s social media accounts or visit the Brand Resource Center on the member website—there you’ll find the Brand Tool Kit, logos and images for your use, videos, guidelines for P.E.O. social media use and more. Use these resources in conjunction with your own P.E.O. experiences to help demonstrate the amazing things you do. Visit members.peointernational.org/brand.

The moral of the story—don’t be afraid to share about P.E.O. on social media. You are P.E.O.’s best storytellers—social media provides you another opportunity to help more women reach for the stars.
Honor Our Founders on January 21

Wear your pin and share the P.E.O. story! Think of ways small groups of chapter members can be visible in your community. And, take time in your chapter to remember the seven Founders. Refer to the P.E.O. Brand Tool Kit on how to answer “what is P.E.O.?"

The P.E.O. Sisterhood was founded January 21, 1869, at Iowa Wesleyan College, Mount Pleasant Iowa, by Mary Allen (Stafford), 1848-1927; Elia Steward, 1848-1894; Alice Bird (Babb) 1850-1926; Hattie Briggs (Bousquet), 1849-1924; Alice Virginia Coffin, 1848-1888; Suela Pearson (Penfield) 1851-1920.

Members may also find information regarding the Founders on the P.E.O. member website by visiting members.peointernational.org/founders. Biographical information, images and recipes can be located here.

How Can I Use the Directory of Presidents?

Our members provide us with their email addresses with the understanding they will not receive “unsolicited” or mass emails from P.E.O. members. Chapter presidents and state, provincial and district officers have allowed us to publish their contact information for your convenience. Please respect their trust in us.

Circularization is defined as the circulation of letters or canvassing members and/or chapters. This rule is in place strictly for the protection of our members’ contact information and to limit solicitation, which could quickly get out of control if each of our 230,000 members had an interest to explore.

The online Directory of Presidents may not be used for Circularization. Our membership publications and listings (Bed and Breakfast, Rx:TLC, Reciprocity Reference) are not to be used to compile mailing lists or send mass emails for one’s personal and/or business use.

Emails are only intended for official P.E.O. business (sending an “Introduction of a Woman Who Is Not a P.E.O.” form or contacting an officer regarding a transfer) and/or approved communications. Each P.E.O. should adhere to the provisions of Standing Rule #2 of the International Chapter, found on page 82 of the Constitution. Standing Rule #2 requires state, provincial or district and/or International executive board authorization for circularization among members, local chapters, reciprocity groups or P.E.O. Groups.

Involved by Cotney College Alumnae

Did you know? You may request a Cotney College alumna for your convention or event in your area? Would you like to invite Cotney alumnae to join your chapter? Click here to find out how to contact our wonderful Cotney College alumnae: cottey.edu/peo/contact-cotney-alumnae/.

Mailings from the P.E.O. Executive Office

Annual Reports for Local Chapters

In January the treasurer’s annual reports and membership annual reports will be mailed from the executive office to the presidents of each local chapter. It is best if each local chapter president promptly forwards the respective annual reports to the chapter’s treasurer and corresponding secretary, giving them plenty of time before they are due to be returned to the state/province or district leadership.

Winter Mailing

This mailing to all local chapter presidents and s/p/d officers will be sent in late January.

The P.E.O. Record On Tape/CD

Please contact Anne Vaeth, 11321 Craig, Overland Park, Kansas 66210, chapterdoofmissouri@gmail.com to receive the magazine on tape or CD. This service for our visually impaired sisters is at no cost by Chapter DO, Kansas City, Missouri.

Reminder Regarding Invitations to Transfer

Per the Constitution, invitations to transfer may not be extended or accepted during the month of February.

P.E.O. Executive Office Tours

The P.E.O. Executive Office in Des Moines is a favorite place to visit and tour for sisters from across the U.S. and Canada. Anticipating the additional visitors as part of the sesquicentennial celebration in 2019, we are “freshening” the Executive Office with a remodeling project from January-April 2018 and will be unable to accommodate tours during this time. Looking forward to your future visit!

Celebrate 150 Years of Women Helping Women Reach for the Stars!

Please see page 19 of this magazine for more information regarding the upcoming P.E.O. 150th anniversary including information on the 150 Fund, pictorial history book, commemorative jewelry piece and local chapter resources. Visit www.peo150.org 24/7 to quickly access more information.
Send completed form including your former address printed in the upper right corner (or give address at which magazine was last received) six weeks in advance of your move.

**Mail:**  
Membership Dept., P.E.O. Executive Office  
3700 Grand Ave., Des Moines, IA 50312-2899

**Fax:**  
The P.E.O. Record, 515-255-3820

**Call:**  
800-343-4921 (automated line available 24 hours a day. May not be available in all areas of Canada.)

**Email:**  
membership@peodsm.org

**Web:**  
peointernational.org (log in as a member and click on manage membership)

Automatic Address Change: The P.E.O. Record may be mailed to two different addresses if the same seasonal address is used at the same time every year.

### Address or Name Change (please print)

- **Chapter letter(s)**
- **State/Province/District**
- **Date address effective**

- **Name**

- **Email address**

- **Street or box address**

- **City**
- **State/Province/District**
- **Zip/Postal code**

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**CONGRATULATIONS** to the local chapters who have made it a goal to become a P.E.O. Scholar Awards (PSA) Laureate Chapter!

**THERE ARE CURRENTLY TWO WAYS TO BECOME A LAUREATE CHAPTER:**

- A chapter that has nominated a successful Scholar will automatically be designated as a Laureate Chapter for the year of selection.
- A chapter that makes a lump sum contribution of $500 or more through their normal process will be designated as a Laureate Chapter.

Please send PSA Laureate Chapter donations to your state/provincial/district treasurers or paid assistants to be postmarked by January 31. Laureate recognition will be based on contributions received at the P.E.O Executive Office by February 28/29 each year.

Chapters designated as Laureate Chapters will be presented with special certificates at state/provincial/district conventions.