INSIGHTS ON
Conservation

FROM P.E.O. MEGAN
HUCKABA-BARBER
## OFFICERS OF International Chapter

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>President</td>
<td>Brenda J. Atchison</td>
</tr>
<tr>
<td>First Vice President</td>
<td>Patricia L. Brolin-Ribi</td>
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<tr>
<td>Second Vice President</td>
<td>Cathy Moss</td>
</tr>
<tr>
<td>Organizer</td>
<td>Alix Smith</td>
</tr>
<tr>
<td>Recording Secretary</td>
<td>Kathryn S. Ebert</td>
</tr>
</tbody>
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## Standing Appointments

<table>
<thead>
<tr>
<th>Administrative Staff</th>
<th>Name</th>
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<tbody>
<tr>
<td>Acting Executive Director</td>
<td>Kathy A. Soppe</td>
</tr>
<tr>
<td>Director of Finance/Treasurer</td>
<td>Kathy A. Soppe</td>
</tr>
<tr>
<td>Director of Communications/Historian</td>
<td>Kate Westercamp</td>
</tr>
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</table>

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

### Boards of Trustees and Standing Committees

#### Cottey College
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Vice Chairman, Grace Chalker  
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Lauri Cushing  
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- **Fax**: 515-255-3820
- **Web**: peointernational.org (Go to Members Login, enter username and password, then click Contact Us.)

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Layout and design of The P.E.O. Record by Allison Vial
Happy New Year

AND WELCOME TO THE YEAR 2020!

On January 21, 2020, we’ll close out a yearlong sesquicentennial celebration—a celebration that included honoring the past and celebrating all that is amazing in today’s P.E.O. Sisterhood.

Thank you to each sister for making our sesquicentennial celebration a success! Since celebrating together at Convention of International Chapter in Des Moines, Iowa, your Executive Board of International Chapter has been focused on the vision for the next 10 years—the 2019-2029 Strategic Plan. This plan will be cascaded in goals set by the Executive Board; the International Chapter Leadership Team; state, provincial and district chapters; and local chapters.

We asked. We asked and encouraged input from members of our international boards and committees, our Past Presidents of International Chapter and our dedicated team of employees at the executive office. We listened.

We asked. We asked and hoped that each P.E.O. member would participate through completion of the “Let’s Talk!” survey. As of this publication, there have been over 4,000 completed surveys. The executive board and executive office team will read each one. Survey results will be published in a future issue of The P.E.O. Record. We are listening.

Now there is a strategic vision of 2019-2029, a strong course to help us build the continuing legacy of our Sisterhood.

Setting goals allows your dreams to become reality.
What will you do to build our legacy?
Now is the time!

2019–2029 STRATEGIC VISION

Strengthen Chapter Vitality
P.E.O. thrives when local chapters reach for the stars

Every sister is a Very Important P.E.O. (VIP)
• Engage and connect with each sister
Organize new chapters in every state, province and district
• Build your legacy – organize new chapters
Simplify local chapter procedures
• Streamline the work of the local chapter

Champion the Advancement of Women
P.E.O. celebrates women helping women globally

Promote leadership development
• Build upon the initial success of leadership development and promote the value of leadership training
Become influencers
• Increase communication opportunities through all mediums
Explore geographic expansion of P.E.O.
• Identify the infrastructure necessary for local chapters and philanthropies in new frontiers; establish when financially and legally feasible

Promote Philanthropic Vitality
P.E.O. embraces our shared philanthropic mission

Enhance local chapter outreach
• Promote community visibility of P.E.O. through service
Learn – Give – Sponsor – Initiate
• Connect the Philanthropic Circle
Impact the next generations
• Engage Generation Z, Alpha and beyond

Provide Innovative Shared Services
P.E.O. is committed to provide resources to support organizational efficiencies and growth

Bolster resources for local chapters to function effectively
• Identify and provide innovative resources for local chapters
Bolster resources for state, provincial and district chapters to function effectively
• Identify and provide innovative resources for state, provincial and district chapters
Proactively provide innovative resources for efficient operations of International Chapter
• Create opportunities to implement up-to-date resources for use by the leadership and executive office teams
Contents
The P.E.O. Record | January–February 2020 | Vol. 132 | No. 1

SPECIAL FEATURES

6 Megan Huckaba-Barber: Midwest Girl with a Heart for the Ocean
BY BECKY FRAZIER

7 Conservation is for Everyone: Think Globally, Act Locally
BY MEGAN HUCKABA-BARBER

8 1994–2019: Building Your Legacy and Making History
BY KATE WESTERCAMP

11 Choosing the Significant Over the Short-Lived
BY GRETCHEN MATTHEWS

12 A Membership Success Story: How One Local Chapter Grew by Leaps & Bounds in Less than a Year
BY CAROL ALEXANDER

14 The P.E.O. Pyramid of Giving
BY KATHY SOPPE

FOLLOW US
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LinkedIn: International Chapter of the P.E.O. Sisterhood
P.E.O. Recipient Pays it Forward

In 1976, I was a 35-year-old mother with two children attending Memphis State University part time. I was struggling financially because of a meager income my husband made and I had many health issues which were all expensive. One of my professors recommended that I contact P.E.O. for financial aid. After an interview, I was given money to pay for my senior year expenses. After graduation I was contacted by this Memphis chapter and told they would pay for my expenses for a Master's degree in teaching.

I am so sorry I was so long in expressing my gratitude. I now am 78 and so grateful for this help from one of your projects so many years ago.

I am donating $1,000 to the P.E.O. Program for Continuing Education fund to pay forward a small portion of what this project and P.E.O. members provided for me. I am forever grateful for this kindness toward me and making my dream of teaching come true. I taught in the Memphis city schools for 27 years.

Sincerely,
Jean Cain, Olive Branch, Mississippi

P.E.O. Saved Across the Years

My husband and I were cleaning out and tossing some memorabilia when I came across a bunch of baby shower enclosure cards from when my mother, Elizabeth Stout Ehman, was pregnant with me. I looked at each one before tossing it and was stopped short when I found one from her P.E.O. Chapter in Albion, Michigan.

The little card, slightly faded from the 66 years of storage, had held up well, and was signed, “From all the Albion P.E.O.s.” In it was a piece of paper with a typed poem that went like this:

To Elizabeth
A baby that will come to you
Has aunties by the score
And aunts will love the infant
But will do a little more.
Together they will figure out
A gift to prove they mean it
And have it ready days ahead
Before they've even seen IT.

If IT should be a little girl
She's lucky for we know
When she grows up she'll surely be
A lovely P.E.O.
If IT's a boy, don't grieve a bit
For he can marry well
And be a lucky husband and
A happy BIL.

On the back of the card, my mother had written “yellow-rayon-jersey comfort, yellow dumbbell rattle.” Those two items stayed in my mother’s cedar chest when I was growing up. Sometimes I used them with my baby dolls. When my son was born, he loved the comfort and wore it out until it was nothing but shreds.

The sisters’ prediction did come true, though it took a few too many years. I joined P.E.O. in 2009, after I retired from working. My mother died in 2013, at the age of 95. She had been a member of P.E.O. for 67 years. But I have a treasure I will keep, that ties me back to her history as a P.E.O.

— Penelope Olson, IW, Battlement Mesa, Colorado

THE RECORD’S YOUNGEST (AND CUTEST?) READER

When taking care of my granddaughter, Rylin, she chose some interesting reading material. I had to get a picture as she just thoroughly enjoyed looking through The P.E.O. Record!

— Kay Johnson, EE, Escanaba, Michigan
Members of the executive board, boards of trustees, standing committees and standing appointments attending the November 6-10, 2019, Leadership Team Meeting in Des Moines, Iowa.

First row from the left: Susan Callison, Diann E. McChesney, Kathryn S. Ebert, Patricia L. Brolin-Ribi, Brenda J. Atchison, Cathy Moss, Alix Smith, Dr. Jann Rudd Weitzel, Barbara C. Olson, Jayme Resnik, Jan Knuckey

Second row from the left: Margaret “Peggy” Rose, Lauri Cushing, Karen Blair, Grace Chalker, Kathryn Bayne, Jan Loftin, Lou McLaren, Jan Keeley, Cheryl Denslow, Jennifer Mitchell, Marylou Ruud, Debbie Dumler, Nanci Rosensteel, Tamara Kenworthy

Third row from the left: Karen Neylon, Ellen Fox, Rita Briggs, Kathleen Feldman, Beth Linderman, Dawn Clayberg, Karen Leftwich, Christine A. Scheuneman, Georgann Douglas, Elizabeth McFarland, Laurie Collins, Barbara Rosi, Mary Bormann, Kate Westercamp, Lori O’Keefe, Rebecca Daniel, Terry Northcutt, Sheri Bailey, Nicole Berner, Judith French

Fourth row from the left: Debbie Kotecki, Christine Ankeney, Laurel Andrew, Julee Carucci, Beverly Prewitt, Kathy A. Soppe, Jacqueline Dawson, Laura A. Parris, Susan Penrod, Barbara “Ann” Bowen, Janet Steury, Ann Lambert ★
COVER STORY

Megan Huckaba-Barber

MIDWEST GIRL WITH A Heart FOR THE OCEAN

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

P.E.O. Megan Huckaba-Barber’s interest in nature—especially aquatic life—was spurred on early in life during annual visits to Florida with her family. She recalls walking through an Everglades education center and reading about endangered manatees and sea turtles. “It broke my little heart and I wanted to help them.” Megan’s love for the ocean has never waned; she became SCUBA certified at age 15 and is still an avid diver. She hopes to one day live and work somewhere near the ocean.

Megan grew up in Mattoon, Illinois, and graduated from the University of Illinois Urbana-Champaign with a degree in art education. After graduating, Megan spent two summers as a missionary in Africa and upon returning to Illinois, taught art in a title 1 school, where she connected with a diverse and underserved population of children. Megan loved working with kids and hopes to teach again after she completes Project Dragonfly, a master’s degree program at the University of Miami, Ohio, which she describes in the following article. Ideally, she would like to combine her two passions—art and conservation—in a non-traditional learning environment, getting kids plugged into outdoor activities through art-making workshops using materials from nature.

Project Dragonfly has proven to be an ideal program for Megan. As part of the curriculum, she has traveled to Australia, Baja and Costa Rica. In her blog, “Adventures of Captain Huck,” where she details her travel experiences, Megan wrote, “After all of these years of being land locked in the Midwest, things are finally starting to fall into place. The Project Dragonfly program through Miami University of Ohio is allowing me to bring my passion for teaching, art making, marine biology, conservation, participatory education, travel and community engagement full circle.”

P.E.O. VALUES

Megan’s mom, Nancy Huckaba, is a P.E.O. in Chapter MF, Mattoon, Illinois. It was seeing the work her mom and Chapter MF were doing in the community that attracted Megan to the Sisterhood. Megan said, “The appeal of P.E.O. is just how driven they are in supporting women and in seeing women be successful. They’ve established a community for women to gather and support each other—inward and outward, creating a strong fabric of women who are able to be community members and engage in happy, healthy and fun interactions. It’s easy to see how passionate the women in my chapter are. They want to be involved and they love what they do.”

Megan and her husband, Scott, are expecting to welcome their first child in 2020. Megan says, “I’m looking forward to passing on the values of P.E.O.”
I am pursuing my master’s degree through Miami University of Ohio’s Project Dragonfly; this is a unique Global Field Program (GFP) that brings people together from all parts of the world who are working collaboratively to bring about meaningful change in local and global contexts. The coursework focuses on inquiry-driven education, environmental stewardship, community-based conservation and global understanding to create sustainable, meaningful change. While much of the coursework is completed online, students are challenged to implement course projects within their own communities as they consider their community’s context within important global issues. Each summer, GFP students participate in on-site field programs throughout the world.

In the summer of 2019, I spent two weeks exploring Costa Rica’s lowland rain forest, montane forests and coastal ecosystems to gain first-hand knowledge about Costa Rica’s vibrant ecotourism industry, focusing specifically on how they’ve been able to leverage ecotourism to protect and conserve their natural resources.

Staying at a remote indigenous community that is accessible only by boat, I experienced the Bribri community’s traditional way of life while learning about the decade-long journey of working with their community to develop an ecotourism model that would allow them to preserve their traditional way of life through the support of a sustainable livelihood.

I assisted a sea turtle conservation and research station in their nightly beach patrols to monitor for nesting sea turtles. I assisted in gathering data about nesting female turtles, as well as counting eggs and relocating nests to a hatchery in order to better protect them from poachers and natural predators. A few nests hatched during our stay, creating a unique opportunity to witness baby leatherback sea turtles being released on the beach. This was a genuine awe-inspiring encounter as it is currently predicted that only one-in-10,000 leatherback sea turtles will survive into adulthood. The work of sea turtle stations throughout Costa Rica is critical for species recovery and they rely on income generated by groups visiting their stations to fund their work.

I then spent time in the Monteverde Cloud Forest learning about the flora and fauna within this unique ecosystem and the threats it faces due to shifts in climate patterns. At 4,662 feet (1,440 m) above sea level, Monteverde sits on top of the continental divide in the Tilaran Mountains. At this elevation, the low-hanging clouds cling to the tropical canopy creating a moist ever-growing and complex ecosystem that is packed with a rich index of biodiversity. The Monteverde Reserve was established in the 1970s by concerned community members when they realized that expanding their farming and deforestation practices were negatively impacting their environment. This reserve is world renowned for its exceptional community-driven protection of biodiversity.

An important insight I hope to share from my experiences is that conservation is not just for trained biologists, rangers, scientists and teachers. While Costa Rica should be on everyone’s destination list, conservation can happen in our own backyards and neighborhoods. When concerned community members band together towards a common conservation goal, anything is possible. When visiting other countries (or regional communities), where we decide to spend our time and money makes a huge difference in the livelihoods of the people and animals living there. As ecotourism continues to trend on the global level, it is easier to find conservation-minded tours and accommodations. Everyone can think globally and act locally.★
1994-2019:
BUILDING YOUR LEGACY AND MAKING HISTORY

by Kate Westercamp, Director of Communications/Historian, International Chapter of The P.E.O. Sisterhood

NOTE: As part of the P.E.O. quasquicentennial in 1994, the then-editor of The P.E.O. Record, Joyce Perkins, wrote a series of articles for the magazine accounting for P.E.O. history in 25-year segments. The series concluded with 1969-1994; this article continues on that tradition covering the years 1994-2019.

A TIMELINE OF P.E.O. HAPPENINGS AND MILESTONES OVER THE LAST 25 YEARS

1995
Balloting on membership conducted by written ballot

1998
P.E.O. website launched
www.peointernational.org

1998
Membership peaks—252,622 active members; 5,819 active chapters

2001
Convention of International Chapter was held in Milwaukee, Wisconsin, a week after terrorist attacks in New York City and Washington, D.C.

2005
“Let’s G.R.O.W. (Give, Recruit, Outreach, Women) is introduced

2007
Committees appointed to streamline work of local and state chapters

2009
P.E.O. STAR Scholarship established

2009
Ceremony of Initiation allowed to be read from official booklet and conferred upon up to three candidates at one time; Special Committee to Study P.E.O. Ceremonies and Meeting Procedure appointed

2007
“It’s O.K. to talk about P.E.O.” initiative introduced to membership

Praise for an Immediate Past President

I want to express my thanks for Jane Burtis Smith’s strong leadership at International Convention. It was a beautiful convention, although “different” because so many of us were apprehensive about whether we should be going to a convention just one week after a national tragedy. I am so glad I was there. The spirit of P.E.O. and the support for what we stand for was, of course, there as always, but I was also very aware of the spirit of support for our country’s leaders and the concern for those who have suffered so much. This was evident many times during convention.

I shall never forget the bus driver who took us from the airport to our hotel. As we left the bus, he thanked us, for he said, “It was good to hear people laughing again.”

Thanks, Jane, for your years of service to our Sisterhood and your dedication to what P.E.O. means for all of us.

Elise Roberts, Past President, New Mexico State Chapter
2013 After the 2013 Convention of International Chapter held in Dallas, Texas, the dress of initiation was changed allowing officers to wear all white clothing or white robes, white shoes or solid white top with black skirts, and/or black slacks, black shoes.

2014 P.E.O. joins the social media conversation with a Facebook page.

2015 Leadership Development Initiative was announced at Convention of International Chapter.

2017 Membership becomes a standing committee.

2018 Refreshed P.E.O. Record masthead is debuted.

2019 P.E.O. 150th anniversary celebration comes to a conclusion with the 2019 Convention of International Chapter held in Des Moines, Iowa. The total registration for Convention of International Chapter was 5,950, which included voting members of convention, nonvoting members, BILS/spouses and volunteers—the largest convention attendance in P.E.O. history.

Since 1907, P.E.O. has been improving the lives of women, communities and the world through providing grants, scholarships, awards and loans and the stewardship of Cottey College.

- **48,687** women have received P.E.O. Educational Loan Funds
- **6,287** women have been P.E.O. International Peace Scholarship Fund recipients
- **47,957** women have received P.E.O. Program for Continuing Education grants
- **2,428** women have been named P.E.O. Scholar Award recipients
- **4,275** women have received the P.E.O. STAR Scholarship

COTTEY COLLEGE is an independent liberal arts and sciences college and the only non-sectarian, non-denominational college owned exclusively by women.

Through membership, since 1869, the P.E.O. Sisterhood has brought together more than a half a million women (669,772 to be exact) in the United States and Canada who are passionate about helping women advance through education, while supporting and motivating them. In addition to the educational philanthropies, the P.E.O. Sisterhood provides a framework of support and community for all members.

*As of July 2019

*As of March 1, 2019

WWW.PEOINTERNATIONAL.ORG January–February 2020 | THE P.E.O. RECORD
“We Who Are Sisters”

The new P.E.O. pictorial history book “We Who Are Sisters” is still available.

- Consider purchasing a copy for your chapter to keep as part of your local chapter supplies.
- Purchase a copy to donate to your local library as a way to share and preserve P.E.O.’s rich history.

Books are $40 plus tax and shipping. Copies are limited; order today!

Visit [WWW.PEOINTERNATIONAL.ORG/150](http://WWW.PEOINTERNATIONAL.ORG/150) or [WWW.PEO150.ORG](http://WWW.PEO150.ORG) and click through to purchase the book.

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**150 Fund – The Final Countdown**

We are in the home stretch of the donation period for the 150 Fund, created in celebration of P.E.O.’s 150th anniversary. Contributions will be accepted until Founders’ Day, January 21, 2020.

Did your state, province or district reach the goal of 100% local chapter participation?

**HOW MUCH MONEY WAS RAISED?**

Look for final numbers in the March–April 2020 issue of The P.E.O. Record!

The 150 Fund is supporting International Chapter’s philanthropic projects, a lasting tribute at the P.E.O. Executive Office in Des Moines, Iowa, and the preservation of the birthplace of P.E.O. in Mount Pleasant, Iowa.

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**150 FUND UPDATE!**

There’s still time to donate to the 150 Fund to help us reach the goal of **100% local chapter participation!**

**DEADLINE TO DONATE IS JANUARY 21, 2020.**

**GOAL**

100% **CHAPTER PARTICIPATION**

As of December 1, 2019, the participation is 91.8%.
Are you choosing what’s significant over what’s short-lived?

Alright. It’s a loaded question. And I bet you’re caught for a second—not sure if you want to read on.

Hear me out.

I spent a good portion of the last week in Des Moines with 6,000 of my sisters from the P.E.O. International Sisterhood celebrating the 150th anniversary of our founding. We hail from across the U.S. and Canada and every year give out millions in grants, scholarships, and low-interest loans to women pursuing higher education. We also have our own college—Cottey College in Nevada, Missouri—which we’ve owned outright and supported since 1927. Formed in Mount Pleasant, Iowa, in 1869 by seven bright young ladies at a time when women’s education was hardly a foregone conclusion, we have never forgotten to be grateful to God for opportunity. We are drawn together by the core values and virtues to which we adhere: faith, love, purity, justice and truth. Check us out at www.peointernational.org.

Officers are chosen from among our Sisterhood of 258,000, and Friday evening, I was standing with one of Iowa’s past state presidents who had been charged with the enormous responsibility of bringing so many women together for four days of meetings and parties. Though she had done a brilliant, brilliant job—she was, of course, exhausted—and still considering all the ways that each day could have gone better.

No matter how much goes right (and there was an overwhelming preponderance of excellency here), you will always catch wind of every little thing that doesn’t. So I encouraged her.

“Look around,” I said. “Just look at all these women enjoying one another and making meaningful connections. Real connections. That’s what matters. You did this. Well done.”

I wanted to elevate the reality of the situation for her, because too often we lose the significant as we chase the ephemeral.

If you are like me...

- you’ve got a to-do list a mile long
- you haven’t called your best friend this week
- you haven’t connected with that new friend you promised you would
- but your phone is almost never beyond arm’s reach
- somehow, you have found time to look at Facebook or Instagram...and you think you know what’s going on in acquaintances’ lives...and that matters to you...

Consistently, we are choosing the short-lived over the significant.

WHERE ARE OUR PRIORITIES?

Four days of deep, eye-to-eye contact with women I love from all over the country—some I know very well, some I would give anything to know better—reminded me that THIS IS WHERE IT’S AT.

- Working on a long-term vision together.
- Revisiting our ideals.
- Or just sharing the day-to-day aches and pains.
- Breathing new life into one another.

A quick text or a “your kids are so cute” comment on social media is no substitute for longer, substantive, and yes—face-to-face conversations.

We do not intimately know one another until we sit in the same space, hear the tremor in one another’s voices, watch and clasp each other’s hands, and see the crinkles at the corners of our eyes as we speak—or don’t speak—of love, woe and everything in between.

We use the excuse that we are busy and can’t “get it together.” We wear it like a badge of honor.

But c’mon. We know better.

We know small efforts yield big results.

So let’s just start.

Let’s get together. For coffee. For conversation. For the sake of love. And life. Women’s education and a sisterhood that endures. The future of the planet. Some other lofty goal that God has put on your heart.

For all that we know is good.

Choosing the significant over the short-lived.

For real. ★
P.E.O. CHAPTER FG, LOCATED IN LAKE SAN MARCOS, CALIFORNIA, HAS A MEMBERSHIP SUCCESS STORY THAT BEGAN IN THE SPRING OF 2018 AS WE WERE PLANNING OUR CALENDAR OF EVENTS. WE HAD ALREADY SCHEDULED OUR CHAPTER’S BIRTHDAY CELEBRATION BRUNCH FOR AUGUST, AND REMEMBERING A SUCCESSFUL MEMBERSHIP BRUNCH HELD SEVERAL YEARS AGO, DECIDED TO COMBINE THE TWO EVENTS.

At our April chapter meeting, the Membership Committee announced the combination brunch idea and explained that the pipeline of prospective members was empty. It was time to start seriously thinking of friends and neighbors as possible sisters. Each sister was given a homework assignment to be completed before the next meeting. It consisted of a form that asked for the names of those to whom they would like to give the gift of P.E.O. The forms were to be returned at the next meeting.

The committee wasn’t sure what to expect and was pleasantly surprised when, at the next meeting, 13 forms were turned in, thus beginning our exciting membership success story. We made calls and mailed invitations to the prospective members and 13 accepted!

The brunch was a huge success with 34 members and 13 guests attending. We held the event at a neighborhood clubhouse, where we decorated with beautifully set tables, copies of The P.E.O. Record and tri-fold displays featuring past convention reports. Chapter FG provided mimosas and a delicious array of food. Guests were welcomed with great enthusiasm by our members. We shared background information about P.E.O, our philanthropies and local scholarship recipients. At the end of the event, each guest was
presented with a star balloon and thanked for attending. The next day, members made follow-up telephone calls, thanking each prospective member for her participation.

Of the 13 guests, one transferred in, and on September 24, 10 names were presented for membership; on October 8, all were voted pro. Two counseling sessions were held and on November 5 at a special meeting, nine new sisters were initiated, three at a time, followed by a catered lunch. The 10th new member was initiated in January. What an exciting time this was! In March, another two outstanding women became members of our chapter! Next the question was how to make them feel a part of our chapter, and also allow the existing members to become better acquainted?

FAST-FORWARD TO TODAY...
ALL NEW INITIATES ARE MEMBERS OF OUR REGULAR CHAPTER COMMITTEES.

In addition, we have concentrated on getting to know each other better by having small group activities. Participation by both “old” and “new” members in these small group activities—including a breakfast group, lunch group, happy hour group, movie group and live theater group—has been outstanding. Four of the five chairs for these small group committees are new sisters! There is great enthusiasm in Chapter FG as we continue to make membership growth a priority! ★

P.E.O. FOUNDATION TRUSTEES ARE PLEASED TO ANNOUNCE THE 2019 DISTRIBUTION OF UNDESIGNATED FUNDS

$1,937,241

This distribution was made possible by the loving generosity of P.E.O.s and their families and friends.

THANK YOU!
THE P.E.O.
PYRAMID OF GIVING

by Kathy Soppe, Director of Finance/Treasurer, International Chapter of
The P.E.O. Sisterhood

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 nearly 110,000 women finance their education with over $347 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 shared mission to help women reach for the stars!

As of February 28, 2019, OVER $20 MILLION WAS HELD IN LOCAL CHAPTER ACCOUNTS. THIS IS AN AVERAGE OF OVER $3,500 PER CHAPTER, WITH 106 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.
P.E.O. Pyramid of Giving

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.★
PAY YOUR P.E.O. DUES BEFORE FEBRUARY 29

★ Your dues support P.E.O. and life-changing educational opportunities for women

★ Your dues keep you an active member of the Sisterhood where you can continue to benefit from P.E.O. chapter life and strengthening relationships with your sisters.

★ Even if you can’t be an active participant, paying your dues shows you support the mission of P.E.O.

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.

★ As an active member of P.E.O., you have full access to Leadership Development resources that promote personal and professional growth

SUBMIT DUES TO YOUR LOCAL CHAPTER TREASURER BEFORE FEBRUARY 29, 2020
TIPS FOR NEW CHAPTER PRESIDENTS
START STRONG!

AS SOON AS YOU ACCEPT THE GAVEL, CREATE NEW ENTHUSIASM IMMEDIATELY.
New president, Lisa Lahrman, Chapter AZ, Herndon, Virginia, left sisters cheering by using these tips. Try them!

> CONNECT WITH YOUR SISTERS
Speak from a place of confidence and authenticity. Your sisters chose you because they want you to succeed. So, give them your best! Show enthusiasm and optimism. It’s easy when you start by celebrating last year’s successes.

> OPEN WITH APPRECIATIONS
To build new confidence and energy for the coming year, remind sisters of specific successes they achieved last year. Include as many sisters as possible.
Paraphrasing, Lisa said, “I’m appreciative of all the hard work and support of committee members (names) who interviewed project candidates, wrote applications and won awards for two women last year. And so many of us helped with hospitality, caring for sisters in need and fundraising.”

> SPEAK FROM YOUR HEART
Lisa named what motivates her to contribute to P.E.O. and then inspired all with quotes from famous women.
Lisa loves seeing “The strength of us as women...” and quoted Helen Keller, “I am only one; but still I am one. I can’t do everything, but still I can do something. I will not refuse to do the something I can do.”
Lisa spoke of “The promise of what we can accomplish together,” and quoted Margaret Mead, “Never believe that a few caring people can’t change the world. For, indeed, that’s all who ever have.”
Lisa shared “guilty pleasure” reasons she contributes. She celebrates that a dear friend is a new sister. She wants her future to include a strong P.E.O. and the ongoing support of sisters.

> CHALLENGE YOUR CHAPTER
“I challenge each of you...” List important contributions sisters can make and the benefit they will derive.
Paraphrased, here are some from Lisa:
“Think of the amazing opportunities each of us has to share P.E.O. with those important to us, to ensure that our friendships deepen into sisterhood, and to help women in our community reach their educational goals.”
“Think how you can help each sister feel like a VIP, a Very Important P.E.O. Each active VIP enriches all of us!”

> REVEAL YOUR THEME
State your theme and explain key words. Lisa’s theme was “The Love and Promise of Sisterhood.” She chose it because, “Together, we share a love that is stronger than the bonds between friends... We promise to support each other with the loving concern that is the strength of our Sisterhood.” She not only revealed her theme, but inspired the chapter with her vision of why she chose it.

> INSPIRE SISTERS TO ACTION
Lisa asked chapter members to stretch in the coming year and then quoted Harriet Tubman, “Every great dream begins with a dreamer. Remember you have within you the strength, the patience, and the passion to reach for the stars and change the world.”

Use these six tips to create your own motivating message to inspire your chapter for the upcoming year!★
Celebrate Founders’ Day!

JANUARY 21

Women helping women reach for the stars

Participate in Phone Every One Day

Join sisters across Canada and the United States in phoning nonresident and unaffiliate members. Wish these sisters a happy Founders’ Day and invite them to attend a P.E.O. function. This is an opportunity to reach out to sisters—let them know they are missed and loved and help them reconnect with P.E.O.s in the community so they will again feel the loving concern and support of chapter members. Resources for contacting nonresident or unaffiliate sisters are available in the Local Chapter Membership Committee Toolbox on the member website.

Learn About & Share Our History

Plan a program about the Founders. Resources about the seven women who started our Sisterhood and the birth of our organization are available on the member website at https://members.peointernational.org/founders.

Share one of your favorite stories from the new history book “We Who Are Sisters.” ★

Be Loud and Proud about Your Involvement in P.E.O.

✓ Wear your pin
✓ Wear a P.E.O. t-shirt
✓ Add a P.E.O. frame to your profile picture on Facebook (see page 37 for more information)
✓ Share an impactful Facebook post from International’s page with your followers
✓ Take any opportunity 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.”

Celebrate Founders’ Day!

JANUARY 21

Women helping women reach for the stars
We each have the ability to make an important contribution to our Sisterhood by being a Membership Powerhouse in our own chapter. Just what and who is a Membership Powerhouse?

She knows her P.E.O. “Why.”
We each need to be solid in our knowledge of why we are P.E.O.s. If each sister can articulate why she makes P.E.O. a priority in her life, she can share that WHY with others. Our Sisterhood is worth belonging to, and we need to be prepared to tell everyone why this is the finest organization in the world—changing lives, one woman at a time.

She is willing to be a P.E.O. mentor.
Mentors are special sisters who nurture a new member as she becomes a contributing part of the chapter. Members who become actively engaged in the Sisterhood within the first three years are far less likely to choose inactive status.

Each time a new sister enters our chapter, whether it is by initiation, transfer or reinstatement, she is in a new environment. Making that new member feel welcome and a part of our chapter is critical to keeping her participating and feeling that she is a valued member of the Sisterhood.

She lives our Objects and Aims.
She has the determination to do all she can, at all times, and under all circumstances, to express a loving concern for each sister. Do we really listen to what we’re saying when we recite the Objects and Aims? These words are a blueprint for each of our lives.

Showing loving concern to our sisters is a significant part of living our Objects and Aims. Loving concern is an organizational aspect that is not duplicated by any other organization, therefore making P.E.O. unique. One of the main reasons we lose sisters to inactive status is that they no longer feel important to P.E.O. Our sisters are important no matter what their level of participation is or can be. Make sure every sister knows she is a VIP, a Very Important P.E.O.!

She promotes P.E.O. in her community.
It is essential to continually promote awareness of P.E.O. throughout our local community—not just as cheerleaders for our organization, but as educators to help build an understanding of who P.E.O. is and what P.E.O. does. Do you have your elevator speech ready when someone asks you about that pin you are wearing?

She openly leads with gratitude and grace and shows her appreciation for all who serve.
How often do we recognize our sisters for sharing their time and talents with P.E.O.? Incentivizing and recognizing members who contribute to the strength of our chapter is important—everyone likes to be thanked. Some may want it done privately and others enjoy a bit more of an audience. Regardless of how we do it, let’s ensure our sisters know how much they are appreciated.

And last, but certainly not least, she is a positive influence in her own chapter.
Everyone has something of value to contribute. Here are ways you can be a positive influence in your chapter:
- Introduce potential sisters to your chapter
- Contact local unaffiliates and invite them to meetings
- Make attending meetings a priority
- Encourage greater attendance
- Show loving concern to every sister
- Volunteer to help your chapter officers
- Be a chapter officer
- Be an effective committee member
- Participate in fundraising efforts
- Maintain a positive upbeat attitude

Bottom line, making the personal choice to participate in P.E.O. is being a Membership Powerhouse.

None of this will make a difference unless we individually TAKE ACTION. By being a Membership Powerhouse you will inspire others to follow, and that absolutely WILL have a powerful impact on our Sisterhood.
by Mary Bormann, Chairman, P.E.O. Educational Loan Fund Board of Trustees

THE EDUCATIONAL LOAN FUND (ELF) TRUSTEES enjoyed visiting with chapter sisters and convention visitors who stopped by the ELF booth during Convention of International Chapter. The opportunity to hear questions of interest from chapters was of great assistance in determining what information needs to be communicated with the Sisterhood at large. The trustees would like to share some of the questions we were asked and the answers we provided. Let’s spread the word about ELF!

**QUESTION:** Is it really true that ELF is lending over a million dollars per month?

**ANSWER:** Yes, it is absolutely true! During the 2017–2019 biennium, 1,803 new loans totaling $25,045,950 were issued to applicants who met ELF’s eligibility requirements. Policy changes made to ELF in 2014 increased loan award amounts for graduate study in addition to extending payback periods to eight and 10 years. The changes have been very well received. The increased usage of ELF loans has resulted in successful maximization of the dollars available for loans.

**QUESTION:** Does that mean that ELF is in need of donations?

**ANSWER:** Yes! As we enter the new biennium, ELF definitely needs donations to continue funding loans to the many eligible applicants who are seeking financial help to complete their programs of study. Since the start of the new fiscal year in July, ELF has already lent $5,212,200 to women hoping to achieve their educational dreams.

**FAQs About ELF**

**QUESTION:** What if an in-person interview is not possible?

**ANSWER:** While a personal interview with a committee of three is best, it is permissible to interview the applicant by a conference call, FaceTime or Skype methods. An email-only interview is not recommended.

**QUESTION:** Can funds from an ELF loan be used to study outside the United States or Canada?

**ANSWER:** The P.E.O. Educational Loan Fund Policies Governing Loans states that all programs and schools must be accredited U.S. or Canadian postsecondary institutions. However, an internship or study abroad program that is included in an approved U.S. or Canadian degree program may be eligible. In those circumstances, the institution granting credit to the student must be the U.S. or Canadian postsecondary institution.

Thank you to the many chapter sisters who stopped to learn about ELF, visit with the trustees and share your stories about the recipients you are sponsoring for an ELF loan. Your support, effort and donations are needed as we continue to “Build ELF Legacy Together!”

**ACTUAL MONTHLY APPROVED ELF LOAN AMOUNTS 2019**

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Loan Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>July, August, September &amp; October</td>
<td>$5,212,200</td>
</tr>
</tbody>
</table>
Cottey College counts among its many blessings great friends and supporters. One such friend is Susan Bulkeley Butler.

In the May/June 2019 issue of The P.E.O. Record, Cottey shared its plans to update the Chapel and to use the lower level of the building as a new student center. This campus update will meet a need that was identified many years ago to have a physical space that will support the student-centered mission of our college. Included in this initiative are plans to create gathering and collaboration space for students, faculty, staff and visitors within the 5,000 sq. ft. lower level as well as to move both the campus book/spirit store and the Chellie Club coffee shop to the center. Further, two side patios, each 3,700 sq. ft. in size, will be added to the east and west sides of the building to encourage outside gatherings as well as provide venues for musical performances, lectures and additional activities.

The main floor of the Chapel will be refreshed, and a multi-faith space will be added. And of course, the entire building will be air-conditioned thereby allowing for events in the building throughout the summer months.

Cottey has been encouraged by the numbers of P.E.O.s, BILs, alumnae and friends who have expressed interest in supporting this initiative. Among those friends is Susan Bulkeley Butler, AF, Washington, D.C., a long-time supporter of Cottey who stepped forward to name the student center, henceforth to be known as the Susan Bulkeley Butler Center for Campus Life.

Susan is a P.E.O. and states that “Cottey is always on my mind for the quality of its programs and its incredible students. I am all about helping women be more successful, and this is an opportunity for me to help other women. If I can help, I’m going to do it!”

Susan is recognized globally as a business leader, author, executive coach and mentor. Before her retirement in 2002, Susan was the first woman to be named a partner with Arthur Anderson, now Accenture, and was a managing partner of Accenture’s Office of the CEO. She served on Accenture’s Executive Committee, which set the company’s strategy, and as president of the Accenture Foundation, which provides grants for education. Susan also served as the CEO of the Susan Bulkeley Butler Institute for the Development of Women Leaders.

Susan is an incredible role model for women; she has been a frequent speaker on women’s leadership and is committed to developing, coaching and mentoring women and girls so they can make bold changes in their lives and in the world. She is author of two books, “Become the C.E.O. of You” and “Women Count: A Guide to Changing the World.”

Cottey is appreciative of Susan’s generosity, which serves to name the student center portion of the project. Over the next months, Cottey will continue fundraising in order to attain the $3.2 million required to complete the work.

Those interested in joining in this effort are encouraged to reach out to www.cottey.edu/connect. We are happy to answer any questions or to offer guidance in making a gift for this initiative.

TOP: Susan Bulkeley Butler with Dr. Jann Weitzel at a reception held in Susan’s honor at the Convention of International Chapter, September 2019. Shown is a rendering of the interior of the proposed student center.

BELOW: Renderings provided by Amy Eckhoff, partner, GastingerWalker&
The P.E.O. International Peace Scholarship Fund Board of Trustees introduces 11 named scholars for the 2019-2020 academic year. The Ventura Neale, Jean Negus Malmo and the Marian K. Hume Named Scholarships are endowed funds. IPS also received a large donation from Betty Smith that created eight additional awards. Could there be any better way of Fostering Peace Through Education?

Marian K. Hume Scholarship
CHAPTER AF, CLEVELAND, OHIO

Pankhuri Aggarwal from India is the recipient of the Marian K. Hume Named Scholarship. Pankhuri is a Ph.D. student studying clinical psychology at Miami University in Oxford, Ohio. Being born into a home with aunts and uncles who were engineers and doctors set the stage for Pankhuri to aim high in her educational goals. "Service before Self" was the motto of her school which reinforced the family values with which she was raised and encouraged her to work for the betterment of others. In high school, she became a scribe for visually impaired and other special needs students. Pankhuri soon found that theater, fine arts and cinematography were effective tools to spread awareness about socio-political issues, including physical and mental disability. The field of psychology in India, as in other countries, is surrounded by stigma and misinformation. Pankhuri wishes to train a new generation of clinical psychologists in India, as well as provide ethically and culturally competent clinical care at little or no cost to individuals from impoverished backgrounds. The World Health Organization (WHO) indicates there are .3 psychiatrists and .05 psychologists per 100,000 individuals in India and that four out of five individuals with mental health issues do not receive services. (WHO, 2011)

Ventura Neale Scholarship
CHAPTER M, MIAMI, FLORIDA

The Ventura Neale Named Scholarship was awarded to Sharon Edea Lelega, a renewal student from Sudan. Sharon is a doctoral student in the area of conflict resolution and analysis at Nova Southeastern University in Fort Lauderdale, Florida. She states, "I have ever been committed to be a voice to the voiceless in whatever ways I could." Sharon aspires to join researchers, policymakers and practitioners to encourage education for girls. She wants to advance understanding in the field of peace and women in conflict situations in order to understand both theoretical and practical peace initiatives and interventions in a contemporary world. Sharon tells us, "I hope to contribute toward ending gender-based violence, early girl-child marriage and discrimination against women in my community by using my present connections and education. I wish I could save lives, give young girls hope for the future. IPS support made me realize that I am no longer alone in my struggle; there are people with me to ensure that I achieve my dream."
Jean Negus Malmo Scholarship
CHAPTER BL, SEATTLE, WASHINGTON

Brazil is home to Flavia Penteado Kapos who is the recipient of the Jean Negus Malmo Named Scholarship. Flavia is a student at the University of Washington in Seattle, studying for her doctorate in epidemiology. In Brazil she obtained an undergraduate degree in dentistry, where she learned the extent of chronic pain issues affecting the Brazilian population and determined a connection between the socio-economic standing of persons and the prevalence of chronic pain. Flavia shares, “Chronic pain is truly a biopsychosocial problem and I am excited to be one of the pioneers in the field of pain research to borrow from social research theory and advanced social epidemiological methods.” The University of Washington is where she is building skills and relationships in order to contribute to relieving pain and suffering of those who need it most. International studies have exceeded her expectations and allowed for Flavia to converge work, life-values and service.

Betty Smith Scholarship
CHAPTER BF, SPRINGFIELD, ILLINOIS

Chapter BF, Springfield, Illinois, is a Partner in Peace Chapter with Carla da Cunha from South Africa, a second-year recipient, pursuing a Master of Arts from the Chicago School of Professional Psychology, with an emphasis on Latinx studies. Carla shares, “I can’t do blood and the body, so I knew I couldn’t be a doctor and save lives in that way…I figured I could be a doctor of the mind, I want to be a soul surgeon. We heal the soul.” After receiving her P.E.O. International Peace Scholarship during her first year of studies, Carla landed a position as a graduate research assistant in the IC-RACE (Immigration, Critical Race and Cultural Equity) Lab housed in The Chicago School. This lab investigates topics related to immigration, culture and race in psychology and develops programs, models and interventions to support mental wellness within communities of color. This experience has provided exposure to mentorship, research and advocacy for different minority groups experiencing social injustices. Carla also volunteers at the Lincoln Park Community Center, where she helps empower folks facing homelessness and poverty to secure stable housing and gain the tools needed to engage healthily in society. She says, “Everyone deserves to be free: mentally, emotionally and physically.”

Betty Smith Scholarship
CHAPTER BF, SPRINGFIELD, ILLINOIS

Nigeria is home to Adaeze Akubueze, a Betty Smith Named Scholarship recipient. Adaeze is a first-year recipient, studying for a master’s degree in psychology at Eastern Illinois University in Charleston. She recalls, “The general lack of awareness of the etiology and treatment of mental health disorders by most of the citizens of my home country has resulted in the belief that mental disorder is a result of witchcraft rather than something based on scientific evidence. Nigeria has a population of about 190 million people with barely 150 psychiatrists and clinical psychologists practicing in the field of mental health, a ratio of one professional to 150,000 Nigerians.” Adaeze has a goal of setting up a private practice for psychotherapy that will be accessible to all. She plans to work with other psychologists to offer mental health care in Nigeria for people who have experienced disasters such as bomb explosions or war, or who have been orphaned, kidnapped or imprisoned. She intends to use her education to add value to mental health in her home country and to make contributions in the field of psychology to the world at large.

Betty Smith Scholarship
CHAPTER BF, SPRINGFIELD, ILLINOIS

Camilla Amato from Italy is a second-year recipient of the IPS award, in the juris doctor program at Santa Clara University in Santa Clara, California. As a recipient of the Betty Smith Named Scholarship, she hopes to use her law degree to become a human rights defender. Camilla has been able to take advantage of placement in an International Human Rights Clinic, a school program that allows students to take on real human rights cases under the supervision of an attorney. One of her drafts was submitted for review before the Inter-American Court of Human Rights, addressing the issue of human rights violations and killings of environmental defenders in Honduras. Camilla was awarded the Thurgood Marshall Alumni Scholarship, an award given to a student with a record of community service who demonstrates interest in equality, inclusion and social justice with a commitment to eliminating racial, social and economic disadvantage in under-served communities.
Betty Smith Scholarship
CHAPTER BF, SPRINGFIELD, ILLINOIS

Russia is home to Evgeniya Fazletdinova, a renewal student who is studying clinical psychology as a doctoral student at Wheaton College in Wheaton, Illinois. Evgeniya is also a recipient of the Betty Smith Named Scholarship and intends to use her newfound knowledge back home in Russia working toward developing standardized care in the field of psychology, where currently anyone can practice in the field, often leading to less than optimum outcomes. Russia is home to more than 180 ethnicities with different social, cultural and religious backgrounds. Evgeniya feels her training has prepared her to work well with the poor and marginalized, upper and middle classes, as well as the diversity of Europeans, Africans, Latinos and Asians. Evgeniya has a soft spot for missionaries and recognizes the need for support for caregivers in all circumstances, an area which is often overlooked. "It has been my dream for many years to create a place where people who serve others can get rest and help," she says.

Betty Smith Scholarship
CHAPTER BF, SPRINGFIELD, ILLINOIS

Receiving a Doctor of Education degree at the University of Illinois-Urbana-Champaign is the dream of Charlotte Hathaway from England who is also a Betty Smith Named Scholarship recipient. Charlotte has overcome many obstacles in her home life and is proud to be the first in her family to attend university. She explains, “Art education is a creative and holistic aesthetic approach to a child’s cognitive, physical and emotional development. Art is a powerful tool to transform.” As a dancer, Charlotte hopes to use art in creative ways to help children explore abstract concepts like pain, grief, loss and alienation in order to learn and heal. She shares, “I see the creative potential in all human beings and believe creativity is an innate trait in everyone, regardless of socio-economic background, race or gender. I have faith that using creativity in education will help us develop a society that is flexible, resilient, independent and compassionate.” Charlotte hopes to develop the skills to influence educational policies integrating arts to prepare creative, innovative and problem-solving global citizens.
Melissa Campos Zamora, a Betty Smith Named Scholarship recipient from Mexico, is attending Harvard University in Cambridge, Massachusetts, pursuing her master’s degree in medical sciences and education. Melissa’s training as a medical doctor plus four years pursuing a specialty in obstetrics and gynecology influence her desire to improve the medical education/training of individuals. She intends to devote her career to developing targeted interventions to address maternal health problems. Global health communities recognize that morbidity and mortality are distributed unequally among poor and rich populations and that there is a need to develop tools to deliver high-quality healthcare to those who most need it in a resource-limited setting. Melissa notes, “Addressing health inequities in remote settings is a complex task with no magical solutions; multidisciplinary efforts are needed to improve health education. I am passionate about using health education as a tool to improve healthcare delivery and I am convinced that educational intervention can potentially save lives.” As a women’s health advocate, Melissa’s goal is to develop the best teaching strategies to ensure birth attendants have the skills needed for successful outcomes particularly in the area of postpartum hemorrhage, a condition which is often fatal.
“With the need of social services being so great, and with society recognizing the value of the differently-abled, we know Krystal’s gifts will be highly valued by employers. She is a powerful force in the independent living community and will be even more effective upon completion of her degree.” With these final words of their Program for Continuing Education (PCE) grant application, Chapter J, Anchorage, Alaska, took a step closer to changing not only Krystal Blair’s life, but the many lives she will eventually touch.

Chapter J was impressed with Krystal’s clear plan to complete her degree. She gave articulate answers to each interview question. They described Krystal as a “gifted young woman who is determined to complete her degree in socio-cultural anthropology with an emphasis on individuals with disabilities.” Krystal was further honored to be a featured project speaker at the Alaska State Convention in the spring of 2019. Lynne Krizek, current secretary of Alaska State Chapter executive board, described the speech as “so moving.”

Krystal was diagnosed with Tourette syndrome at age five. Things weren’t easy for her when she attended school. She struggled with reading comprehension, obsessive-compulsive disorder, as well as dyscalculia, or a severe difficulty in making arithmetical calculations. She learned what it takes to accommodate these challenges as demonstrated by her accomplishments.

Krystal grew up cultivating a passion for helping others. She sought independence while still coping with disabilities, which wasn’t easy at times. At age 22, Krystal attended college in New Hampshire to obtain an A.A.S. in professional photography. She specifically chose a career that didn’t require her to take a math class. She graduated with a 3.0, which was a large step up from her high school grade point.

Every job Krystal has ever had involved service to others. Krystal worked for 20 years in the advocacy and education fields. Starting in the ninth grade she volunteered as a peer advocate, helping other students in her school. As both an employee and volunteer, she worked with the homeless, hospice and a variety of non-profits where she helped to empower individuals. She conducted meetings and workshops to heighten awareness and respect for persons with disabilities. She networked with community resources to ensure an understanding of services available to promote independent living for these individuals.

Krystal learned to advocate for herself. She initiated a policy change at her work which allowed her therapy dog (not a service dog) to come with her. She volunteered in several areas, including the Big Brothers/Big Sisters program. She requested little sisters who had suffered abuse since she had experience in that area also.

Today, Krystal works for Access Alaska. According to their website the mission is to “encourage and promote the total integration of people who experience a disability and elder Alaskans to live independently in the community of their choice.” She is currently taking online classes through Arizona State University, working on her B.A. in sociocultural anthropology with an emphasis in disabilities through culture. On track to graduate in May 2020, she has a goal of applying for the directorship of independent living at Access Alaska. Her ultimate desire is to one day become the statewide director of Access Alaska. With the help of the P.E.O. PCE grant, she took another step closer to making that happen. Because of the PCE grant assisting her in her education, Krystal was in a position to be accepted into a leadership program that brought a tremendous change in her leadership style. Through Krystal’s leadership and empathy for the differently-abled, individuals with so-called disabilities will benefit the most. ★
Leah West Protects Human Rights in Cyberspace

Leah West works on cyber security and protection of human rights.
Endowed STAR scholarships may be established in honor or memory of an individual or chapter. The funds are held in the P.E.O. Foundation. Named STAR scholarships are a one-time gift of $2,500 and may be designated as a Named scholarship in honor or memory of an individual or chapter. The funds must be received by the P.E.O. Executive Office no later than December 1 to be awarded in the ensuing academic year.

The STAR Board of Trustees would like to thank each individual and chapter who have made STAR scholarships available.

The P.E.O. International website offers more information about these opportunities under STAR Resources at https://members.peointernational.org/starchapterresources.

Presented here are the 2019-2020 Named and Endowed STAR recipients. Visit the International website https://members.peointernational.org/starrecipients to learn more about these outstanding women.

**Endowed Scholarships**

Chapter EP, Houston, Texas, Endowed Scholarship

Cassidy Irwin, sponsored by Chapter DF, Houston, Texas

Cassidy graduated from The Saint Constantine School with honors. She plans to attend the College at Saint Constantine to continue her study of classics and philosophy. She hopes to pursue a law degree after college.

Martha Brau, sponsored by Chapter CL, Houston, Texas

Martha (Mattie) will be attending the University of Texas in Austin, majoring in business. She is an accomplished pianist and was active throughout high school with music, languages and cheer/dance.

**Named Scholarships**

Chapter GA, Los Angeles, California, Named Scholarship

McKenna Grant, sponsored by Chapter ET, Santa Barbara, California

McKenna plans to attend Cal Poly, San Luis Obispo, majoring in biology and minor in psychology. Once she is graduated from Cal Poly, McKenna plans to attend medical school to become a pediatrician.

Chapter GA, Los Angeles, California, Named Scholarship

Michelle Hattersley, sponsored by Chapter OI, Garden Grove, California

Michelle plans to attend California Polytechnic University, San Luis Obispo, in the fall and major in kinesiology, with the intent of going into physical therapy.

Chapter GA, Los Angeles, California, Named Scholarship

Laura Gong, sponsored by Chapter PN, Palos Verdes, California

Laura has dedicated her time creating scientific innovations to benefit the community and encouraging education locally and globally. Her plans are to attend the University of Pennsylvania studying business analytics and engineering.
Chapter GA, Los Angeles, California, Named Scholarship

Skylar McVicar, sponsored by Chapter CR, Long Beach, California

Skylar will be attending Davidson College as a political science and environmental studies dual major. In high school she raised a service dog for a disabled veteran, lobbied for education reform in Sacramento and implemented an elementary school program aimed at increasing global awareness and combating illiteracy in America’s youth.

Chapter GA, Los Angeles, California, Named Scholarship

Kristin Plat, sponsored by Chapter PR, Claremont, California

Kristin has been captain of her tennis, water polo and swim teams throughout her high school career. Kristen will be attending the University of California San Diego and plans to major in earth sciences and become a geologist.

Chapter GA, Los Angeles, California, Named Scholarship

Jennifer Schultz, sponsored by Chapter IE, Orange, California

Jennifer has been admitted to Duke University to major in pre med. She hopes to one day find the cause for Idiopathic Scoliosis and research spinal cord regeneration.

Chapter GA, Los Angeles, California, Named Scholarship

Allison Yetter, sponsored by Chapter SW, Chula Vista, California

Allison graduated from Bonita Vista High School with highest honors. Allison plans to attend Colgate University in Hamilton, New York, to concentrate her studies in political science, business and history.

Chapter ID, Goodland, Kansas, Named Scholarship

Jade Artzer, sponsored by Chapter Z, Goodland, Kansas

Jade will attend Fort Hays State University, majoring in business management with a minor in public relations and entrepreneurship. Jade will also be a member of the Fort Hays State Coed Cheer Squad.

Chapter ID, Goodland, Kansas, Named Scholarship

Jessica Confer, sponsored by Chapter U, St. Francis, Kansas

Jessica plans to major in elementary education, and minor in health and human performance at Fort Hays State University. She spent her summer coaching younger children in various athletic activities, as well as theater. This all is just practice for what she wants to do as an adult, teach.

Paul Phillips Trust in honor of Joan K. Sands Named Scholarship

Emily Smith, sponsored by Chapter O, Golden, Colorado

Emily plans to attend the University of Wyoming to major in communications and Spanish. She plans to obtain her master’s degree in library science and ultimately, she would love to work at a special collection library in a research environment.

Paul Phillips Trust in honor of Joan K. Sands Named Scholarship

Alma Wolf, sponsored by Chapter IT, Durango, Colorado

Alma will attend the University of Virginia (UVA) in Charlottesville, Virginia, as an Echols Scholar. At UVA, Alma plans to join the Air Force Reserve Officers’ Training Corps and pursue a course of study in politics, public policy and international relations.
Chapter C, Ely, Nevada, Named Scholarship

Anna Grace Agrawal, sponsored by Chapter Y, Las Vegas, Nevada
Anna Grace will attend the University of Michigan where she plans to major in communications and vocal performance. She has a love for softball and plans to continue to play club ball throughout college.

Chapter EX, Fort Collins, Colorado, Named Scholarship

Caitlin Babcock, sponsored by Chapter CO, Fort Collins, Colorado
Caitlin’s future goals of majoring in international business with a minor in music were inspired by Malala Yousafzai’s courageous stand for women’s education in Pakistan. Caitlin will be attending Hope College in Holland, Michigan.

Chapter T, Arlington, Virginia, in honor of Elizabeth Morrison, Caroline Sankovich and Laurene Harvey Named Scholarship

Catherine Barrett, sponsored by Chapter T, Arlington, Virginia
Cate plans to pursue a pre med curriculum at William & Mary while majoring in biology. Cate is a fully certified Emergency Medical Technician, committed to helping others in her local community and in the international community.

Chapter L, Louisville, Kentucky, in honor of Julee Carucci, President of Kentucky State Chapter Named Scholarship

Yennifer Coca Izquierdo, sponsored by Chapter L, Louisville, Kentucky
Yenni plans to attend Berea College in Berea, Kentucky, where she will be majoring in social issues. Yenni tutors English as a second language to students and took all the AP classes offered at her high school.

Chapter IC, Lakeway, Texas, in honor of IC Golden Girls Sally Lancashire, Libby Raach, Janice Stoner and Lynn Vogel Named Scholarship

Lauren–Megan Botha sponsored by Chapter HQ, Austin, Texas
Lauren–Megan is a graduate of the Academy of Global Studies at Austin High School. She will be attending the University of Chicago in the fall where she will be studying computational analysis and public policy.

Chapter DP, Cincinnati, Ohio, Named Scholarship

Georgia Cheek sponsored by Chapter EG, Cincinnati, Ohio
Georgia is enrolled in the College of Arts and Sciences at The Ohio State University. She will major in molecular genetics on the pre medicine track. Georgia was crowned Mardi Gras Queen at McNicholas’ most prestigious event of the year, which honors senior students who have given their time and talents in service to the school and community throughout their high school experience.

Chapter ML, Freemont, California, in honor of the 70th anniversary of Chapter ML (Organized November 16, 1948) Named Scholarship

Pallas Chou, sponsored by Chapter UF, Freemont, California
Pallas will be attending Harvard University where she will major in molecular and cellular biology and minor in government. A highlight of her high school career was being the Student Board Member of the Fremont Unified School District and being able to listen to the different perspectives that shape policy.

Chapter EF, Seminole, Florida, in honor of Mary Lou Scheiffele Named Scholarship

Angela Cuff, sponsored by Chapter EL, Miami, Florida
Angela plans to attend Northeastern University in Boston and major in bioengineering. “I hope to make an impact on the medical field through research that leads to advancement in delivery of medications and treatment methods,” says Angela, specifically in areas that have been affected by a disaster.

Chapter CZ, Abilene, Kansas, Community Foundation of Dickinson County, Abilene, Kansas, in honor of Wendell and Nancy Gugler Charitable Giving Fund Named Scholarship

Taylor Davison, sponsored by Chapter BW, Salina, Kansas
Taylor will be attending Kansas State University to dual major in chemistry and microbiology, and minor in leadership studies. She will be a member of the honors college as well and hopes to join a chemistry research team.

Chapters FD, Houston, Texas, and JH, Tomball, Texas, in honor of Texas State Chapter President Betty Thomas Named Scholarship

Zainab Niaz, sponsored by Chapter P, Houston, Texas
Zainab will be attending Rice University in Houston, Texas, with plans to major in chemical and biomolecular engineering and potentially minor in French or statistics. For the past 10 years, Zainab has been an active participant in Odyssey of the Mind.
STAR SCHOLARSHIP

Chapter O, Columbus, Mississippi, in honor of Laurie Chilcutt Named Scholarship

Lori Feng, sponsored by Chapter O, Columbus, Mississippi
Lori plans to study at the Wharton School of Business at the University of Pennsylvania, where she will concentrate on finance and business administration with a secondary focus in social impact and responsibility.

Chapter T, Greensburg, Indiana, Named Scholarship

Julia Iorio, sponsored by Chapter DI, Columbus, Indiana
Julia will attend Vanderbilt University in Nashville, Tennessee, and plans to study political science and Spanish. Julia was named a Rising Star of Indiana by the Indiana Association of High School Principals, awarded to the most promising juniors in the state.

Chapter B, Memphis, Tennessee, in honor of Madelyn Reynolds Named Scholarship

Catherine Lockhart sponsored by Chapter W, Memphis, Tennessee
Catherine will be attending Spring Hill College with plans to pursue a medical career in anesthesiology. She was proud to serve her high school as the student council's Pep Club President and the captain of the bowling team.

Chapter T, Greensburg, Indiana, Named Scholarship

Lauren Loften, sponsored by Chapter JR, Branson, Missouri
Lauren will be attending the University of Arkansas and majoring in public health/pre med and minoring in Spanish. Lauren was awarded the Arkansas Seal of Biliteracy for Spanish and looks forward to continuing her studies of the language and culture.

Chapter IQ, Littleton, Colorado, in honor of Phyllis Hall-Turrón Named Scholarship

Bridget Lynch, sponsored by Chapter GE, Lakewood, Colorado
Bridget plans to attend Central College in Pella, Iowa, where she will major in engineering and mathematics. She hopes to participate in the Engineers Without Borders organization.

Chapter EU, Scottsdale, Arizona, in honor of Mary E. Kesler and Harold R. Kesler Named Scholarship

Allison Silver, sponsored by Chapter CE, Scottsdale, Arizona
Allison will attend Tulane University. She is majoring in neuroscience on a pre med track. Throughout her four years in high school, Allie was heavily involved in student government and enjoyed volunteering at her local hospital and helping at her synagogue.

Chapter T, Greensburg, Indiana, Named Scholarship

Allison Tu, sponsored by Chapter Q, Louisville, Kentucky
Allison will be attending Harvard University to study public health and hopes to pursue a career improving the health and well being of large populations. Allison founded a student led group dedicated to improving mental health through a bottom up approach. She is also a passionate youth advocate in other fields, particularly STEM education.

V. V. Cooke Foundation in honor of Jane C. Cross Named Scholarship

Kiku Yoneda, sponsored by Chapter UO, Mission Viejo, California
Kiku will be attending the University of California Irvine, majoring in biological sciences. She is founder and president of the Sign Language Club at Dana Hills High School, which works towards teaching signs to students as well as spreading awareness of the deaf culture.
AWARD-WINNING ideas

BACK IN THE SUMMER OF ‘69

Sisters and BILs of Chapter ME, Macomb, Illinois, enjoyed a social celebrating the year 1969. Several came dressed with a “flower in their hair.” Guests were welcomed with a mixer game—each person had a name of a singer pinned to their shirt and was instructed to ask questions of others to get clues until they could guess the name pinned to them. A host BIL played parts of tunes and quizzed guests on memories of the recording artists, groups and songs of 1969. The BIL committee provided Italian beef sandwiches and drinks and each sister brought a salad or dessert. Everyone enjoyed the trip down memory lane.

BACK IN THE SUMMER OF ‘69

“Viability Through Visibility” is a concept and challenge brought up at the California State Convention in 2019 and Chapter NR, San Diego, California, took the challenge and ran with it. In August, they had a booth at the Hillcrest Farmer’s Market, San Diego’s largest, every Sunday. Through sales of lavender neck wraps, eye pillows, aprons and throw pillows, the chapter earned money for P.E.O. philanthropies and got the word out about P.E.O., all with an eye on Viability Through Visibility!

Chapter NR had a booth at the Hillcrest Farmer’s Market every Sunday in August. From the left, P.E.O.s Darlene Daum Papano, Sally Stovall, Janice Faulstich, Priscilla Dickson.
After a conversation amongst members of Chapter HV, Littleton, Colorado, about how their grandmothers would have dressed for a meeting, an idea was hatched to have a meeting where members dressed in period clothes. Thanks to one member’s collection of retro hats, everyone had something fun to wear at the meeting where there was a display of black and white and sepia photos of Sarah Gilsdorf’s mother, grandmother and aunt, who were all P.E.O.s. Sarah also wore her grandmother’s gold wedding band and served dessert on silver and china pieces that belonged to her mother and grandmother. One sister wore an ecru lace over satin dress and a fur hat that belonged to her mother. For the program, sisters shared memories of their grandmothers, several wearing white gloves, pearls or vintage purses.

A Tip of the Hat to This Fun Idea

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Chapter O, Albany, Oregon, is jumping for joy as they initiated eight women and reactivated a member back into the chapter in 2019. In addition, their successful Oktoberfest fundraiser added over $7,500 to the coffers to support P.E.O. philanthropies. The mentoring process for all the new members seemed daunting until everyone got together to work on the Oktoberfest event. At the closing of the event, the oompah band played “The Chicken Dance.” New members were told that doing the chicken dance was part of their initiation. The picture tells the rest of the story. Chapter O is well over 100 years old and still working hard, thanks to an injection of new energy!

Lone Star Shoot Out Raises over $10,000

After numerous planning meetings, getting sponsors and teams committed, taping posters on the doors of appropriate businesses within a 50-mile radius—among many other lists of necessary activities, Chapter AQ, Raymondville, Texas, hosted a successful fundraiser at a local ranch.

Billed as the “Lone Star Shoot Out,” the 20 members of Chapter AQ hosted a sporting clay shoot the day before white-wing dove hunting began in south Texas. With four-person teams progressing through 10 stations with double clay pigeons flying from each of two machines set up for that purpose at each station, and P.E.O.s on hand to score and respond to the calls of “Pull!” by members of the shooting teams, a fun time and friendly competition was enjoyed by all. Special prizes for the top three winning teams, a silent auction and door prizes made it possible for many to leave with great remembrances of the day’s competition.

A catered ranch lunch of Carne Guisada, Spanish rice, pinto beans, tortilla chips, homemade red and green salsa, and P.E.O.-made desserts created a great ending to the morning shoot.

The successful event raised more than $10,000 for P.E.O.!
NEW | chapters

CHAPTER DW
Bentonville, Arkansas
ORGANIZED:
August 20, 2019
First row, from the left:
Caryn Foresee, Vicki Proffer, Susan Goss
Second row:
Karen Brown, Amy Curry, Judy Geigle, Valorie Lawson, Frances Scott, Gail Harrington, Mary Shambarger, Paige Ferguson, Frances Curry, Donna Rife, Jan Price, Kate Butler, Susan Burghart, Elizabeth Ferranti Barr, DeLinda Mace

CHAPTER JU
Prosper, Texas
ORGANIZED:
September 28, 2019
First row, from the left:
Barbara Hohlfelder, June Smith, Karen B. Booth, Tracy Fiers, Alisa Dorman, Patty Felan
Second row:
Sarah Cozart, Jolene Neuschafer, Vicki Marrie, Marie Sheetz, Rebecca Hunter, Cynthia Crossland, Charayne Cook, Carla Tatum, Grace K. Holdridge, Becky Branch
Third row:
Ginger Hillert Jose, Tamela Lanier, Teri Childs, Barbara Robinson, Debbie Clary, Amy Mason, Pam Schelldorf, Jeri Taylor

CHAPTER DA
Burnsville, North Carolina
ORGANIZED:
October 5, 2019
First row, from the left:
Ann Hoyt, Caryl Cullom, Anna Sease, Faye Barrow, Debra Rickman, Linda Goldberg, Betty Ann Young, Eileen Maness, Joan Bowers, Nancy Lindeman, Keitha Swaim, Jane Goodwin, Bunnie McIntosh
Second row:
Lucinda Williams, Nancy McKinnie, Susan Martin, Deb d’Aquin, Claire Wygand, Lyn Wiseman, Nancy Henkelman

CHAPTER FV
Gaylord, Michigan
ORGANIZED:
October 23, 2019
First row, from the left:
Nancy Render, Cindy Bagnasco, Sarah Holecheck, Mary LeDuc, Carolyn Longton
Second row:
Laurie Andrews, Wendy Huston, Susan Evans, Teresa Gertiser, Hannah Stewart, Barbara Karle, Cyndie Kievit, Ann Hollis, Cindy Gallaway, Christine Saint George, Donna Robillard, Maryann Wellard, Carol Clippard ★
P.E.O.s IN THE spotlight

BRENDA HICKS

Brenda Hicks, FD, Winfield, Kansas, has been elected national chair for the National Association of Student Financial Aid Administrators (NASFAA) for 2020-21. NASFAA provides professional development and services for financial aid administrators, advocates for public policies that increase student access and success, serves as a forum on student financial aid issues, and is committed to diversity throughout all activities.

Brenda is the director of financial aid at Southwestern College in Winfield, Kansas. A native of Humboldt, Kansas, Brenda earned her Bachelor of Arts degree from Kansas State University and her Master of Arts degree from Wichita State University. She began working at Southwestern College in 1991 in the admission department. Since 2002 Hicks has been working in financial aid. She and her husband, Ross, live in Winfield and have two sons, Sam (20) and Isaac (17).

RENEE CORTISE

Renee Cortise, PC, San Jose, California, was honored with the Award of Excellence from the Neuro-Developmental Treatment Association (NDTA) at the annual NDTA conference in March. The Award of Excellence is given to an individual who has made outstanding contributions to the NDTA or Neuro-Developmental Treatment (NDT). It is the highest award that the NDTA has to offer.

Renee contributed to the association and to the theoretical and clinical application of NDT not only by attending courses but by hosting courses and mentoring many individuals in their learning of this clinical practice model that is used with individuals with neurological challenge such as cerebral palsy, congenital anomalies, brain injury and stroke. Along her journey, Renee has volunteered in numerous trips to less advantaged countries, Mexico and India, providing her expertise and clinical skills to many people.

BECKY CHRISTMAS

Becky Christmas, H, Las Vegas, New Mexico, just finished her term as the 75th president of American Gold Star Mothers (AGSM). The mission of AGSM is to find strength in the fellowship of other Gold Star Mothers who strive to keep the memory of their sons and daughters alive by working to help veterans, those currently serving in the military, their family and their communities.

After losing her son, U.S. Army Captain Todd Tyler Christmas, Becky made it her mission to ensure his legacy as a leader and defender of freedom would live on.

She says, “I wasn’t looking for a grief organization; I was looking for a place where I could help out and make a difference.”

Becky comes from a traditional ranching family and lives on a working ranch with her husband, Brad, and is mom to two other sons. She is an inspired artist specializing in water color, a former teacher and a woman of deep faith.

Becky stepped down as president of AGSM at the 2019 annual convention, but continues to support and advance the mission of American Gold Star Mothers.

TERESA A. DOMEIER

Chief Warrant Officer 5 Teresa A. Domeier, HW, Lincoln, Nebraska, was appointed the 8th Command Chief Warrant Officer (CCWO) of the Army National Guard (ARNG). Teresa is the first woman to be named to this position. As the CCWO, ARNG, Teresa serves as the senior warrant officer adviser to the director of the Army National Guard on all matters pertaining to policies, programs and actions impacting the warrant officer cohort across the 54 states, territories and District of Columbia, including professional development, promotions, assignments, incentives, morale, discipline, performance, strength and recruiting programs.

MARTHA AND ANN DRISCOLL

Mother and daughter authors Martha and Ann Driscoll, R, Portsmouth, New Hampshire, received the 2018 Children’s Literary Classics Award for their science book, “Sammy the Seahorse.” The book tells where and how the seahorses live in the warm waters of the ocean all around the world.★
Chapter BA ★ Joliet, Illinois

Organized: April 10, 1919
Celebrated: April 14, 2019

Front lower left: Kathy Cawley, Bev Adelmann, Mary Steinbach, Mary Kessling, Jan Weber
Top of the staircase: Tari Amber, Sheila Lundeen, Sherry Buffington, Clare Dhiman, Sharon Cavanaugh, Pat Benson, Emma Sticklen, Kim Bolte, Carol Zettergren, Gwen Pelech, Paula Stimpert, Joan Paul, Peggy Yurkovich, Sharon Ash, Diane Nelson, Alicia Tocwish, Raelene Barnes, Andrea Warren

Chapter AN ★ Chandler, Oklahoma

Organized: November 14, 1919
Celebrated: November 14, 2019

First row, from the left: Inda Jo Conway, Phyllis Duncan, Katy Greenfield, Kallie Jo Petrie
Second row: Doris Dickson, Jan Vassar, Bette Hubbard, LaChrica Jones, Jana Telford, Laretha Najera
Third row: Virginia Frazier, Cindy Ashwood, Danita DeBord, Mary Selk, Pat Crouch, Ruth Ann Young
Fourth row: Angie Bridge, Dina Frazier, Ann Sitton, Marfreda Christy
Fifth row: Jane Hall, Hayley Frazier, Robin Crouch, Marilyn Young
Sixth row: Jane Bridges, Marilyn Meyers, Shannon Freeman

Chapter BR ★ San Diego, California

Organized: November 25, 1919
Celebrated: November 25, 2019

First row, from the left: Portia Wadsworth, Mary Jo Housman, Sylvia Smith, Victoria Haley, Penny Williams, Mary Wrighton, Ginny Edwards, Pat Sell, Cathy Silliman
Second row: Elaine Parker, Dotsie Baber, Isabelle Pendleton, Doren Reese, Linda Saveland, Mona Moon, Annemarie Sprinkle, Betsy Wiedel
Third row: Jan Caldwell, Libby Carson, EB Dembinski, Joann Austin, Pat Tapp, Sally Winton, Sue Buettner, Susan Stahl, Annemarie Brennan, Diane Delle

Chapter BT ★ Fresno, California

Organized: January 30, 1920
Celebrated: January 24, 2020

First row, from the left: Sally Walk, JoAnn Coffman, Louise Hastrup, Katharine Hamilton
Second row: Deanna Householder, Valerie Kissler, Nita Davis, Nancy Fuller, Lynne Miller, Louise Armstrong, Carolynn Huber
Third row: Debby Cousins, Joan Curry, Sheri Majors, Kay Provost, Cheryl Merrell ★
Over the last year, the P.E.O. story has been shared in some really huge ways, including an appearance on the Today Show plaza, multiple news stories and a video message from Today Show co-host Savannah Guthrie. But you don’t need national news attention to make a big impact. Your own social media accounts are some of the most effective tools to reach potential new members and project recipients in your own communities. Here are five tips for sharing the P.E.O. story on social media.

   This is the absolute easiest way to promote P.E.O. on your own social media accounts because you don’t need to craft the message yourself or find the perfect photo. It’s all done for you! The next time you see something that inspires you or simply makes you smile posted by P.E.O. International on Facebook, Twitter or LinkedIn, take a couple of seconds to tap the Share or Re-Tweet button and that message will go out to your own network. You might be surprised by who comments and wants to know more about P.E.O.

2. Include P.E.O. in your LinkedIn biography. LinkedIn is a professional networking site where you can list things like job history, volunteer work and special skills in your biography. It’s a great idea to include your membership with P.E.O. and any positions you’ve held!

3. Post about what’s going on in your local chapter. The next time you get together with your sisters for a lunch date, movie night or some other fun event, take a quick photo and post about it on social media. If your chapter nominates a project recipient, social media is a great place to share a photo of her with your chapter to celebrate her accomplishment.

4. Add a P.E.O. frame to your Facebook profile picture. This is a way to add a visual reminder about P.E.O. every time someone sees your profile picture on Facebook! To do this, click or tap on your profile picture like you are going to change the photo, but instead choose “Add Frame.” Then search P.E.O. International to find the frame that works for your photo.

5. Share your skills with your sisters! If you’re someone who uses social media all the time, take just five minutes to help out a sister who’s less comfortable with it. Show her how to share a photo on Facebook or post her first Instagram Story. Not only is it the sisterly thing to do, but it helps us all continue to share the gift of P.E.O. with an even wider audience! ★

WAYS TO SHARE THE P.E.O. STORY
by Annie Jenkins, Digital Communications Specialist, International Chapter of the P.E.O. Sisterhood

Women Helping Women
Reach for the Stars

WWW.PEOINTERNATIONAL.ORG
**Zoe Garner**

Zoe Garner, EL, Houston, Texas, wrote “Elise,” a historical fiction novella taking place in Vienna during the Napoleonic War, where a young elite woman named Elizabeth becomes fascinated by the musical passion of Ludwig Von Beethoven. The story follows the love that grows between them, despite the difference in their social class. Elizabeth’s other suitor, Maximillian, is deemed far more eligible for Elizabeth’s hand according to everyone, except Elizabeth. With a growing love for music, Elizabeth must choose between her duty and her passion.

**Kay Lewis Fast**

Kay Lewis Fast, CH, Villisca, Iowa, wrote “Learning to Live Again,” a book that takes readers through the horrific journey of grief after the loss of her husband, Rich. It is an honest account of the day-to-day struggle surviving without the person that is significant in your life. It will help others face each day with courage and strength, knowing you are not alone with your loss. The book also stresses the importance of faith in Christ and that all things are possible, and it is possible to heal after a great loss and learn to live again.

Kay is a retired vocal music director and a member of the Villisca United Methodist Church, where she has served as pianist for over 30 years. She also serves on the board of Southwest Iowa Rural Electric Cooperative; and on the board for the Clarinda Regional Hospital.

Kay lives on a farm in southwest Iowa and has two children and seven grandchildren.

**Dorothy Yoder**

Dorothy Yoder, IH, Monument, Colorado, wrote “Undeserved Consequences,” in which broken people deal with undeserved consequences through their own filters. Amber, the heroine, witnesses a murder that leaves her broken. During the following investigation, suspense builds as Amber encounters one challenge after another. Through determination her broken heart mends, and an unexpected gift gives her the fortitude to welcome the future.

Dorothy is a native Coloradoan who lives in the foothills of the Rocky Mountains. She is inspired by the grandeur of nature and spends her leisure time hiking local trails and chooses Colorado as a setting for most of her fiction.

**Mary M. Knight**

Mary M. Knight, ET, Middleton, Wisconsin, wrote “Christmas Café,” an endearing holiday romance. When a company takes an interest in buying Anne’s cafe, and with her boyfriend serving across the sea, Anne turns to her friends and loyal customers to help her drive away the greedy corporation. But when one of her customers begins to turn into something more, Anne must find a way to untangle her heart without losing the cafe she loves.

**Kate Finney**

Kate Finney, DO, Plymouth, Indiana, wrote “More Worship With Kids: Planting Seeds,” her second book of children’s worship stories. The book contains 27 ready-to-present stories to be used in Sunday morning worship. Each lesson speaks to multiple ages, takes only 15-20 minutes to prepare and uses props that can be found around your house. Using topics like trusting God during times of change and what it means to be brave, children learn that God is easy to be with and the best way to understand Him is to do what they do naturally – explore, dream, play, ask questions.

Kate writes for and about children from her home in northern Indiana, where she lives with her husband and son.

**Nancy Pidutti**

Nancy Pidutti, AG, Silver City, New Mexico, has written her second children’s book, “Humphrey, the Baby Humpback Whale: A Whale of a Tale.” Humphrey and his mother are on their way home to the north when he is caught in a trawler’s net. Read how God’s creature is dramatically rescued from imminent danger through the compassion of a man and a boy.

Nancy is an avid Bible scholar and an accomplished musician. She was born in West Virginia but has lived with her BIL, Joe, for 43 years in southwestern New Mexico. Nancy’s background is in nursing, and she still works as a volunteer hospital chaplain. She has studied health and nutrition, taught classes and seminars and written a health column in various newspapers in the area.

**Peggy Richerson Yancy**

Peggy Richerson Yancy, F, McAllen, Texas, wrote a daily devotional book entitled “In Other Words…” which brings the promises of God within His Holy Word alive with depth and understanding for every season of life. Peggy has been a P.E.O. since 1955.
Kimberly Weires, MP, Dubuque, Iowa, wrote her fourth devotional in the series “Day-To-Day with Kimberella and Prince Ain’t-So-Charmin’ (MY Prince Was NEVER a Frog!).” Each day contains a poem that deals with a variety of subjects regarding Creation, Evolution, etc. Prince Roderick and Kimberella Buckskin try to live normal lives, but sometimes their antics get them into trouble. Each story ends with a relevant Bible verse to inspire readers to reflect, reach for their own Bibles and discover God’s Word in their lives. Kimberly is a 31-year member of P.E.O.


Lucy Campbell never expected to see William Covington again. And she certainly never expected him to be her new boss. How is she supposed to work for him with all these butterflies in her stomach? But when she has to take a new assignment, she’s in for an adventure because now she has to pretend to be his wife...on their honeymoon.

Christina is an award-winning author and a 2017 Golden Heart® Finalist. A former journalist and marketing manager, she now makes chocolate professionally and writes love stories. She lives in Colorado with her husband, four children and the sweetest dog around.

Marissa Henley, DA, Fayetteville, Arkansas, wrote “Loving Your Friend through Cancer: Moving Beyond ‘I’m Sorry’ to Meaningful Support.” When you hear “it’s cancer” from someone you care about, you know at once that your friend’s life has been turned upside down. Whether she’s a good friend, a best friend or just an acquaintance, you want to be supportive. But how can you understand what she’s going through enough to know what she needs?

Marissa wrote this faith-based book to help readers understand what having cancer feels like and what friends truly need. She prepares readers to support friends with knowledge and compassion and offers specific action steps and practical support resources to help show love in the day-to-day details. Marissa is herself a cancer survivor. She lives in Arkansas with her husband, three children and one disobedient dog.

Marilyn Brown Oden, GZ, Littleton, Colorado, has written two new books—“The Santa Fe Secret,” a book of international intrigue, and “Crested Butte,” a piece of historical fiction.

Marilyn has had a varied career and has worked as a teacher, school counselor, director of volunteers for a large urban school district and District Liaison for a U.S. Congressman. She was also an adjunct professor of writing at two universities, and taught spiritual formation at Perkins School of Theology. She holds graduate degrees in counseling and in creative writing and has been involved in programs for the homeless and served in the Kairos prison ministry.

Marilyn is the wife of a Methodist Bishop. She has been a P.E.O. for 35 years.


The goals and values of the two main characters are not in sync. He is an active church-goer; she has no time or interest in church or religion. He is looking forward to finding a wife and building his dream house. Her goal is to become the best possible researcher and college instructor. How common interests challenge them to explore whether men and women can develop a positive relationship that is not sexual is an underlying theme of the book.

Maxine is the author of six previous non-fiction books based on her active church life, career as a university professor and administrator and experience founding a Montessori school in Michigan. Maxine has been a P.E.O. since 2004. She and her husband have two adult sons, a daughter-in-law and two grandchildren.

Suzanne Crowley, K, Newton, Massachusetts, wrote middle-grade novel “Finding Esme.” After her grandfather died on Solace Hill, 12-year-old Esme’s been inextricably drawn to that spot, where she later discovers dinosaur bones.

Esme thinks the bones must be a message from her grandfather from beyond the grave. When word gets out that the farm is hiding something valuable, reporters, researchers and neighbors arrive in droves. Esme struggles to understand who has her best interests at heart, especially as the memory of her grandfather begins to slip away.

Full of friendship and adventure, and a palpable Texas setting, “Finding Esme” is a story about family, friendship and learning to deal with loss.
WHERE IN THE WORLD

Laura Craig and Rebecca Farnbach, FE, Murrieta, CA, on the Pacific Crest Trail in San Diego County

Joan, Marcia, Pam, IG, Keokuk, IA, Lynda, U, Keokuk, IA at Dead Horse State Park, Utah

Susan Harwood, Nina Tallent and Kathy Brazle, DD, Chanute, KS, at Niagara-on-the-Lake, Ontario, Canada

Marlys Austin, Y, Richmond, VA, and Linda Cool, LS, Des Moines, IA, at the Fountain of Youth, St. Augustine, Florida

Karen Arico, DA, Bowling Green, MO, in Scottsdale, Arizona

Cheryl Bowers, EZ, Bolivar, MO, SCUBA diving in Roatan, Honduras

Connie Avey, Anne Carlsen, Linda Yost and Kate Johnson AT, Casper, WY, on Sao Miguel Island

Ruth Lee and Amy Colombana, FU, Edmonds, WA, with Fatima at Imik Smik Women’s Association for Rural Development in Ait Benhaddou, Morocco

Debbie Cantrell, HC, Inverness, FL, at Cape Horn in Chile
Pack the latest issue of The P.E.O. Record when you travel! Snap some pics and send them in—you could be featured in a future issue of the magazine. Visit our Facebook page to see a gallery of more submissions.

Send photos to mediamanager@peodsm.org.
By Albert Leffler, Guest Editor, The P.E.O. Record

As of this writing, Dr. Jessica U. Meir, NASA astronaut, is orbiting the earth aboard the International Space Station. A 2008 P.E.O. Scholar Award is among the many honors and awards she has received.

The stage was set for Jessica exactly 50 years ago when Apollo 11 was launched from Cape Canaveral with astronauts Neil Armstrong, Buzz Aldrin and Michael Collins. Apollo 11 was a two-part affair consisting of the Lunar Module Eagle and the Command Module Columbia. Some 109 hours and 42 minutes after the mighty Saturn V rocket lifted-off, Neil Armstrong became the first man to step onto the surface of the moon. Twenty minutes later Buzz Aldrin became the second. Orbiting overhead, Michael Collins waited for their reunion and journey back to earth.

That famous mission was the result of efforts of thousands of specialists and countless hours of training and simulation. And at the top of that list of contributors was the Mission Director, Francis (Bud) Coenen, a BIL.

It is easy to imagine the pressure and tension every moment of that mission. Bud Coenen was responsible for testing rockets and making sure Armstrong and Aldrin would walk on the moon. That evening after the successful liftoff, there was a celebratory party to honor Bud during which time he received NASA’s highest civilian award.

Bud’s daughter, Nancy Coenen Christenson, Chapter FG, Carefree, Arizona, vividly recalls being at the launch site for Apollo 11. A sophomore at Louisiana State University, she was flown to the Cape and joined her mother in the VIP section. They were seated with former President Lyndon Johnson and celebrities including Johnny Carson, Ed McMahon, Walt and Roy Disney and many government officials. Bud was in the launch control room seated next to Wernher Von Braun and Kurt Heinrich Debus, probably the two most important individuals of the 1,600 missile scientists, engineers and technicians brought to the U.S. from Germany after WWII as part of Operation Paperclip.

Bud Coenen was director for all Apollo missions through the last Apollo 17. He then became Director of the Naval Division for the Boeing Company in charge of their Hydrofoil and Jetfoil programs. That would be his last and final role that spanned 47 years and 21 different programs.

Nancy recalls that her father was always a man of integrity and professionalism. He was known as “Mister Cool – the Unflappable Man.” Nancy says, “It seemed out of character when he told his friends that he approached his job by assuming that ‘every little wrong detail was a crisis.’ And when there was a crisis, he kept his cool so well that it was ALMOST impossible to tell that he was irritated. It was said of my father that he had a talent for squeezing spring water out of Mississippi mud. It’s simply a matter of the COENEN Filter which worked without hurting anyone’s feelings.”

There is much to admire in Francis “Bud” Coenen – his accomplishments and the way he lived his life – a remarkable BIL.
Members may view all items for sale at https://members.peointernational.org/fundraisingmarketplace
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P.E.O.’s mission is to 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.

The P.E.O. Sisterhood is a nonprofit organization that has helped more than 109,000 women* pursue educational goals by providing almost $348 million* in educational assistance, making a difference in women’s lives through six philanthropies and a foundation:

**P.E.O. EDUCATIONAL LOAN FUND (ELF)** A revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education. Has loaned $210.6 million.*

**P.E.O. INTERNATIONAL PEACE SCHOLARSHIP (IPS)** A fund established in 1949 to provide scholarships for international women students to pursue graduate study in the U.S. and Canada. Has provided $40 million in scholarships.*

**P.E.O. PROGRAM FOR CONTINUING EDUCATION (PCE)** Established in 1973 to provide need-based grants to women in the U.S. and Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families. Has given $59.6 million in grants.*

**P.E.O. SCHOLAR AWARDS (PSA)** Established in 1991 to provide substantial merit-based awards for women of the U.S. and Canada who are pursuing a doctoral-level degree at an accredited college or university. Has awarded $26.7 million in scholarships.*

**P.E.O. STAR SCHOLARSHIP (STAR)** Established in 2009 to provide scholarships for exceptional high school senior women to attend an accredited postsecondary educational institution in the U.S. or Canada in the next academic year. Has given $10.7 million in scholarships.*

**COTTEY COLLEGE** A nationally ranked, fully accredited, independent, liberal arts/sciences college for women located in Nevada, Missouri, has been owned/supported by P.E.O. since 1927 and offers baccalaureate and associate degrees in a variety of majors. Cottey College, a debt-free institution, welcomes women from around the world.

**THE P.E.O. FOUNDATION** is a nonprofit corporation established in 1961 to encourage tax-deductible giving to the educational and charitable projects of the P.E.O. Sisterhood. It is a service to the Sisterhood.

Individual donors may make tax-deductible gifts to the projects or through the P.E.O. Foundation. Visit [www.peointernational.org](http://www.peointernational.org). Look for the “Giving Opportunities” link on the home page.★

*As of July 2019

“I was fortunate enough to receive a graduate school loan through the P.E.O. Educational Loan Fund and I have been nothing but blown away by the love and support I’ve received from the women in my sponsoring chapter. The chapter president touches base frequently and during my spring finals I received a good luck card signed by all the women with a Starbucks card tucked inside...I cannot say enough good things about the work P.E.O. does and the women that are involved.”

—AMANDA GOFF
P.E.O. EDUCATIONAL LOAN FUND RECIPIENT

“Finding words to describe P.E.O. is not an easy task! After a 13-year membership, I have experienced and witnessed some of the most dedicated and tireless women in the world...with an undying commitment to providing a great education for women around the world. I am proud and humbled to call myself a member!”

—SNOOKIE DEMARCE
EK, NEW SMYRNA BEACH, FLORIDA
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; Ella Stewart, 1848-1894; Alice Bird (Babb), 1850-1926; Hattie Briggs (Bousquet), 1849-1877; Franc Roads (Elliott), 1852-1924; 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 http://members.peointernational.org/founders. Biographical information, images and recipes can be located here. Submit your Founders’ Day celebration photos to mediamanager@peodsm.org for consideration to share on the P.E.O. International social media outlets.

Important Update to ELF Repayments Starting January 2020
Starting with loans processed on January 20, 2020, a six month grace period will be provided following the borrower’s stated graduation date, with no interest accrued and no payments required. Following this six month grace period, equal installments of combined principal and interest will commence.

Monthly loan payments will not be deferred if the student continues with further study or joins a service organization.

NEW! January 31 Deadline for Special Chapter Recognition Programs (IPS Partners-in–Peace, PSA Laureate Chapters and STAR Constellation) submissions to s/p/d treasurers
Beginning in 2020, all local chapter P.E.O. International Peace Scholarship Fund Partners-in-Peace, P.E.O. Scholar Award Laureate Chapter and the newly announced P.E.O. STAR Scholarship Constellation Chapter donations must be sent through the state/provincial/district (s/p/d) chapter and are due to the s/p/d treasurer or executive assistant by January 31. This allows the s/p/ds to process the gifts in February and remit to the executive office no later than February 28/29. Donations meeting this deadline will be recognized at the s/p/d conventions in spring 2020.

Remember, if you choose to participate in any or all of these recognition programs, they require a one-time, lump sum donation of $500 per program. In addition, Partners in Peace (PIP) donations require a PIP form to accompany the donation. Please see the P.E.O International Member Website for further information on these programs as well as other project giving.

Listen to The P.E.O. Record on Your Smartphone or Computer
Since the late 1970s, Chapter DO, Kansas City, Missouri, has recorded an abridged audio version of The P.E.O. Record for visually-impaired sisters. Tapes and CDs were sent to sisters free of charge as a service to the Sisterhood. Recent technological advances have allowed Anne Vaeth and other members of Chapter DO to move away from physical media and they are now producing digital (MP3) files. Located on The P.E.O. Record page of the member website, https://members.peointernational.org/news-events/peo-record, MP3 files are available for any sister to stream or download!

Acting Executive Director Announcement
As of November 12, 2019, Kathy Soppe accepted the position of Acting Executive Director while maintaining her position of Director of Finance/Treasurer. Kathy’s contact information is included on the inside front cover of this issue.

Summer Workshop
Cottey’s Summer Workshop for women entering their junior or senior year of high school is an exciting opportunity that offers students insight into leadership, skill development and college and career preparation. It also is a great way to showcase everything Cottey has to offer. If a student attends the Summer Workshop, she will receive a $3,000 scholarship, renewable for four years. Registration for the June 15-20, 2020 Summer Workshop will open April 1, 2020. You may find more information at cottey.edu/workshop.

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.

Reminder for Check Presentations
If your chapter has successfully sponsored a candidate for the P.E.O. Program for Continuing Education grant, please download a newly-created certificate to use during a presentation in lieu of the actual check. This will help minimize opportunity for fraud, plus the certificate is better for photo opportunities! ★
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 __________________________

HELP KEEP ELF ON TRACK HOW?

✓ Keep supporting ELF with your donations!

✓ Keep nominating qualified women!

Let’s Make History Together!