Celebrating 140 Years of P.E.O.: Looking Back, Moving Forward

Belle Babb Mansfield Memorialized at Iowa Wesleyan College

Updates from Ad Hoc and Special Committees
OFFICERS OF INTERNATIONAL CHAPTER

**President**
Barbara Aude
1243 Miramar Dr., Fullerton, CA 92831-2038

**First Vice President**
Elizabeth E. Garrels
2257 235th St. Mount Pleasant, IA 52641-8882

**Second Vice President**
Susan Rees Sellers
12014 Flintstone Dr., Houston, TX 77070-2175

**Organizer**
María A. Basadggi
173 Canterbury Ln, Blue Bell, PA 19422-1278

**Recording Secretary**
Beth Ladditer
910 Tucker Hollow Rd. W., Fall Branch, TN 37656-3622

**Administrative Staff**
Chief Executive Officer
Anne Pettygrove
jperkins@peodsm.org

Director of Finance/Treasurer
Kathy A. Soppe
ksoppe@peodsm.org

Director of Communication/Historian
Joyce C. Perkins
jperkins@peodsm.org

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

**Special Appointment**
Parliamentarian, Mary Short, PRP
3700 Grand Ave., Des Moines, IA 50312

INTERNATIONAL CHAPTER PROJECTS

**P.E.O. Educational Loan Fund**
Chairman, Suzanne Reynolds, 7008 Clemson Dr., Alexandria, VA 22307
Vice Chairman, Kathleen Bemets, 134 Augusta Drive, Lincroft, NJ 07738-1202
Mary Staahl, 901 14th Ave. S., Fargo, ND 58103-4113
Deborah Skinner, 418 E. Elizabeth, Mount Pleasant, MI 48888-2823
Joan Kirk, 3431 Kirkwood Ave., Osage, IA 50461-8568.

**Cottey College**
President, Judy Robinson Rogers, Ph.D., 1000 West Austin Blvd., Nevada, MO 64772
Chairman, John D. Grider, 1328 Bybee St., Bowling Green, KY 42104
Vice Chairman, Karen Brown, 605 Orchard Dr., McDanielle Heights, Wilmington, DE 19803
Donna Shavel (public member), 850 Bradley Ln., Estes Park, CO 80517
Julie Wilson, 9470 SW Royal Woodland Dr., Beaverton, OR 97005
Donald Cunningham, 24988 Highway 179, Boonville, MO 65233
Susan Santolsi, 10615 Salt Aire Rd. E., Theodore, AL 36582-7460
Nancy Guinn, 7206 Lenhart Dr., Chevy Chase, MD 20815-3117
Kathleen Wyning, 102 Country Club Drive, Nevada, MO 64772-3026
Janet Brown, 2505 Lake Shore Drive, Orlando, FL 32803-1315
Kathleen Wysong, 7206 Lenhart Dr., Chevy Chase, MD 20815-3117
Nancy Gwinn, 3924 Los Robles Dr., Plano, TX 75074-3831

**P.E.O. International Peace Scholarship Fund**
Chairman, Ann E. Conaway, 26 Dreahook Rd., Whitehouse Station, NJ 08889
Susan Baber, 1961 Howland-Wilson Road NE, Warren, OH 44484
Barbara Hoffman, 13254 170th Ave., Anamosa, IA 52205-7409

**P.E.O. Program for Continuing Education**
Chairman, Sandy Booth, 4138 Homestead Rd. S, Salem, OR 97302
Cathy Moos, 309 Waterford Way, Kenam, OR 77565
Mary Ann Langston, 3017 Butter Churn Lane, Matthews, NC 28105-9379

**P.E.O. Scholar Awards**
Chairman, Susan Lombard, 51 Patricia Dr., Dalton, MA 01226
Diane Totsch, 3326 Stoneybrook Dr., Champaign, IL 61822
Virginia Paterson, 16 Cedarwood Dr., Morganton, WV 26505-3629

**P.E.O. Foundation**
Chairman, Jayne Pritcho, 232 Rosebud St., Boerne, TX 78006
Toni Green, 1019 Canyon Rd., Alamogordo, NM 88310
Patricia Birden-Ribli, PO Box 305, Sun Valley, ID 83353-0305

**Finance Committee**
Chairman, Diane Johnson, 3504 S. Spencer Blvd., Sioux Falls, SD 57103-4653

Kathryn Hergenmann, 5572 N. Adams Way, Bloomfield Hills, MI 48302
Nancy Martin, 1111 Army Drive, St. Paul, MN 55102-2032

**Study and Research Committee**
Chairman, Barbara James, 708 E. Anchor Way, Post Falls, ID 83854
Vice Chairman, Carol N. Thomson, 4320 N. 28th Way, Phoenix, AZ 85016
Kay Difford, 4765 Arnica, Missoula, MT 59803
Mary Strolz, 4721 Woodwind Way, Virginia Beach, VA 23455-4770
Barbara Rott, 39W600 Oak Shadows Lane, Saint Charles, IL 60175-6983
Elizabeth McFarland, 3924 Los Robles Dr., Plano, TX 75074-3831

**History Committee of One**
Wilma Leonard Turner, 1308 Highland Dr., Rolla, MO 65401

**Nominating Committee**
Chairman, Mary S. Hanley, 471 Middlesex Ave., Metuchen, NJ 08840
Marriane Breaull, 42 Beech Mountain Rd., Mansfield Center, CT 06250
Sue Gates, 1305 S. Main, Aberdeen, SD 57401
Elise Wind, 1317 NW 150th Terrace., Edmond, OK 73013
Nancy Yamamoto, 2687 Norwood Pl., Carson City, NV 89703

**Special Committee for Membership Advancement**
Elizabeth E. Garrels, 2257 125th St, Mount Pleasant, IA 52641-8882
Jane Attaeauy, PO Box 151, Oblong, IL 62449-0151
Judy Haar, 11254 Valhall Ln, Burlington, IA 52601-2465
Pamela Krogg, 5721 S 173rd Ave, Omaha, NE 68135-2800
Ellen Knous, 826 Water's Edge, Abilene, TX 79602-5244
Carolyn Gilstrap, 1650 E 12500 S, Draper, UT 84020-9160

**Special Committee to Develop the Sixth Educational Philanthropic Project**
Marriane Maczynsi, 15271 Four Winds Loop, Northport, AL 35475-3325
Patricia Anderson, 1903 Petit Bois, Jackson, MS 32911-6708
Ann Davidson, 664 E. Cooke Rd, Columbus, OH 43214-2822
Susan Howard, 2020 NW 21st St, Oklahoma City, OK 73106-1614
Marry Starling, 1736 Princeton Dr, State College, PA 16803-3261

**Ad Hoc Committee to Streamline the Work of State Chapters**
Susan Rees Sellers, 12014 Flintstone Dr., Houston, TX 77070-2175
Cathy Alles, 1420 Pleasant Ridge Rd, Rogers, AR 72756-0618
Theresa Aitchison, 627 N Fairoaks Dr, New Castle, IN 47362-1645
Nancy Hoffmeyer, 3782 Alamedo Dr, Ontario, OR 97914-8838
Barbara Loges, 12974 Prairiewood Dr, Aberdeen, SD 57401-8104
Libby Stucky, 7121 Eastridge Dr, Apex, NC 27539-9745

**Ad Hoc Committee to Streamline the Work of Local Chapters**
Maria T. Basadggi, 173 Canterbury Ln, Blue Bell, PA 19422-1278
Wendy Coderlot, 2 Almond Cres, Brandon, MB R7B 0Z7
Mary Ann Cotton, 4028 Kenmore W, Berkley, MI 48072-3506
Carady Hering, 9034 Division St, Juneau, AK 99801-8869
Marge Nelson, 102 N Governor Way, East Fallowfield, Coatesville, PA 19320-4364
Sandra Webster, 277 Sassafras Rd, Newport, VA 24128-4087

To Reach P.E.O.
**Mail**
P.E.O. Executive Office, 3700 Grand Ave. Des Moines, IA 50312-2899

**Phone**
515-255-3153
515-255-3820

**Fax**
515-255-3820

**Web**
pointernational.org

Go to Members Login, enter username and password, then click Contact Us.

To Reach Cottey College
**Mail**
1000 West Austin Blvd., Nevada, Missouri 64772-2790

**Phone**
417-667-8181
417-667-8103

**Email**
pecoretations@cottey.edu
cottey.edu

To Reach the P.E.O. Record or Submit Material:
Becky Frazier, Editor
**Mail**
3700 Grand Avenue, Des Moines, Iowa 50312

**Phone**
515-255-3153
515-279-3554

**Email**
BFrazier@peodsm.org

To Reach P.E.O.
TOGETHER WE CAN...

Humor frequently brings a serious issue to the forefront where people can laugh and then take a look at an issue from a different perspective. Not only is laughter shared but concerns common to all become easier to discuss. Such was the “light bulb” joke which circulated during a conference of presidents and organizers a few years ago. Remember those pithy, funny jokes?

One president asked another: “How many P.E.O.s does it take to change a light bulb?” The other answered: “What, P.E.O. change?” Everyone laughed but the truth was there.

P.E.O. is a living, dynamic organism which has evolved and continues to evolve. We are not the same organization we were in the 1860s nor are our daily lives the same as our Founders. The reality is that the society we live in is so very different—faster and busier.

For the last several decades, women have returned to the work force in record numbers. Many reasons have been cited for this shift from home to marketplace but P.E.O. has not kept up with this trend. We have ignored the signs and expected busy women to do jobs in the same way they have always done for fear that we’d lose something from our sisterhood. Technology has changed how we communicate and yet we continue to use outmoded processes to accomplish our jobs for fear we’d lose something from our sisterhood.

We haven’t had a sharp downturn in our actual membership numbers; it isn’t a crisis, we’ve just hit a plateau and with it we have become complacent. Unfortunately we have paid little attention to changing our work, ridding ourselves of inefficiencies and restructuring our meeting patterns to be more in touch with our members’ needs, where they live, work and how and when they can participate in activities.

To address these concerns, the executive board appointed committees at the beginning of the biennium to look at all issues of growing our membership and streamlining our work so that we are competitive for the free hours each woman has so that she would consider P.E.O. a valuable use of her time. This has been a task of vital importance to our organization. You can read a brief update of the committees’ work on pages 24-25.

It is time for all of us to meet head-on the necessity that P.E.O. needs to modernize, to streamline, and to provide quality programming. We are at a crossroads. We have kept true to the principles and the sustaining virtues of our sisterhood and this will not change but what we decide will determine the future of P.E.O.; if we will be relevant and attractive to women of all ages. Proposed amendments will be printed in the March-April issue of the Record. Read the amendments, study them and discuss the possibilities. It’s up to us. What will we decide?

“To you, choice women that you are, I plead with you to limit the worship of old traditions…and forge ahead to newer, better things…”

Founder, Franc Rhodes Elliott, 1922

How many does it take to change P.E.O.? The answer—all of us!

Together We Can!

Barbara Andes, President
International Chapter
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Submission of material to The P.E.O. Record is your consent to the right to edit and publish it either all or in part in the magazine or on the website. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear in the July-August issue and on the “Members Only” section of P.E.O.’s official website, peointernational.org. The P.E.O. Record welcomes members’ submissions to the address on the inside front cover.
PowerPoint Presentation Instills Hope

Congratulations on the informative and inspiring PowerPoint presentation re the membership survey. There is great hope for the future of P.E.O.!

Betty Errington, BL, Vancouver, British Columbia

The P.E.O. Record Inspires Quilter

The new Record has already worked its magic on our newest initiate, Mary Anne Eckert, and our entire chapter as a result. She, a master quilter, was reading her first issue of The Record (July-August, 2008) and was intrigued by the story of the Comfort Quilt of Chapter J, Ottawa, Ontario. Immediately Mary Anne began designing and making her own beautiful version of the quilt.

At today’s meeting she presented it to our chapter. It is on its way to comfort a sister who had orthopedic surgery early today!

Joan Ringoen, CB, Boulder, Colorado

Praise for Hospitality at P.E.O. B&Bs

I couldn’t agree more that “There is Something Very Special about a P.E.O. B&B.” Since 1986 when we drove our older son to college in the northwest, my husband and I have stayed in over 30 homes in 11 different states. Each experience has been unique and added special memories to whatever trip we were taking. I always make out my check to the chapter before leaving home because by the time we leave our hostess, it feels like we have been staying with a friend and I am afraid I would forget to pay for her hospitality.

Diane Woollett, IE, Orange, California

Grateful for Canadian Coverage

It is with great pleasure that I write to you on behalf of the Ontario-Quebec Provincial Board. We all were very impressed with the coverage of the Canadian content in the issue of July-August 2008 and with your special mention of the resolution for the transfer of the area of Northwest Ontario to Manitoba Provincial chapter. What exciting news this is for Canada.

Bravo! You have put us on the map and in the hearts of all P.E.O. sisters. We, the Board and our 14 chapters in Ontario-Quebec, thank you.

Joanne Boulton, Corresponding Secretary, ON-QC Provincial Board

Blessed by P.E.O.

Because I taught and my husband was a teacher, professor and university president, my life has been centered around academic endeavors and people. P.E.O. opened opportunities with women from many different backgrounds.

When I lost a kidney to cancer last April, my P.E.O. sisters planned delicious soup and fruit meals for us. They made my recovery one of shared P.E.O. love and caring. I am blessed.

Angie Prais, CV, Muncie, Indiana

Office asking for help finding a contact in New Zealand. The response was quick and very helpful. Since that time I have talked via computer with two P.E.O.s living in New Zealand and one living in the U.S.A. Each gave unstinting help and made the contacts needed to make a visit to our stranded Chapter Q sister who got wonderful medical care in a Christchurch hospital. It turned out that the young P.E.O. there (non-resident member and daughter of a Chapter AO-CA in Clarks Summit, Pennsylvania) had heard from Jane Sainsbury (from long line of P.E.O.s in Kansas) and being a regular consultant in the Christchurch hospital, found it easy to make a “sisterly” visit.

Needless to say when Bettisue returned to Mississippi, she had nothing but praise for the thoughtfulness and the wonder of finding a sister halfway round the world. I am now in contact with all three P.E.O.s and share my greater appreciation for the real meaning of those three little letters. Once again thanks for your part in this lovely P.E.O. experience.

Mary Ann Manchester, Q, Diamondhead, Mississippi

Sisterly Love Found Halfway Round the World
As we reflect on the influence of P.E.O. in our lives, none of us would dismiss the influence of the vision of P.E.O.’s Founders.

Without the continued work and interest of others, however, P.E.O. would not be where it is today. Thanks to Ann McMurray for sharing her memories of Harriett McMurray, her mother-in-law. Harriett was initiated just 49 years after P.E.O. was organized. It continues when Ann first was introduced to the organization at Harriett’s death in 1975. Ann was initiated into Chapter J, Lexington, Kentucky, in 1989.

As we remember our Founders this January, pause and look forward to ensure your love of P.E.O. will continue through your friends and family.

Personal Reflections
by Ann McMurray, E, Philadelphia, Pennsylvania

My mother-in-law, Harriett Ray McMurray, was initiated into Chapter BM, Grinnell, Iowa, in 1918. Harriett graduated from Grinnell College and taught school for a few years. Sometime after her marriage in the early 20s, Harriett and her husband, Arthur (Todd), left Grinnell and moved to Brooklyn, Iowa. By this time the Depression was in full swing. Todd’s father’s bank had failed and he took a low-paying accounting job for the state. Harriett’s father owned a number of small town papers and gave Harriett one to manage in Brooklyn, Iowa. In 1929 Harriet dimitted to Chapter AK, Brooklyn. Mac, my husband, clearly remembers Papa’s Evening Out when he would be sent upstairs and threatened dire consequences should he not obey.

Early in the 40s the family moved to Des Moines, Iowa, and in 1947 Harriet dimitted to Chapter EH. She was an active member of the chapter until she and Todd moved to Albuquerque, New Mexico, and she became a non-resident member. A group of young women wanted to form a chapter in Albuquerque and they appealed to P.E.O. Headquarters. Harriett was contacted and she became the mentor in the organizing Chapter AU, Albuquerque in 1968. She was an active member for several years until her health began to fail.

Harriet died in 1975 leaving Todd distraught. The sun rose and set in Harriet. After the memorial service the family returned to the house. Soon the door bell began to ring and different sisters arrived bearing food. This was good medicine for Todd because all these young women spoke to him extolling Harriett’s virtues—just what he wanted to hear. We stayed on in Albuquerque for over a week and every day or so another sister would arrive bearing gifts and a little company for Todd. This was my first introduction to P.E.O.

After Harriet died, Todd kept all her things as they were. Upon his death in 1980 everything went to Mac’s sister Doris where it was kept until her death in 2007. Doris’ daughter Kim discovered Harriet’s pin while going through boxes. She called me to see what should be done with it. I called the Des Moines office to determine the correct procedure at this late date. They were surprised and delighted to get a 1918 pin returned.

Before returning Harriet’s pin to Des Moines, I shared it and Harriet’s story with my chapter, J, Lexington, Kentucky, where I was initiated in 1989. P.E.O. was an important part of Harriet’s life at every new city where she moved, and her involvement has certainly come full circle.
As we move forward with the new design and scope of content for The P.E.O. Record, we may well want to call the January-February issue the Heritage Issue! Editor Becky Frazier has come up with several features that spotlight our tradition and heritage as we celebrate the founding of our sisterhood 140 years ago – on January 21, 1869.

If you are in the Midwest, or traveling through, you might consider putting together your own “Heritage Tour”! Visit the headquarters building in Des Moines, and you will come away feeling again…“Proud to be a P.E.O.” Visit with the staff who administer the International projects, and then take a look at the beautiful Centennial Center and Centennial Conference Room. While you are in the Centennial Center, admire the beautiful furnishings and accessories donated by P.E.O.s over the years. By sharing some of their favorite things in this way, they are sharing them with all P.E.O.s, to be enjoyed during visits to the offices. Perhaps your chapter will hold a meeting in the Meeting Room at the Center…it’s available Monday through Friday, until 3:30 p.m. each day. Just call to make a reservation.

After visiting Des Moines, travel three hours south to Mount Pleasant, Iowa, the birthplace of P.E.O. Iowa Wesleyan College is located here and you can visit the site where seven young women decided to form a society of their own, which evolved into P.E.O. as it is today. Members of one of the three chapters in Mount Pleasant are available to tour you through the memory rooms there, where you will be transported back 140 years as you view the treasures on display. Read all about the Memory Room on pages 32-34.

Then…travel to Cottey College, just about an hour south of Kansas City, Missouri. You’ll find a truly beautiful campus. Not only are we proud of P.E.O., we are proud of this wonderful educational institution we own and operate and of the fine young women attending. Dr. Judy Rogers talks about Cottey in this issue…turn to page 23, and when you’ve finished reading, you’ll be proud of Cottey and excited about its future.

Part of my job as CEO is to serve as convention coordinator for the Biennial Conventions of International Chapter. As you may know, our convention is September 9, 10, and 11, 2009 in San Diego. It’s going to be a wonderful destination, and I am looking forward to seeing many of you there. All of the information you will want to know will appear in the March-April issue of The Record. You’ll find instructions, registration forms, traveling hints, tour information, and much more.

Online registration will also be available, and will be the easiest and fastest way for you to register. My administrative assistant, Ahn Peppers, has designed a wonderful online registration form, and Steve Elbert and the Alliance Technology crew are the ones who are “making it happen.” I think you’re going to be very pleased. You will see both Ahn and Steve at convention, and you’ll likely be in contact with Ahn sometime this summer if you’re planning to attend.

As always, no reservations are taken until the magazine comes out and the online form is published, and that should be around the middle of March. By that time, if you are coming as a delegate, you will have received information from your state president with some details specific to your state delegation. So start thinking and planning now and grab the next issue of The Record to find out all about what California P.E.O.s and International have in store for you next fall. Then, hit the website and register!

Thanks for reading…and using our website.

Anne Seiler Pettygrove
Chief Executive Officer
Connie Maxwell’s introduction to cooking began at the age of nine when she started making breakfast for her family. Thirty-seven years later, she is still cooking! With a little help from PCE, Connie has turned her favorite pastime, creating mouth-watering meals for her family and friends, into a new career.

Connie’s entry into a professional culinary program was not a difficult decision. When she was told that she needed more education to advance in her position as a government facilities manager, she realized that if she was going back to school, it could only be for something she truly loved. She enrolled in a two year program at the Iowa Culinary Institute. Due to the high cost of the program, Connie expected to keep working as she attended classes. Unfortunately, the grueling pace of a professional kitchen, coupled with an internship and physical exhaustion, made even part time employment impossible. Connie was faced with the difficult choice of dropping out of the program or quitting her job. With her savings depleted, and the prospect of no income, how could she afford to become a chef?

Fortunately, a member of Chapter IE, Des Moines, Iowa, is a former instructor at the Culinary Institute. When she inquired at the school about the possibility of helping a student with financial need, the chapter was put in contact with Connie. As Connie shared about this special match-up, “The stars were not only aligned…they lit up my life.”

While Connie’s recipes and results are certainly more sophisticated than her earliest specialty of eggs, bacon, and toast; her desire to prepare healthy and delicious food has never waned. Connie graduated from the Iowa Culinary Institute at Des Moines Area Community College in May. She has turned her lifelong passion into her own business, aptly named Chez Connie’s, and is working as a certified personal chef in Des Moines.

This is the power of PCE.

Chefs do not usually reveal their special recipes, but because of Connie’s deep appreciation of Chapter IE, Iowa, for their warm support and encouragement; and as a thank you to every P.E.O. who enabled her to reach for the stars, she is happily sharing one of her favorites. Enjoy! ✨

Alice’s Brownies

Line a ½ sheet pan with sprayed parchment
Set oven 325 degrees F
In saucepan melt 1 lb. of butter
Remove from heat and add:
3 c. Sugar
1 c. Sifted Cocoa
1T. Instant Mexican Coffee
6 Eggs (add 1 at a time)
1T. Vanilla
2 ¼ c. Flour - stir in completely
Remove ½ c. of the mixture from bowl and set aside
Add:
1 ½ c. Chocolate Chips
Stir completely
Spread smoothly into ½ sheet pan
Mix
5 oz. Butter
1 lb. Cream Cheese
2/3 c. Sugar
1T. Vanilla
3 Eggs
Spread cream cheese mix over brownies. Pipe reserved chocolate (thinned with hot water) into thin lines and feather (like a napoleon). Bake until golden brown on top.

From the trustees - (These are delicious and the yield is not nearly enough!)
From its earliest days, Iowa Wesleyan College in Mount Pleasant, Iowa, pioneered daring and unconventional educational policies and practices. On January 21, 1869, seven Iowa Wesleyan students, bonded by their friendship, founded the P.E.O. Sisterhood.

Our Founders, Alice Bird Babb, Mary Allen Stafford, Hattie Briggs Bousquet, Franc Roads Elliott, Alice Virginia Coffin, Ella Stewart and Suela Pearson Penfield, took advantage of the nurturing, open environment at Iowa Wesleyan to create the Sisterhood, which has grown to include more than 350,000 initiated members in 5,969 chapters in the United States and Canada.

Iowa Wesleyan is not only the birthplace of P.E.O., but it also graduated the first woman licensed to practice law in the United States, Arabella “Belle” Babb Mansfield. Belle later became Founder Alice Bird Babb’s sister-in-law when Alice married Belle’s brother Washington Irving Babb in 1873. As P.E.O. grew to be a source of encouragement and support for women to realize their potential in whatever worthwhile endeavor they chose, it is certain that our Founders were inspired and motivated by fellow alumna Belle’s ambition and accomplishments.

Belle was born in Sperry, Iowa, in 1846. Her mother, having heard that Mount Pleasant had excellent schools, moved the family there when Belle was a child. In 1866, Belle graduated from Iowa Wesleyan. The following year, she began studying law with her brother in the Ambler Law Office. In June 1868, she married John Mansfield, a professor of science at Iowa Wesleyan.

Belle never practiced law in the traditional sense. It is likely that she was too involved with teaching and women’s issues at the time. Throughout her career, not only was she a professor at Iowa Wesleyan College, Simpson College, Indianola, Iowa, and DePauw University, Greencastle, Indiana, but Belle was a strong advocate of women’s voting rights. In the fall of 1869, she joined the executive committee of the National Woman Suffrage Association. The following spring, she became president and chair of the first Iowa state-wide women’s suffrage convention.

During the early 1870s, Belle traveled extensively in Europe observing the courts.
Other Honors for Belle

- The National Association of Women Lawyers (NAWL) presents an annual Arabella Babb Mansfield Award, the organization’s highest honor, given in recognition of professional achievement, positive influence, and valuable contribution to women in the law and in society.

- Belle Babb Mansfield was inducted into the Iowa Women’s Hall of Fame by Governor Robert Ray and the Iowa Commission on the Status of Women on August 21, 1980.

- The Iowa Organization of Women Attorneys established an annual Arabella Mansfield Award in 2002.

- The Belle Babb Mansfield memorial room was established in 1969 in Chadwick Library on the Iowa Wesleyan College campus.

Information courtesy of Iowa Wesleyan College, Birthplace of P.E.O.

of London, and studying law in France. In the summer of 1893, Belle addressed the National League of Women Lawyers at the Chicago World’s Fair, where she was officially acknowledged as the first woman to be admitted to the bar in the United States. After enjoying a successful career as an educator, public orator, world traveler, art historian and journalist, Belle died in 1911 at age 64.

Just as our Founders’ legacy lives on through the P.E.O. Sisterhood’s sponsorship of the projects—to-date nearly 77,800 women have benefited from our organization’s educational grants, loans, awards, scholarships, special projects and stewardship of Cottey College—Belle’s legacy is alive and well. Nowhere is this more true than on the Iowa Wesleyan campus where an eight-foot tall bronze statue of her image has been erected.

Visible from most campus buildings and easily viewed from one of Mount Pleasant’s busier streets, the statue and its surroundings invite students and visitors to stop and learn more about Belle, Iowa Wesleyan College and the history of women in southeast Iowa. The statue stands on four inches of polished granite in the center of a circular concrete plaza that is 34 feet in diameter. Placed at four equidistant points around the plaza are polished granite benches. In front of each bench, a bronze plaque explains more about the statue or about Belle’s place in history. Sculptor Benjamin Victor took care to carefully aim Belle’s gaze directly into the eyes of young women who will look up to her for inspiration. He said, “The countless young women who look up at Belle in the years to come will see that with education and perseverance they too are capable of changing their world.”

The statue was dedicated at a formal ceremony on May 2, 2008, by Former First Lady of Iowa Christie Vilsack, Original Chapter A,
Mount Pleasant, Iowa. Christie remarked, “I grew up in Mount Pleasant knowing nothing about Belle Babb Mansfield. I want girls growing up here to know that women can do and be anything they choose. I want young women…to know that this community has always nurtured women who achieve. I want student athletes who compete at the college, children riding their bikes to school and visitors from far away…to learn about Belle Babb Mansfield.”

The statue of Belle will serve as a reminder for generations of women that they can achieve anything they put their minds to. Our Founders would definitely approve of this much-deserved recognition of such an outstanding, pioneering woman. Belle is representative of not only personal accomplishment, but also of the welcoming and progressive climate of the Mount Pleasant community. Her statue will bring attention to her achievements and to those of other significant contributors to the Iowa Wesleyan community such as the Founders of the P.E.O. Sisterhood.
At the 2007 Convention of International Chapter, a new initiative was unveiled: “OK, Let’s GROW.” (See The P.E.O. Record November/December 2007). For the balance of the biennium The P.E.O. Record will feature “Sister to Sister,” a column coordinated by Sheree Clark, communications consultant to P.E.O. and a member of Chapter HX, Des Moines, Iowa. The column will deal with the GROW initiative and other issues of importance to our sisterhood.

Going for the Gold: in Member Retention

Phew!! Has another year really gone by already? The tree is down, the gifts are put away, the New Year’s resolutions have been made…and oh yes, P.E.O. dues are “due.” In addition to writing a check to the chapter, it’s a time to renew our allegiance to the Sisterhood. Alas, not everyone will renew that commitment: it’s a fact that each year a certain number of our members will choose inactive status.

It’s a safe bet that every professional or social association struggles with the issue of member retention. Successful organizations know they have to do more than just document membership figures; they need to be aware of trends and focus on the reason why members take a hiatus—even if it’s just a temporary one.

At the P.E.O. Executive Office, the staff and executive board pay careful attention to initiation rates as well as to the number of members who elect inactive status each year. Surveys are administered in order to poll both active and inactive sisters, and time is devoted to talking about overall membership trends. Likewise, each chapter is encouraged to take a look at its own trends: Is your chapter shrinking or growing? When a member decides to go inactive, what is the reason why?

There will always be “natural” reasons why members opt to go on inactive status. Very often the demands of career and family make taking a break from extra activities—including P.E.O.—a necessity. But other times the loss of a member could be avoided, and those are the gaps we seek to fill.

The heart and soul of a healthy organization is assimilation and involvement. Chapters that embrace and engage new initiates are the most successful at keeping them around for a long time. Here are three principles to help you assimilate—
and ultimately retain—your chapter’s members.

**Share expectations.** Articulate to new—and not-so-new—sisters exactly what you expect of them. P.E.O. membership is more than just having a name appear in a chapter yearbook. Clearly outlining the value of participation on its many levels can help a sister evaluate for herself “stepping up to the plate.” While membership should not feel like a burden, there are certainly obligations that come with P.E.O. membership and we need to be clear about what those are.

**Chapter involvement.** If a sister does not become truly involved in the chapter—either as an officer, active committee member or in some other valued capacity—the likelihood of her disengaging is increased dramatically. New members should be invited to get involved as soon as possible after initiation. Meanwhile, established members who may be showing signs of drifting away could be “re-recruited” to provide leadership and expertise to the group.

**Foster relationships.** Odds are good that new initiates have established friends in the chapter already, and long-standing members probably have their own developed “circle” of close contacts. But the chapter is intended to be one family, and sometimes it’s necessary to help integrate various sub-groups. By holding formal programs specifically designed to break the ice, we can help individual members progress from stranger to sister.

**LEAVING THE CHAPTER BY DIMIT**

**Nonresident Members**
Not every sister “leaves” a chapter because she is going on inactive status. Sisters who relocate to an area far from their P.E.O. chapters may be unaffiliates for a time before they dimit to a new chapter. When a member moves too far away to conveniently attend chapter meetings, her name should be put on the nonresident roster. This will allow her to be added to the unaffiliate lists in the area where she is now living. Certainly the bonds of friendship between the original chapter and the relocating sister will remain, even after she has assimilated into a new chapter of our sisterhood! If you—or a member of your chapter—are moving too far away to continue to participate in chapter meetings, please know we want you to stay a member of the Sisterhood. Therefore, it would be helpful if you would:

- Request a copy of our brochure, A Guide for an Unaffiliate. Visit chapters and try to dimit as soon as possible.
- Ensure that your chapter sends Form FL and includes a note of introduction on your behalf.
- Remember to pay your dues to your current chapter, so your general P.E.O. membership remains active.

As much as we hope that the membership committee of each chapter will maintain a current list of all unaffiliates within the proximity of their chapters, the reality is that sometimes it may be a while before a P.E.O. sister who has moved to a new locale is contacted. Please don’t allow yourself to become discouraged, and don’t be afraid to introduce yourself to the chapters in your new area. Many relocated P.E.O.s have done just that and found themselves a new chapter home that much more quickly!

**Lateral Dimits**
The lateral dimit provides a solution for the member who finds herself unable to attend regular meetings of her chapter. A lateral dimit makes it possible for a P.E.O. to join another chapter in the same city or area with a more convenient meeting time or location. Please don’t be hesitant to explore this alternative! The new FC Form was introduced last biennium to help facilitate lateral dimits; ask about it!

It is important to remember that each P.E.O. became a member of the Sisterhood at large and our loyalty is to fulfilling our vows of participating membership. 😊

Members who have not paid their annual dues by March 1 are considered inactive. It is important for a chapter to maintain contact with those sisters who have chosen inactive status. Because P.E.O.s are never erased from the membership rolls, we say “Once a P.E.O., always a P.E.O.” Our hope is always that an inactive member will consider reinstatement.
Chapter FD, Kirkwood, Missouri, Sells Custom-Designed Anklets

Linda Larson, treasurer of Chapter FD, Kirkwood, Missouri, was inspired by the story featured in the January-February 2008 issue of The P.E.O. Record about Chapter IN, Southlake, Texas, selling Christopher Radko Christmas ornaments. “I was so excited by what Chapter IN had accomplished,” said Linda. She discussed with her chapter what they could do to compare to Chapter IN’s huge success. Several ideas were kicked around but nothing seemed to fit. It was then quite by accident that Linda had a vision for how her chapter could “Think Big” too. Linda discovered a business called For Bare Feet, a family-run company that makes custom designed socks. Linda thought P.E.O. socks would be a great item to sell and For Bare Feet seemed to be the perfect company to produce them. Here is a bit of For Bare Feet’s company history from their website:

Twenty one years ago, Sharon Rivenbark, a fifth grade school teacher, started a sock manufacturing company with $1,200 she borrowed from her parents—enough to buy one antique banner knitting machine and some shop space in Nashville, Indiana. “I started selling socks in a market that had not perceived socks as gifts before. I guess you could say I created a market that wasn’t there,” Sharon explained.

Linda felt that Sharon’s inspirational story about building her business from the ground up fit in perfectly with P.E.O.’s philosophy of “women helping women” and she saw the potential for her chapter to raise a lot more money for P.E.O. projects by selling P.E.O. socks. While Linda anticipates the sale of the socks will greatly benefit the chapter’s bank account, the socks project has already made a huge impact within the small chapter of 23. “The ladies in the chapter are being so supportive. I was looking for something to get everybody sparked and excited and this is it! It’s great to see people getting involved again. I really think this project will help grow the chapter.”

Chapter FD has placed an ad in The P.E.O. Record and is spreading the word about their sock sales. Chapter members are buying the socks and mailing them to sisters and friends across the country and getting wonderful feedback. “Our chapter is proud to be selling these ‘Made in America’ socks and are eager to share them with all of our P.E.O. sisters! The quality of the socks is phenomenal. They are just beautifully made,” says Linda.

Chapter FD will celebrate their 80th anniversary on January 21, 2009, and this is certain to become their largest fundraiser project to-date. Linda says, “We are all very excited about this new adventure and plan to donate all profits to our P.E.O. projects. We’re also looking into golf socks with the logo ‘Daisies Do Tell’ created by our Missouri past-president, Lu Lockwood, who graciously gave us permission to use it. Anyone interested in socks for our BIL supporters? Our motto is ‘the sky is the limit’…no sister can have just one pair!”
In the January-February 2008 issue of The P.E.O. Record we featured the ambitious project taken on by Chapter IN, Southlake, Texas. They commissioned designer Christopher Radko to create an ornament called “My P.E.O. Angel.” There was an overwhelming response from P.E.O.s and the chapter sold over 1,200 ornaments and donated $12,000 to the projects. After rejecting the first shipment of the chapter’s second ornament, “My P.E.O. Star,” because of inferior quality the chapter’s project is back on track and a factory in Poland is diligently producing “My P.E.O. Star” so sales may continue.

The chapter is excited about raising money for the P.E.O. projects again, but they are even more enthusiastic about the Radko marketing team’s idea to use this opportunity to spread the word to others about P.E.O. Julie Medulan, IN, Southlake, Texas, explains, “When we sold our first ornament our target market was other P.E.O.s. We didn’t imagine that the ornament would have much appeal to the community at large. Boy, were we wrong! This year, with a fabulous gold, five-pointed star, complete with hand-painted daisies, filigree work and ‘P.E.O.’ delicately inscribed on only one side, we think we have a perfect Radko ornament with broader appeal! We will blitz our local media with articles and press releases that will tell the community about the ornament, P.E.O. and the projects we support. Our local business owners have agreed to display the ornament with accompanying informational brochures that will also reveal who we are, what we do, and how to obtain more information about P.E.O.! Like many chapters, Chapter IN has struggled with identifying new and creative ways to get the word out about our loans, scholarships and Cottey College. Thanks to our ‘My P.E.O. Star’ ornament, we believe we have found a great opportunity to do just that!”

Chapter IN’s Radko Committee members from left: Cathy Hollerbach, in charge of inventory management and shipping; Sara Gray, responsible for invoices, billing and finances; Julie Medulan, chairman of the Radko Committee.

Christopher Radko created the “My P.E.O. Star” ornament for Chapter IN, Texas. The 4.75” five-pointed star is decorated in hues of glistening gold with glittering white daisies and filigree. The letters “P.E.O.” are delicately scripted in the center on one side.

The Girl Who Reached For The Star

Visit peointernational.org to see an animated video preview of the book. To read the entire story and discover its special ending, buy your copy online today!
A new era in women’s education began in 1907 when delegates to the Supreme Grand Chapter Convention in Brookfield, Missouri, voted to establish the Educational Fund, a memorial fund to be loaned to women for educational purposes. The Educational Fund not only provided much needed financial support, but also recognized the importance of educating women.

Education has always been considered a cornerstone of democracy and necessary to safeguard our liberties. In the 1640s, households were required to teach their children and apprentices to read and understand the laws. Early settlers were thinking primarily of boys. Girls were often educated at home, but more importance was placed on educating the boys.

Even at the college level, educational opportunities for women lagged behind those for men. Not until after the Civil War did college doors begin to open wide for women. However, funding that education was difficult for women and became a major impediment. Male students were much more likely than female students to find ready sources of financial aid for educational purposes, and so the establishment of the Educational Fund was a landmark event.

The P.E.O. Sisterhood had long been considering ideas for philanthropic outreach. In 1885, at the third annual Convention of Grand Chapter, chapters were urged “to take up some philanthropic or public-spirited enterprise, especially in the area of libraries.” The next year delegates again discussed finding a worthy project for serving mankind in which all chapters could participate. For the next 20 years various proposals were considered, such as endowing a chair at a college or university, building a music hall on the campus of Iowa Wesleyan College, or opening an industrial school for delinquent children. All were worthy educational ideas, but none sparked the interest and imagination of all the Sisterhood.

The establishment of the Educational Fund almost didn’t happen. However, a balance of $658.88 remaining from P.E.O. Day at the Louisiana Purchase Exposition held in Saint Louis in 1904 was given to the treasurer of Supreme Grand Chapter at the 1905 convention. Members of the convention voted to add money to make $800 and to create a memorial fund for the Founders. All chapters were asked for contributions and suggestions for use of the memorial fund.

At the 1907 convention, the balance in the memorial fund had grown to $1,071.88 and three ideas were presented for its use: a P.E.O. home in Colorado, a printing plant, and a scholarship fund for worthy young women. Much discussion ensued. One member suggested that if the fund were used for loans instead of scholarships, the money could be used again and again. When the final motion came to the floor, it passed easily and the Educational Fund ushered in a new era in women’s education.

Now in 2009, through the generosity of chapters and individuals, the P.E.O. Educational Loan Fund (ELF) has assisted a total of over 73,000 women achieve their higher educational goals. Together, working as one, we can fulfill the promise of ELF.
Our chapter’s theme for the year was born out of a mutual sentiment shared by our chapter president and me, the program chairman. As we were chatting on the phone we hit upon it simultaneously; our lives were getting too busy! We needed to somehow make life easier! So, we borrowed the familiar and fitting phrase, “Keep it Simple,” and came up with our theme for the year, “Keep it Simple, Sister,” or K.I.S.S. We were on our way at least to try to make lives easier and simplify!

We began the process of simplification by posting our program dates and hostess/co-hostess opportunities in a chapter email. It worked great! Slots filled quickly with sisters being able to consult their home calendars easily. With only a couple of phone calls, the task of finding the year’s hostesses was completed in record time!

We opened our year with a program called Simple Summer Sharing to catch up on each other’s vacation activities. Then we began “Sharing K.I.S.S.es”—what we do to simplify our lives and relax. Later, one of our BILs, a tax attorney, gave a program called Financial Simplification. Next we played a guessing game of little known facts about each other called Simple Secrets. We continued the year with Simplicity in Floral Design, a program on Ikebana, and Simple Joys of Nature, a program about hummingbirds. We also had two guest speakers. Author Marcia Ramsland, known by Better Homes and Gardens and Real Simple magazines as The Organizing Pro, talked to us about Simplifying by Organizing. Author Claudia Jean taught us to simplify our wardrobes.

At Christmas, we exchanged our “simply delicious cookies.”

Our easiest program of the year and probably the most useful was Sharing Simple Recipes of Five Ingredients or Less. Fortunately, our chapter is blessed by having a very “computer comfortable” group of sisters (who range in age from the young 20s to the young 80s), so this program was a cinch.

Each member sent her recipes by email, which simplified, by elimination, the dreaded typing responsibility that generally goes along with cookbook production. The collection of recipes was cut and pasted, put into a Word document and emailed to each chapter member just before the meeting. The actual program at the meeting was brief. We shared side notes about our recipes and awarded a prize for the simplest recipe.

Everyone left in excited anticipation of a new cookbook in their email box—absolutely free and without a penny of printing cost to the chapter! This was simplicity at its best! In hindsight, we would suggest planning a taste-testing of the recipes as refreshments for that meeting!
What do I do to simplify my life? I shop for Christmas in July.

Karen Boyd, BJ,
Miami Shores, Florida

“Hmm,” said my ‘green’ Prius-owner son-in-law, “no car, no insurance bill, no gas, no repairs or maintenance.” I was advising him that I had, after a month of thinking about it, decided not to rent or buy a car. My daughter had borrowed my Honda Civic while her car was being repaired. The next morning the car was gone. Insurance provides up to $25 a day for transportation needs. I use taxis and volunteered rides from friends. Taxi drivers will talk for the entire trip once you get them started. I’m learning the Austin bus routes. Riding opens entirely new worlds of stores, neighborhoods, and people (like those that fled Hurricane Ike). During waiting times one can read a book or just look around. Am I simplifying or am I just beginning to really enjoy my Texas life?

Joan Dean, CR,
Austin, Texas

I have simplified my life by scheduling repair people to work at my house at the same time.

June Banta, HM,
San Marino, California

With our increasingly busy schedules in 2007 Chapter BH opted to change its bylaws to allow one regular chapter meeting on the second Thursday of each month for the calendar year. Chapter members now meet during the summer months allowing some of our working sisters an opportunity to attend or host meetings who otherwise were unable to. We have three additional social events to meet the required 15 meetings per year. Our BILs have not been forgotten! BIL socials, at the chapter’s discretion, have been included along with planned fundraisers. As an extra bonus we now have an attendance voluntary luncheon on the fourth Thursday of each month at some of our favorite Leesburg restaurants. This has been a new and exciting fun way for our sisters to keep in touch!

Debbie Saylor, BH,
Leesburg, Florida

Having grown up in a rural community with a mom who, besides being a kindergarten teacher, was an excellent homemaker, I’ve always been pretty much a do-it-yourselfer.

Then after 40+ years of a nursing career and several kids I was forced to retire on a medical disability. That also cut short the high end earning years for retirement funds. Simplifying our life became not only a choice but a survival necessity. But there is always, ALWAYS, something for which to be thankful.

We now live in the foothills of Mount Adams in south central Washington state near a ghost town and in the Columbia River Gorge area—definitely out of the rat race. It is a very simple life and what do you know? Our blood pressures and weight and stress factors went way down.
Picnics and outings for hunting and fly fishing and just plain ogling the spectacular scenery are special.

Here’s where all the homemaking skills and do-it-yourself things came in handy. I do sew a lot—making a lot of our clothes and household things like curtains and chair covers and blankets. I love to quilt using leftover scraps and earning funds for new fabrics by restoring vintage quilts and finishing old quilt tops for others. I cook from scratch, (budget and health reasons make “if it comes in a box don’t buy it” a mantra). I make all of our cookies, pies and cakes, and most of our breads, sweet rolls and buns. I do garden and do a HUGE amount of home canning—applesauce, pears, peaches, jams, jellies, chili, stews, tomatoes, tomato sauce, salsas, chili verde sauce, pumpkin, apple, peach and cherry pie fillings and sauerkraut. I freeze a lot of veggies plus make my own buttermilk biscuit mix, mustards, catsup, BBQ sauce, a meat sauce, a seasoning salt, a browning and thickening sauce, mayo, salad dressings and coleslaw dressing. I dry my own herbs and some fruits. I make soft cheeses, yogurt and yogurt cheese.

I make my own cleaning solutions (such as window cleaner, stain remover spray, kitchen cleaner and carpet cleaner.)

Those of us on the mountain barter a lot. I trade jelly for eggs, etc. My BIL is a journeyman electrical wireman and a broadcast engineer (radio & electronics); one neighbor has a backhoe and another has a snow plow and a road grader!

We use propane for most of our appliances—drier, fridge, stove, heating, hot water and lights when necessary. Not only do I get more bang for my energy buck but it is more reliable than electricity. We are the last house on the power lines and in deep snow it could be a while before repair crews get to us. We have a back up generator and do a lot of passive solar heating and cooling, e.g., the half roofs on our decks are angled to block the high, hot summer sun and let in all possible winter sunlight. Our home is heavily insulated plus I have made insulating drapes to conserve heat in the winter and aid cooling in the summer.

Yes we have TV and three computers. No I don’t have a dish washer and yes I do have a large computerized sewing/embroidery machine.

Our regional library not only has a book mobile, but also a mail service when we don’t get to town a lot. (I live so far out of town one of my P.E.O. sisters says it’s like being in the next state.)

Trips to town go with a do-it list catching everything we can in one outing.


Carol Keightley, EB,
White Salmon, Washington
The program theme for the year was “What can I give back to my community—and how...” So each month, the members of Chapter K, Osceola, Iowa, learned about different aspects of their community, from needs in their local school system to new programs offered at the public library. When a representative from the local foster care program came to speak, members learned of a need they never knew was so great—something they knew they couldn’t ignore.

Not only were the women shocked by the number of foster care children in their community, they were saddened by the realities of foster care life. Oftentimes, the children are removed from their homes in the middle of the night or right after school. “They have nothing except the clothes on their backs,” says Linda Crawford, retired Department of Human Services employee and member of Chapter K. Not only have they been removed from the place they’ve always called home, all their possessions are left behind, too.

Chapter president Elisabeth Reynoldson saw this far too often in her position as county attorney. She and Linda saw a way to help and used their unique perspectives to gather their chapter’s support. Though P.E.O.s seem to shine most when someone is in need, Linda is still amazed by her sisters’ response. “They opened their hearts,” she explains. “They really did.”

The chapter decided to create care packages for the children filled with items they could call their own. Each package contains storybooks and coloring books along with necessities like a toothbrush, toothpaste, soap and shampoo. The older kids get age appropriate items like a journal and a pen. No matter what the age of the children, each package includes a stuffed animal, something they can hold on to when everything in the world is changing around them.

“One time I was working in the courthouse and a little girl came in with her foster family,” remembers Linda. “She was carrying one of our teddy bears. It made me feel so good to see how much it meant to her.”

Give a group of P.E.O.s a project that really makes a difference, and the giving doesn’t stop there. “It kind of spurred us on,” Elisabeth says. “Once we saw what we could accomplish, everyone wanted to take on more.” In 2007, the Iowa Supreme Court made changes in how they handled juvenile court cases. Children were now required to attend their court hearings so judges could put a face to the name as they reviewed the cases.

Courthouses are not friendly places for adults, let alone children. When they weren’t in court, the children would wait for their trial in the cold, sterile courthouse hallways. “These children experience enough trauma without having to sit in the hallway,” commented Linda. “It wasn’t a productive environment for the rest of the courthouse either.”

When Chapter K members heard what was going on, they took action. They decided to transform a rarely used room in the courthouse into a child-friendly waiting room—a place where the kids could relax and feel less intimitated by what was going on around them. They met no opposition as everyone saw the need and wanted to do all they could to help.
First an artist from Des Moines painted colorful murals on all the walls. Then chapter and community members donated furniture, toys and books to give the room a homier feel. “I couldn’t believe all the things everyone was bringing. We even had to put some of the donated items in storage,” recalls Linda. The storage room comes in handy as toys that are well used or broken can easily be replaced with new ones.

County attorneys have commented on the huge difference the room has made in their ability to communicate with clients. In a relaxed environment such as this, the children are more willing to work with those who are trying to help them. Since the room was finished, several counties have expressed interest in creating something similar in their own courthouses. The chapter members were energized, knowing their project had really made a difference.

Elisabeth says the recent “It’s OK to Talk About P.E.O.” initiative has really helped in the chapter’s willingness to get their name out in the community. With the official stamp of approval, they were able to convince chapter members doing something visible in the community was a good idea. “I think sometimes the perceived secretiveness of P.E.O. made people wonder what our organization is about,” observes Linda. “I believe that since we’re able to talk more about it, the community is more aware of the good we do.”

With around 50 resident members, Elisabeth was proud to see how her chapter banded together to combat an important issue in the community. “It really brought our chapter together,” she says.

She didn’t even have to ask, beg or plead for volunteers—a response every chapter president can appreciate. “They were thrilled to do something where they could see the result.”

Getting involved in the community is something every chapter can do. “Don’t underestimate yourself,” encourages Elisabeth. “You really can, no matter how active or inactive your chapter has been in the past. If you see something in your community that needs to be fixed and you decide to take it on, you can do it.”

Chapter K’s project is evidence of one thing. When P.E.O.’s get fired up about a good cause, there’s no stopping them. Although the chapter continues their support of the P.E.O. projects, they see community involvement as an important part of P.E.O. as well. “I think as our communities, nations and world change, P.E.O. has to change with it,” says Linda. “We’ve got to educate ourselves about today’s world. We’re not just about petticoats and bustles anymore.”

Chapter K is proof that today’s P.E.O.s want to make a difference. Changing their communities is just the beginning.
EUREKA!!!
Can YOU Find IT in San Diego?

... the first Mission in California
... the place where Juan Rodriguez Cabrillo discovered San Diego and claimed it for Spain
... the site of the 1915 Panama Exposition
... the village known as “the jewel”
... the site of the first Spanish and Mexican settlement
... the research institute named for a famous scientist who is best known for polio vaccine
... the newly remodeled San Diego Zoo
... the aircraft carrier commissioned in 1947 and decommissioned following Desert Storm
... the whale named Shamu
... the Victorian hotel where the movie “Some Like It Hot” was filmed
... the restaurant where Tom Cruise and Kelly McGillis fell in love in the movie “Top Gun”
... the hotel named for a U.S. President
... the warm and friendly California Girls greeting you
... the “Together We Can Do It” attitude
... the 69th Convention of International Chapter on September 9, 10, 11, 2009

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Registration forms, general information and tour information will all appear in the March-April issue of The P.E.O. Record. No reservations will be taken until the forms appear in The Record. All forms and information will also appear on the website.
The world needs more people like Stefanie Pollender. The accomplishments of this young peacemaker will make you quickly realize the difference that one person can make through conflict resolution, mediation and advocacy work. Stefanie was born and raised in West Germany. Throughout her life her parents advised that by believing in herself, it is possible to achieve almost anything. Coming from a society that makes no restrictions on women and their access to education, she has become a contributor to a better equilibrium between prevailing gender inequalities and the importance of education to women in other parts of the world.

Travel has been an integral part of life for Stefanie. In the year 2000 she visited her father while he was working in the capital of Bosnia. Together they traveled through Croatia into Serbia and visited the war-ravaged city of Sarajevo; the first time she witnessed the aftermath of war and the profound suffering of people who managed to survive.

On extensive journeys through Southeast Asia and many parts of Africa, she witnessed cultural norms that placed women in a category as second class citizens, struggling to obtain an education. While striving to accept and value other cultures, she experienced such profound injustice that it ignited a passion to work toward the establishment of equality for women.

Stefanie moved to Uganda in 2003, dedicating herself to the service of others. She volunteered for non-profit organizations offering social services and peace education to Ugandan youth. She was involved in youth camps enhancing intercultural understanding and in a music tour to Rwanda promoting peace through performing arts. Educating Ugandans about gender roles, gender based violence, and non-violent conflict resolution, she gained an understanding of the premise that education is a basic pillar for global understanding and peace.

After 40 hours of certified mediation training, Stefanie became a trainer for alternatives to violence in prisons in Shirley and Concord, Massachusetts, as part of the Concord Prison Outreach while a student in the U.S.A.

With the help of an IPS scholarship, Stefanie completed her studies at Lesley University in Cambridge, Massachusetts, in June 2008 earning a master’s degree in intercultural relations/developmental studies. She has returned to Europe armed with her education which will better enable her to become a cultural translator. Her life experiences helped to determine the focus of her future role to bridge the gap of cultural understanding.

She also sees a demand in the developed world, where cultures meet through immigration, to mitigate potential clashes between different cultures. Germany’s capital, Berlin, has the greatest Turkish population outside Turkey. Because there is ongoing conflict between the immigrant and the host population in her own country, Stefanie hopes to bring a fresh perspective to greater sensitivity, understanding and acceptance of all people.

We experience pride knowing our IPS scholarships are helping mobilize women around the world, passports in hand, as they promote peace and reconciliation one student at a time.
Say No to Bottled Water

WHY?

• Bottled water is using sources of clean water unnecessarily since tap water is perfectly safe to drink.
• The bottles are plastic, made from oil in factories and use energy which pollutes the air.
• Most water bottles are not recycled and end up in landfills.
• Bottles of water are shipped all over the country in gas-guzzling trucks that pollute the air with exhaust.

Buy a refillable sports water bottle and fill it from your tap at home. If you don’t like the taste of tap water, try using a filter pitcher or install a filter on your tap.

Green Tip

BIL CORNER: Here’s to the BILs

by Lindy Helzer, GR, Littleton, Colorado

My mom, Mary Ewing, is a 50+ year member of Chapter IR, Lombard, Illinois. I was initiated into Chapter IR in 1968 and am now a member of Chapter GR, Littleton, Colorado. My dad, Glen Ewing, was a BIL loved by all of Chapter IR until he passed away in August of 1985. Dad was an amateur poet, meaning he just liked to play with verses to entertain his friends and family.

Hardly a major event went by that Dad didn’t write a poem to commemorate that time in someone’s life. It didn’t take a major event though to prompt him to pick up his pen as he often wrote about ordinary things as well. His poems always brought a smile to our faces and I can still see the smile on his face when he would read them. Recently I was going through some of his old poems and found the following written on a scrap piece of paper.

Here’s to the BILs,
Here’s to the clan.
We are loyal BILs,
Faithful to a man.

We do everything we please,
If it fits into her plan.
But every other Tuesday night,
We eat out of a can.

The sacrifice is not too much,
And we’ve all come to know,
That they are better wives
Since they joined the P.E.O.
This report from Cottey is the second in a series that will focus on key goals of the 2011 strategic plan, Building a Model for Women’s Education.

In the November-December issue of The P.E.O. Record, I emphasized the theme of growth in Cottey’s 2011 strategic plan and the ways Cottey is growing slowly and steadily in enrollment, in educational programs, and in student activities. Becoming a model for women’s education, however, requires growth with excellence. Goal 2 of the 2011 strategic plan challenges Cottey to earn a national reputation for distinctive educational programs. It requires fostering an environment that stimulates active, engaged learning. It requires programs that connect students’ service and volunteer opportunities with their curricular and extracurricular activities. We know that Cottey is meeting this challenge already in significant ways.

Our small class size with an average of 14 students per class is an important factor. Our 10-to-1 student to faculty ratio is another. Cottey students receive individual attention from faculty and staff whether that means meeting after class to discuss a question, receiving feedback on assignments, traveling in Europe with faculty and staff members, or having one-on-one time to talk about an interest. Students at Cottey, if they engage and give a good effort, can leave the College after two years fully prepared to transfer to the college or university of their choice. They will have participated during their first two years in learning activities that are generally reserved for juniors and seniors.

Yet Goal 2 of the plan leads us to think beyond what we now offer and to explore further opportunities to become a model for women’s education. The strategic plan challenges us to explore selected baccalaureate programs that are sufficiently distinctive to attract young women to Cottey for four years. We are considering what programs should be selected and studying colleges that have made similar transitions. Our campus master plan includes recommendations that would guide us in creating residences for baccalaureate students. When these programs are selected and created, they must be of such quality that young women will choose to come to Cottey in order to participate in them.

Recently I was having lunch in Raney Dining Room with a group of students. We were discussing their transfer plans. I asked one young woman where she was thinking of transferring, and she named a college I knew. I asked why she was considering that particular college, and she answered, “because it is most like Cottey.” I happened to meet a recent Cottey graduate at an event and immediately asked her about her studies at her transfer institution. She answered, “Oh, everything is fine, but it’s not Cottey.” These comments are typical and frequently heard. Cottey currently offers distinctive educational opportunities that inspire active, engaged learning. We must continue to make good decisions as we grow to move Cottey forward in this turbulent economic climate. We must not be deterred by complacency or indecision, and we always need your support. ☺️
Over a year ago P.E.O. hired Noel-Levitz, an educational consulting firm, to conduct a survey of P.E.O. members in order to learn more about the challenges faced by our membership and to get a better understanding of opportunities to strengthen participation in the organization. There were some recurring issues and the responses provided great insight into the thoughts and feelings of P.E.O.s. The survey results confirmed anecdotal information that P.E.O. leaders already knew, that P.E.O. needs to adapt, be relevant and provide a strong sense of belonging in the lives of busy women. The four most outstanding issues revealed by the survey were:

- Relevance of P.E.O. for today’s woman
- Attracting and retaining younger members
- The burdensome work for state and local leaders
- A desire to find value in belonging through educational and philanthropic activities in the local community

In response to the survey results, the Executive Board of International Chapter studied the issues and data and then announced the creation of four ad hoc and special committees to strategize and develop responses to the concerns and suggestions of our membership.

The work of these committees is important for the future of P.E.O. Also important is keeping you, our valued membership, informed of what is happening with these committees and what direction they are taking. Members have already learned about the work and progress of the Special Committee to Develop the Sixth Educational Philanthropic Project as the STAR pilot project is in full swing. Following is an at-a-glance overview of what the Special Committee for Membership Advancement, the Ad Hoc Committee to Streamline the Work of State Chapters, and the Ad Hoc Committee to Streamline the Work of Local Chapters have achieved during the last year and their progressive plans for the future of P.E.O.

**Special Committee for Membership Advancement**

*Mission Statement:* To infuse our organization with strong, creative strategies and action plans that build and invigorate the timeless purpose and values of P.E.O. to serve the goals of today and tomorrow’s women.

*Work focus:*
- Offer solutions to substantive membership questions
- Encourage more relevant programming
- Develop the Pilot Program to strengthen membership and build leadership within the local chapter (Watch for more information about this program on your state/province/district’s website.)
- Refer membership suggestions to both streamlining task forces
- Design a new self-reading graphic that says “membership”

*Recommendations made on following topics:*
- Convention reporting requirements
- Requirements for proposing a name for membership
- Fees for initiation and reinstatement
- Organizational number for a new chapter
- Several components of the initiation process
- Guidelines and an action plan for a staff membership director and part-time regionally-based volunteer membership field representatives.

**Ad Hoc Committee to Streamline the Work of State Chapters**

*Mission Statement:* Review the duties and requirements of state, provincial and district board members with the goal of making officers’ jobs more streamlined, efficient and simplified in relation to the needs of local and International chapters.
Work focus:
- Evaluate the duties and responsibilities of officers in an effort to realign and balance work loads;
- Evaluate the established duties and responsibilities of officers to determine ways to simplify, streamline and eliminate;
- Examine established processes that could be accomplished more efficiently if generated electronically;
- Review Instructions to Officers of State Chapters, Convention Handbook for Officers of State, Provincial and District Chapters, Instructions to Organizers of State, Provincial and District Chapters, forms relating to state, provincial, district chapters and Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.

Recommendations:
- Restructure the length of service requirements for state, provincial and district executive board officers;
- Consolidate and reassign duties and responsibilities of executive board officers;
- Refocus on the Official Visit and Local Chapter Officer Training Workshop to emphasize sharing and discussion of chapter and officer issues and less examination of procedures;
- Streamline the reporting process for membership and financial transactions;
- Simplify the annual reporting process;
- Consolidate procedural information into a single instructional manual;
- Develop a “tool box” of reference materials;
- Provide an electronic fill/print/send option for applicable forms.

Ad Hoc Committee to Streamline the Work of Local Chapters

Mission Statement: Encourage more participation by all members through increased efficiency of the regular business meetings and streamlined duties of officers and committees.

Work focus:
- Evaluate duties and responsibilities of local chapter officers;
- Consider potential automation of local chapter officer’s responsibilities;
- Evaluate the processes and procedures currently in place with a goal of simplification and elimination of redundancies. The evaluation was conducted on the following categories:
  - Membership
  - Regular business meeting
- Review all manuals and reference materials available for local chapter officers to assess complexity and clarity of instructions for officer duties and responsibilities.

Recommendations:
- Leverage the current membership computer program to simplify the recording and tracking of membership;
- Modify current procedures in order to simplify, streamline and expedite the process in an effort to encourage unaffiliated and inactive members to become actively participating members of local chapters;
- Consolidate and eliminate procedures for chapter meetings in order to enable more time for strong, relevant programs and fellowship among members;
- Reduce the number of reports, the amount of paperwork and effort required for local chapter officers to complete annual reports.

The Executive Board of International Chapter was updated on potential changes under consideration as the committees met throughout the year. The recommendations made are in the best interest of the Sisterhood—near- and long-term—taking into consideration the demands placed upon, as well as the interests of, “today’s women” of all ages. Committees approached their tasks with the current P.E.O. culture and environment in mind, striving for greater member satisfaction. The committees’ continuing discussions encompass a broad range of current procedures needing revision and updating.

The special and ad hoc committees are continuing their work of streamlining procedures and addressing membership issues, and there is a definite ripple effect. The actions in one area often affect what happens in another. It is the hope of these committees that our membership is as excited and energized by these recommendations as they are. You asked for change and we listened. With the prospect of these progressive adaptations on the horizon, the future of P.E.O. is looking bright!

Thanks to everyone who participated in the Noel-Levitz survey for their feedback and thanks to all the committee members who have given so graciously of their time for the good of the future of the Sisterhood. Committee members are named on the inside front cover of The P.E.O Record.
The P.E.O. Foundation Board of Trustees is proud to announce the distribution of undesignated funds for 2008. These dollars represent current earnings from interest and realized capital gains; transfers from funds specified as undesignated; and contributions from chapters and/or individuals, which include bequests that are not designated for a specific project or fund.

A determination is made as to the amount of undesignated funds available for distribution after the audit each year, usually in September. Each project chairman is requested to submit requirements that will not be met by expected donations, transfers from funds or other income from their permanent endowment. The trustees review each submission carefully and make the determination for distribution of available undesignated funds that best meets the needs of the Sisterhood. One of the goals of the Trustees has been to increase the permanent endowment of each project to assure future income.

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<th>Distribution of Undesignated Funds for 2008</th>
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<td><strong>$ 20,000</strong></td>
<td>P.E.O. Educational Loan Fund</td>
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<td>Current Spending</td>
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<td><strong>$187,800</strong></td>
<td>Cottey College</td>
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<td>2 Suite Bathrooms @ $55,000 each</td>
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<td>Softball start up costs @ $28,300</td>
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<td>Chapel renovation @ $33,000</td>
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<td>One smart classroom @ $11,000</td>
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<td>Digital Video Equipment @ $5,500</td>
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<td><strong>$260,000</strong></td>
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<td><strong>$125,000</strong></td>
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<td><strong>$ 5,000</strong></td>
<td>Iowa Wesleyan College</td>
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<td>(Care and maintenance of Memory Room)</td>
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For more information concerning undesignated funds or the services offered by P.E.O. Foundation, please contact your state liaison whose name and email address may be found on page 22 of the September-October 2008 CARE supplement to The P.E.O. Record.
Chapter ID, Madrid, Iowa, has developed a “recipe for success” with their annual membership event called Guess Who’s Coming to Dinner. This event is sponsored by the membership committee with the purpose of getting to know one another better in a small group setting. Chapter members are asked if they would like to host a dinner for six to ten people and provide the main course or if they would rather be a guest and bring a dish that is assigned to them. Assignments are handed out at the monthly meeting before the dinner.

The fun part of Guess Who’s Coming to Dinner is that the hostess only knows that she’s hosting a specified number of people, but has no idea who will come knocking on her door. And those who are going as guests only find out a day or two before the dinner where they are going, but don’t know who else will be there. Everyone is assigned to bring a dish and without knowing what anyone else is bringing, it’s a wonderful buffet of food that amazingly always goes together. The evening is spent eating, visiting, laughing and getting to know each other better.

Last year 30 members participated. This year, 36 will attend. It’s an event our members talk about all year. It is easily an event that can be done every year, even with BILs. The intimate dinner setting helps new members get to know a few people at a time and allows long-time members to share experiences.
managed a clothing store with her husband, Tom, for many years in Red Wing. When they sold the store in the 1990s some old quilt blocks (vintage 1930s and 1940s) were found in the attic. Marilyn passed them on to Betha Schlauderaff, a friend and member of Chapter P. The squares were eventually passed on to Betha’s daughter, Kristen (Chapter P), who combined them with other fabric and hand quilting to make a complete quilt. In the spring of 2008 raffle tickets were sold and about $900 was raised by the two chapters for scholarship projects.

**P.E.O. Flea Market Draws a Crowd**

Last summer members of Chapter AM, Hailey, Idaho, cleaned out their garages and baked their little hearts out in preparation for their annual P.E.O. Flea Market. Rum cakes, bed frames, clothing, dishes, office equipment and even a snowblower were all sold to benefit P.E.O. By the end of the day, the chapter raised approximately $3,000 for the projects!

**Holiday Silent Auction an Annual Success**

For the past 25 years, members of Chapter DI, Kalamazoo, Michigan, have been putting on a holiday silent auction at their November meeting. This much anticipated event has brought in over $1,900 in previous years. The auction showcases members’ culinary expertise (cakes, pies, cookies, jams, breads, etc.); artistic flair (original pottery, paintings, floral arrangements, jewelry, gift baskets, quilting, etc.); and their eye for beautiful items found throughout the year at shops and craft fairs.

A BIL Santa greets all members and their guests with a warm welcome. A luncheon always follows the bidding. “This is a chapter effort with hours of work and we are proud of the way our members step up to support our projects and make this event bigger and better each year,” says auction chairperson Alice Gordon.

**Chapters Work Together for Quilt Raffle**

Chapters P and ET in Red Wing, Minnesota, found a way to celebrate their histories and friendships, and to raise some money for scholarships. Marilyn Josephson, member of Chapter ET for more than 50 years, owned and
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Students at San Cayetano School in Fillmore, California, donated items to the local fire department’s toy drive with the help and guidance of Chapter GY.

High Tea on the Lake
At the annual fundraiser for Chapter AU, Maryville, Tennessee, Sandy Pease offered for auction a high tea on her pontoon boat on Tellico Lake. The highest bidder, Yvonne Peychal, and two of her sisters were offered homemade cucumber sandwiches, scones and strawberry bread with a variety of teas. Pulling up alongside Sandy’s boat was another boat full of dulcimer players who played, sang and finished to a standing ovation with “Rocky Top.”

Chapter Contributions to Community Toy Drive
Retired teacher Julie Schmidt, Chapter GY, Fillmore, California, took an idea from a unit on kindness in a classroom textbook and brought it to life last Christmas season. Children from kindergarten through fifth grade of San Cayetano School in Fillmore, California, brought new and used items from home for a huge holiday sale. Julie enlisted teachers, Chapter GY members and friends who cleaned out cupboards and brought boxes of good, usable items for the sale. All of the collected items were sorted on tables in the school cafeteria in prices ranging from ten cents to one dollar. Shortly before their winter vacation, the children eagerly came to buy presents for their families and themselves with the help and guidance of adults.

More than $500 was collected which the students from San Cayetano then used to buy new gifts for needy children. With great joy and excitement they took the newly purchased gifts to the local Fillmore Fire Department for their holiday donation program.

Program Features
“The Greatest Show on Earth”
Chapter CE, Sarasota, Florida, held a program with a circus theme. Retired circus performers spoke, including the guest of honor Evi Kelly-Lentz, the widow of the late, great Emmett Kelly—the world’s most beloved circus clown. Evi generously presented the chapter with three prints which were reproductions of original oil paintings by Barry Leighton-Jones depicting Emmett in some of his most famous poses and routines. At the luncheon meeting, the Ways and Means Committee was honored to display the prints and auction them off with the money raised going to P.E.O. projects.

From left: Retired circus performer Doris Sangenberg, Janice Tibbals, widow of Emmett Kelly, Evi Kelly-Lentz and Whirlwind acrobat Uschi Firmberger.
**BV, WILLIAMSBURG, VIRGINIA**

**Organized:** April 12, 2008

First row, from the left: Jane Sydney Meloy, Jean Stevens, Margaret Mastbrook, Sue Rennagel. Second row: Darlene Dewall, state organizer Ann Wilson, Marjorie Walsh, Dorothy Haramis, Carolyn Smith, Amanda Kohler, Diana McLeod. Third row: Joan Ruszkowski, Mary Barnett, Marilyn Dominguez, Sandra Stritchfield, Teri Collins, Susan Dey, Patricia Hensley.

**FT, CADILLAC, MICHIGAN**

**Organized:** April 26, 2008


**IS, THE WOODLANDS, TEXAS**

**Organized:** May 31, 2008

First row, from the left: Sammie Williams, Liz Gable, Jeanne Leverette, Nancy Caldwell, state organizer Shirley Groman, Marian Longbottom. Second row: Joyce Staeulin, Terrie Calkins, Nancy Sullivan, Mary Kosmitis, Peggy Crozier, Marianne Fershak, Ellen Flesher, Sandra Higdon, Laurie Dandy. Third row: Suzanne Sullivan, Jan Schwab, Gayle Killian, Beth Tobolla, Virginia Walker, Jan Gilmour, Jan Kincaid, Marcia Emsz.

**AK, BIRMINGHAM, ALABAMA**

**Organized:** May 10, 2008

First row, from the left: Sharon Kiker, Ann Kaucheck, Sally Kingsley, Janice Wolsoncroft, Merrily Newton, Sandrah Berglund. Second row: Mary Ellen Whone, Sue Greer, Gwenn Davis, Sue Comeaux, Emily Volavka, Junaita Krupicka, Francie Ahearn-Riley, Glenda Rogers, Jan Tennant, Bonnie Embry, Patricia Mize, Rebecca Reardon, Laura Atkins, Sharon Lee, Sylvia Rayfield.
**JP, Lawrence, Kansas**  
*Organized: February 23, 2008*  

**OF, Mundelein, Illinois**  
*Organized: April 18, 2008*  

**FS, Frankfort, Michigan**  
*Organized: April 19, 2008*  
First row, from the left: Judy McCall, Martha Garber, Tammy Case, Diana Slotnick, Ronnie Lewis, Susan Pyne, Donna Ray Knox, Trudy Green, Marsha Case. Second row: Elaine Peterson, Karen Hejl, Roberta Lakin, Althea Petritz, Katie Northway, Susie Vigland, Marilyn Hagen, Mary Peters, Gretchen Bard, Beverlee Leitz, Pam Pendexter, Marjorie Braem. State organizer Pam Hall.

**AL, Shelbyville, Kentucky**  
*Organized: December 1, 2007*  
On January 21, 2009 P.E.O. will celebrate its 140th anniversary. P.E.O. and its members have a lot to look forward to. You read on pages 24-25 about the exciting changes proposed by the ad hoc and special committees and of course sisters are already planning their trips to San Diego for the 69th Convention of International Chapter on September 9, 10 and 11, 2009. And in the long-term, there are generations of young women yet to be initiated into the Sisterhood and thousands more women whose lives will be touched by the philanthropies we support.

As we move forward there is no better time than this anniversary to glance back and remember our Founders. As its name suggests, the Memory Room in Old Main at Iowa Wesleyan College is dedicated to remembering—specifically remembering the birthplace of P.E.O. A bronze tablet in the Memory Room is inscribed with the names of the seven Founders. Significant historical items from the beginnings of the Sisterhood are on display.

The idea for the P.E.O. Sisterhood was conceived in this former classroom on the second floor of Old Main on the Iowa Wesleyan campus. The room...
Founder’s Pin Gifted to Chapter Original A

Perhaps the most significant item of all to P.E.O.s is the pin emblem. In “Out of the Heart” Stella Clapp writes, “So seven young women founded P.E.O. and chose a star for their emblem. Then they incorporated the star into a design for their pin. Exactly what symbolic idea or ideas did the Founders hope to convey by wearing the pin?

“The first message is for the one who wears the pin. To her, it denotes a oneness with others of similar ideas, ideals, achievements and aspirations. A true P.E.O. takes pride in wearing the pin, but is aware that it should be worn with love and dignity and modesty and with a deep sense of responsibility, else it would not reflect the character of P.E.O.

“The second message would go straight and true to the recipient. Automatically, the emblem, seen on the shoulder of one of the founders, would have conveyed an instantaneous message. To anyone who saw it would have said, ‘You see we have pioneered by forming a society at a time when societies for women are practically unknown. This is part of our destiny.’”

One of the more recent additions to the Memory Room is a pin—one of Founder Mary Allen Stafford’s membership pins. The pin was in the possession of Katherine “Kay” Leach Stafford, a relative by marriage of Mary’s and a P.E.O. for over 40 years. It was always Kay’s wish that Mary’s pin be returned to Chapter Original A in Mount Pleasant, Iowa, and kept in the Memory Room at Iowa Wesleyan College.

On September 25, 1917, a memorial tablet to mark the significance of the room was installed and shortly thereafter Iowa Wesleyan College placed the room under the custodianship of Chapter Original A, Mount Pleasant, Iowa. While members of Chapter Original A were zealous in their guardianship of the rooms, they were equally determined that the room be readily available to all P.E.O. chapters everywhere. After furnishing the room in the period style of 1869 the Memory Room was officially opened to visitors as a Founding Site in 1922. The Memory Room’s guestbook is signed by P.E.O.s from all over North America.
The P.E.O. Memory Room

After a fire in 1989 damaged the Memory Room and some of its contents, the room was painstakingly restored with elegant décor. There are many pieces of note in the Memory Room, including:

- Alice Bird Babb’s roman-striped shawl, worn when she was initiated
- The spade used by Mary Allen Stafford in turning the first earth for construction of the P.E.O. Memorial Library
- A five-tiered walnut whatnot holding an assortment of shells, 20 pieces of scrimshaw and a red art glass vase
- Four early views of the Memory Room
- A green saddle chair that came from an early initiate
- A walnut chair upholstered in maroon fabric from the Babb home
- An unusual four-sided whatnot
- A salt glazed teapot estimated to be over 250 years old
- English Chelsea dishes: Staffordshire ware and two pitchers, one Ridgeway “Hound Dog” pitcher, circa 1840 and a Bennington “Tulip” pitcher
- A hickory rocker that belonged to Alice Bird Babb
- A Chickering piano
- A Rogers statue, “Courtship in Sleepy Hollow”
- Double-framed portraits of Jude Washington and Alice Bird Babb

Each piece is accompanied by an annotated history that helps evoke the experience of being present at the creation of our sisterhood.

Information courtesy of “The P.E.O. Memory Room in Old Main at Iowa Wesleyan College” by Mildred H. Bensmiller (1923-2007), M.A., Associate Professor of English, Iowa Wesleyan College, Mount Pleasant, Iowa.

P.E.O.s are encouraged to visit Iowa Wesleyan College and tour the Memory Room.

For Iowa Wesleyan College information about P.E.O. birthplace and community tours, as well as Founders’ Day programming, contact Carol Nemitz, Special Assistant to the President, 601 North Main, Mount Pleasant, Iowa 52641, 319-385-6217.
Leadership is a component of the foundational principles of the P.E.O. Sisterhood and one we continue to pursue. The STAR Scholarship Pilot Project expands this ideology to establish a project of educational assistance for young women that recognizes their leadership potential.

In the Noel-Levitz Membership Survey conducted in 2007, P.E.O. members expressed a strong desire to assist a previously under-served segment: that of graduating high school senior women. With post-secondary education costs on the rise, this $2,500 scholarship helps address students’ immediate financial challenge, and gives recognition for academic excellence, talent, personal accomplishments and acquired leadership skills. This recognition will positively impact the lives of these women and encourage their future endeavors. Additionally, the scholarship nominating process provides a mentoring opportunity for chapters and members both during the application procedure and afterwards through the communication bond that they have established.

Also indicated in the Membership Survey was the continued interest in identifying younger members for our sisterhood. The mentoring bond developed through the scholarship application process will offer special cognizance of these young women’s characters. Likewise, at the completion of this process, students will come to appreciate the special bonds P.E.O. represents, and also to respect the incredible support system that both individuals and the P.E.O. Sisterhood so graciously offer. These applicants are potential P.E.O. members who might bring an insightful commitment because they have experienced first-hand our philanthropic and sisterhood programs and principles.

Additionally, when chapter members become involved in the scholarship recommendation process, they will establish valuable contacts with both secondary and post-secondary institutions. Such contacts will heighten awareness for all P.E.O. philanthropic endeavors and could even open doors to further discussions of other relevant P.E.O. projects, and additionally showcase the outstanding uniqueness of Cottey College.

With the development of a sixth project, P.E.O. produces further evidence of the unquestioned strength of its philanthropic endeavors. Note: as of the date of printing, the STAR Scholarship has received donations in excess of $134,000 as well as $125,000 in start-up funds from the P.E.O. Foundation.

Another request in the Membership Survey was the desire for the Sisterhood to offer appropriate public opportunities to share information with regard to “It’s OK to talk about P.E.O.” The STAR Scholarship offers an outstanding public venue for conveying our vision and accomplishments. Chapters that have scholarship recipients will make the STAR Scholarship presentations at high school awards ceremonies or other appropriate public forums. Using materials your chapter will receive, you will be able to effectively recognize these young women’s achievements as well as explain the mission of P.E.O. The local chapter representative will be the community symbol of our sisterhood’s international philanthropic efforts and the student’s easily identifiable face lends authenticity to that work.

The STAR Scholarship fits naturally with our P.E.O. philanthropic philosophy.
Helen Washburn, MA, Columbia, Missouri, has been appointed to Missouri’s Coordinating Board for Higher Education (CBHE) by Governor Matt Blunt. Helen served as president of Cottey College for 18 years. While president of Cottey College, Helen participated in CBHE activities. She worked with committees striving to improve transfer and articulation between Missouri colleges and universities. She earned her bachelors and masters degrees from the University of Idaho and her Ph.D. from the University of Oregon. Helen's term of appointment to the CBHE is six years.

Elaine Aune, CN, Saint Peter, Minnesota, has composed and arranged an original melody called “Boundless Love.” The composition has been accepted for publication by Augsburg Publishing. Elaine composed the piece to express her love and concern for her son, Greg, and her daughter-in-law, Julie Anne, as they face Greg’s chemotherapy treatment. The composition is arranged for solo flute and choir. Elaine has had three other musical compositions published, “Heal Me, Hands of Christ,” “Sleep, Lord Jesus” and her choral setting of Psalm 44.

Carol Ashley, AS, Wantagh, New York, has spent the last seven years fighting for national security overhauls after her daughter was killed in the World Trade Center attack on September
and their families on the weekend. She started the Chow for Children program. It is a hands-on mission for small churches with limited financial resources and memberships. The local program was so successful that in retirement Barbara founded Chow for Children Nationwide. The website chowforchildren.org tells the story and offers two step-by-step manuals that can be put to use in any community. Barbara is busier than ever spreading the message about feeding hungry children and using P.E.O. hands and hearts to help extend the message.

**Susan Cox, JM,** Mansfield, Missouri, director of probation and field services for Greene County, Missouri, has been selected to participate in the Annie E. Casey Foundation’s Juvenile Detention Alternatives Initiative’s (JDAI) Applied Leadership Network Program. The JDAI was designed to support the Casey Foundation’s vision that all youth involved in the juvenile justice system have opportunity to develop into healthy, productive adults. Casey Foundation team leaders identified and nominated over 100 people nationwide as candidates for the Leadership Network Program. Susan Cox was nominated as a “seasoned leader.”

**Joyce Bucklin, EO, Springfield, Illinois,** participated in the Perkins Restaurant & Bakery’s 50th Anniversary cookbook recipe search. Her recipe for Hot Water Pie Crust was selected for inclusion in the “Celebrate Cooking Cookbook.” The book is a collection of family recipes and traditions and is available at all participating Perkins Restaurant & Bakery locations. Joyce is a third generation member of P.E.O. She was recently recognized as a 50-year member.

When **Reverend Barbara Triggs, CF, Elmira, New York,** learned from area teachers that a large number of children relied on school meals, she conceived a way to feed these children

**Heather Ordover, DB,** Tucson, Arizona, has merged three parts of her life—teaching the classics, experimenting with new technology and working with fiber arts—to create a podcast for crafters who love books. Named “Craftlit,” the podcast brings classic literature and up-to-the-minute technology together; taking listeners through great books. Heather began her first series with Jane Austen’s “Pride and Prejudice.” She said, “The real key to ‘Craftlit’ is its ability to help listeners rediscover the value and joy in literature that had once seemed a chore.” Heather’s podcast draws an audience between the ages of 15 to 85; she tries to make sure it is accessible to all. “Craftlit” can be found at iTunes or at Craftlit.blogspot.com.

**Carol Brice, F, Fairbanks, Alaska,** received the Light of Hope lifetime achievement award and the Women of Distinction Award by the Girl Scouts of the United States of America. Recipients of this award are those whose efforts are aligned with the ongoing work of Girl Scouts—building girls of courage, confidence and character, who make the world a better place. Women of Distinction represent the diversity of leadership in service areas and promote inclusion and opportunity for girls and women. The list of Carol’s accomplishments focus on helping children.
Dear P.E.O.s, Thank you very much for the investment you have made in me!

It’s very difficult for a woman researcher to make it in science. Your support and lovely notes of encouragement along the way have helped me on my journey!

All the best and thank you again.

Sincerely,
Jennifer Balch,
P.E.O. Scholar 2007-2008

The P.E.O. Scholar Awards program began in 1991, and to date, 1,374 women have received this prestigious award. While we know who these young women are, we do not necessarily know where they are today and what they are doing with their degrees. Occasionally we receive word from a chapter about one of “their” Scholars and the wonderful things she is accomplishing. We are also beginning to receive letters of recommendation for current applicants from professors who note that they were a P.E.O. Scholar themselves and thus know the value of the award. And sometimes we receive letters from scholars with notes of appreciation like the one quoted above.

It is always so exciting to see what our Scholars are achieving and to hear what the Scholar Award meant to them and their careers. “Where Are They Now?” is a popular column in The P.E.O. Record, and we would love to feature information on more of our Scholars in this forum. We would also like to re-establish communication with them and keep them connected to P.E.O. and the Scholar Awards project.

Can you help us obtain up-to-date contact information/addresses for any of our past Scholars? Did your chapter sponsor a successful Scholar, and have you kept in touch with her? Are you a Scholar yourself? Are you the mother, sister, aunt, cousin, etc. of a Scholar? Please feel free to send us addresses and information about these former recipients of the Scholar Award. This is your chance to brag, so please take advantage of the opportunity.

Please send any information (name, year, address, phone, email, occupation, accomplishments) you want to share to: Scholar Updates, c/o Ginny Petersen, 16 Cedarwood Drive, Morgantown, WV 26505, or petersenv@comcast.net. I look forward to receiving your mail.
I have only been a P.E.O. member for two years but I have experienced first hand the true meaning of the P.E.O. Sisterhood. The P.E.O. lifeline that stretched 3,000 miles from Prescott to Portland played a vital and supportive role in my experience. I am so fortunate to be a member of such a wonderful organization. Here is my story.

In September, 2007, while on a cruise along the New England coast, my husband, Allan, suffered a heart attack and was taken by ambulance from the ship to Maine Medical Center in Portland. I called one of my Chapter EQ sisters in Prescott, Arizona, and in no time, she acquired the name of the Chapter D, Portland, president Brigid DiDonna who called me at my hotel and asked how her chapter could help. Brigid and two other members of Chapter D took me to lunch, sent a greeting card which included a telephone card and postage stamps, visited the hospital, took me shopping and even offered to drive Allan and me 90 miles to Manchester, New Hampshire, for our flight home to Phoenix.

While the Chapter D sisters so lovingly tended to my needs in Portland, my Prescott P.E.O. sisters flooded me with wonderful tender loving care. Gayle Meltzer called nearly every evening and then passed on a progress report to all my other Chapter EQ sisters. My dear friend, Sue Carlson, called frequently and would always conclude her calls with prayers.

As time went on, I realized that Allan would not be able to go upstairs to our bedroom when we arrived home. A Chapter EQ member who had family in the furniture business sent an email photo of a sofa that looked like it would go perfectly in our living room.

When Allan and I arrived home, there was a brand new sleeper sofa in our living room, all prettied up with colorful throw pillows.

During the almost two months I spent in Portland, worrying about my husband, I was well nurtured by both Portland and Prescott sisters. Early on, I spent 12 hours a day at the hospital. Each evening I would receive P.E.O. telephone calls at the hotel. From those calls, emails went out to let many others know of Allan’s progress and my needs. Finally, when we returned home, generous meals were delivered to our home every other day for five days.

Two months after our arrival back home I had to have surgery for colon cancer. Again, P.E.O. was quick to offer assistance with meals, grocery shopping — even offers to vacuum. Fortunately, I recovered quickly and didn’t need all this help, but it was comforting to know I had such a safety net.

I owe so much to P.E.O. and will certainly know how to help another sister in the future. Thank you!
Patricia Foulke, BX, Glen Falls, New York, and her BIL Robert collaborated on their newest book “A Visitor’s Guide to Colonial & Revolutionary Mid-Atlantic America.” The expansive guidebook examines the entire Mid-Atlantic region and contains a wealth of historical detail, timelines, images and anecdotes. Moving from the 1600s through the Colonial era and up to 1812 the authors provide the context to learn and explore and tailor a historically-centered trip. Lodging and restaurant listings round out the guide, making it a useful resource for travelers who enjoy exploring the living roots of American history.

Katherine Jellison, G, Athens, Ohio, wrote “It’s Our Day: America’s Love Affair with the White Wedding, 1945-2005.” When Katherine began researching the American wedding phenomenon a decade ago, she was struck by how the concept of a traditional wedding event has taken on new meaning—and a life of its own—since World War II. Katherine’s book offers an unusual inside look at America’s growing “wedding industrial complex,” which takes the concept of love and commitment to new levels each decade. “Weddings are big business,” she explains, “and today they represent a $50 billion industry in the United States.”

Peggy Matthews Cashman, HY, Oak Brook, Illinois, has written “The Mystery Guest, MG, A Personal Plan for Dealing with a Chronic Illness.” Peggy has lived with myasthenia gravis for almost 30 years. The book presents her journey from a progressive illness difficult to identify through her diagnosis and subsequent search for wellness. By freely confronting the physical, emotional and spiritual ramifications of having a neuromuscular disease, this book provides a plan to deal with a chronic illness. The tests, therapies, treatments and latest research on MG are clearly described. Peggy’s personal account and research are the result of her persistence and passion to share her story for the benefit of others.

Nancy Loyan Schuemann, CD, Cleveland, Ohio, has written the historical narrative for “Cleveland, Ohio: A Photographic Portrait.” This coffee table book is a glimpse into the places, events and people that make Cleveland a unique place to visit and explore. Photographer Carl Stimac takes readers on a visual journey to the landmarks, historical sites, gardens, entertainment venues and events that make this city great. Nancy’s descriptive narratives accompany the photographs. Nancy is a graduate of John Carroll University and is a professional writer. She shares her life with her husband Bill, and her pointer-labs, Amber and Topaz.

Jennifer Snyder, J, Riverside, California, has co-authored “The Plan Ahead Handbook: Be prepared in case of a health, fire or natural disaster/evacuation emergency” with her sister Dr. Sharon Hanks. The book is a compilation of sensible and comprehensive information anyone might need in the event of an accident, crisis or natural disaster. The book contains all the vital data required to implement a quick and efficient response to any disruption, large or small.
Jennifer hopes this book will provide a helping hand for others to deal with their life journeys and to smooth the way for any life crisis that readers may encounter.

**Dorothy Francis, JU, Marshalltown, Iowa, has penned another novel in her Key West Mystery series. In “Eden Palms Murder” songwriter Bailey Green goes to Key West at the invitation of a family friend, Francine Shipton, only to find Francine has been murdered. Bailey lives in Francine’s guest house on Eden Palms estate. Zack, Francine’s son, asks her to help him find his mother’s killer. Bailey wonders just how well she really knows Zack. Could he be the murderer? Bailey’s brother, Mitch, also lives in Key West. Mitch is also a murder suspect as are Francine’s near neighbors. Bailey and Zack’s search for the killer puts Bailey in danger from black market dealers who kidnap her, threatening her with death.**

**Elizabeth Dye Walker, AI, Elkhart, Indiana, wrote “The Old Stone House, ‘Traveler’s Rest’: A History in Bits and Pieces.” The book is an authentic account of The Stone House, an old stagecoach inn, which is located on the northwestern turnpike (United States Route 50) between Ridgeville and Burlington, West Virginia. The Stone House was the perfect place for stagecoach passengers to spend the night before crossing the Allegheny Mountain Range. From the reign of King Charles II of England to the present time, this book relates the history of the Stone House and the land on which it was built. Elizabeth was born in the house and lived there until 1923. Her essays are true accounts about the house. In-depth information, complimented with many historic photos make this book both educational and entertaining.**

**Kristy Snyder Albrecht, CU, Worthington, Ohio, is the author of “Dice, Crayons and Tiddlywinks, Mastery through Manipulatives.” This is a collection of 30 easily adaptable exercises for all languages and levels. It involves all students by using manipulatives such as dice, balls, etc. to develop communicative skills and to further their mastery of vocabulary, grammar and culture. In 2006, the Ohio Foreign Language Association chose Kristy’s presentation, on which this book is based, for an All-Star Award. Kristy has master’s degrees in German and applied linguistics from Indiana University.**

**Ruth K. Wassinger, IN, Plattsmouth, Nebraska, wrote “Fit After 50: Getting Up and Running Physically, Mentally, and Professionally,” to inspire others, especially women age 50 and older, that it is never too late to begin running. As a non-athlete until age 50, Ruth took up running and discovered that it helped her improve physically, mentally and professionally. When Ruth was diagnosed with breast cancer, the strength and discipline she had developed as a runner helped her through “the cancer marathon.” Ruth thanks her P.E.O. sisters for their love and encouragement in the acknowledgements of “Fit After 50.”**
Chapter DU, Sheldon, Iowa
Organized: November 12, 1908
Celebrated: November 12, 2008.

Chapter W, Galesburg, Illinois
Organized: March 18, 1909.

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P.E.O. ARTICLES

LAPEL PIN! SMALL, circular monogram, cutout letters, 24K gold plate on post w/spring back. We also have monogram as charm for bracelet or neck chain (chain not included). Either lapel pin or charm sells for $7. (MN res. add $6-½% tax—$.46 per pin/charm.) Write check to Ch. AA c/o Norma Bloomquist, 6720 Point Dr., Edina, MN 55435. Write on check - lapel pin or charm.

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P.E.O.S LOVE IT! Gold Recognition Pin with safety clasp. Original design by former International P.E.O. president. $10 ppd., Ch. BC, Carolyn Jacobs, 3128 59th St. South #201, Gulfport, FL 33707.

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EARLY P.E.O. HISTORY from the P.E.O. Record – Selections (in Adobe PDF) from January 1889 issue through December 1939 issue of The Record. Compiled by Diana M. Rhinebeck, Ch. QS, CA. $17.50 ppd. to Ch. QS, c/o Mary Ann Harral, PO Box 175, Bethel Island, CA 94511. See ad in eBoutique at www.peocalifornia.org.

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ASSORTED P.E.O. GIFTS—8 Notecard Set @ $7 ppd. 8 Star & Daisy Guest Soap Set @ $6.50 ppd. Magnetic Pin Holders with Leather Backing @ $5 ppd. Visit our website www.peokmaine.org or call 207-667-4459. Proceeds benefit P.E.O. Projects. Ch. K, Maine.

RECIPE CARDS – DAISY Logo and lined front and back. (23) 3” x 5” white cards, bundled in raffia. $10/pkg. ppd. Make checks payable to: P.E.O. Chapter FD, Send to: 3614 South 94 St., Omaha, NE 68124-3814. Questions – sbonl@yahoo.com.

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**Chapter Items for Sale**

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**PORTABLE PODIUM/LECTURN** Hand-finished, solid walnut personalized podium. Great for secret sister or any gift. $10 Ch IL c/o Jackie Oakes at 866-794-4014.


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**DAISY GIFT BAGS** 2 lg and 2 sm bags w/ 5 green & 5 yellow sheets tissue. Great for secret sister or any gift. $10 Ch II c/o J Zabel, 31340 Heatherstone Dr, Wesley Chapel, FL 33543.

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**P. E. O. LICENSE PLATE** for the front of your vehicles. Display pride in your sisterhood! Plate is standard size, aluminum, coated permanent black. Gold on black background. $25 per plate. Send check to M.O. payable to Chapter CL, N.C. to Andy Lawley, 189 Trampus Trail, Franklin, NC 28734.

**SISTERS OF LOVE BLANKET**. Wrap a sister up in love! Perfect raffle item! Elegant, oversized, 100% cotton blanket. $65 ppd to Ch. XI c/o Elizabeth Baker, PO Box 181410, Coronado, CA 92178, 619-437-0400, ebaker@cbi-liad.com.

**SISTERS OF LOVE**” Tea Towel. Perfect hostess gift or stocking stuffer! 100% woven cotton, brightly printed design on white fabric. 18"x31". $15 ppd to Ch. XI c/o Elizabeth Baker, PO Box 181410, Coronado, CA 92178, ebaker@cbi-liad.com.
Chapter Items for Sale

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CHAPTER MEMBER KIT for new initiates or affiliates who diet. Copies of: “Opening Ode” music and words, chapter paperwork, P.E.O. Wish, information and contact sheets, biography guidelines and information about projects.$7.50 S&H Ch Ej c/o Linda Kelley, 9226 Knoll Crest Lp, Austin, TX 78759.

CUSTOM MADE STAR-shaped pin holder w/ magnetic back. 3 1/2” w/ gold embroidery/soft center for easy pin application/$9 ppd ea. Ch. AK, Brenda Miller, 5391 Lindero Pl., Las Vegas, NV 89119.

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TIMELESS HEIRLOOM BRACELET—Sterling Silver charms symbolizing our P.E.O. virtues set between yellow & white Swarovski Crystal beads. Sizes 7” to 8 ½”. $65 including tax, charm; and a book, representing P.E.O.’s charms: a heart; a daisy; a star; an oval “Sister” necklace featuring five silver P.E.O.-themed symbols to Ch. HI c/o Joan Pope, 302 Jeffrey Dr, Waterford Villas Dr., Lake Saint Louis, MO 63367. Ph.: 636-625-0081. Please call for quote on volume order & postage rates or for further questions.

P.E.O. HOMES

COLORADO P.E.O. CHAPTER House – in Colorado Springs, Colorado, offers for residency three different floor plans: 5 suites (275 sq. ft.); 2 expanded suites (525 sq. ft.); and 5 one-bedroom apartments (820 sq. ft.). All floor plans have private bathrooms. The two larger floor plans have a kitchenette and small dining area, living room and a sleeping area. One-bedroom apartments have a separate bedroom. All residences have private entrances, patio and a small garden plot. Leases are month-to-month and include three meals daily, light housekeeping, on-site supervision, use of laundry equipment, and a security system. A carport is available and local transportation is provided. All units have ample storage space. Additional storage space can be rented. Common facilities include a large dining room, a living room with fireplace, a library and several sitting areas. The entire facility is at ground-level – no stairs anywhere. Chapter House is located in a beautiful park where nature and wildlife provide enjoyment for the residents. Its small size promotes a family atmosphere between all residents and the staff at Chapter House. Eligible for residency are members of P.E.O., their family members, BILs and P.E.O.-sponsored individuals. All residents must be able to maintain a medically independent lifestyle. For more information contact the Executive Director at 1819 W. Cheyenne Rd., Colorado Springs, CO 80906. Ph. 719-473-7760 or email: mckmm@netzero.net. View at peachapterhouse.com provides more detailed descriptions, and photographs.


BRIDGE CARDS decorated with the P.E.O. marguerite image in a double deck plastic case (2 standard decks that are bridge size but can be used for any card game). $15 ppd. to Ch. HI c/o Joan Pope, 302 Jeffrey Dr, Waterford Villas Dr., Lake Saint Louis, MO 63367. Ph.: 636-625-0081. Please call for quote on volume order & postage rates or for further questions.

PE.O. SOCKS—Be the first! MO Chapter FD is offering a custom-made ankle with a reversible cuff. If worn up, the cuff shows the P.E.O. logo and, if folded down, it has our daisy with yellow stars on either side. The sock, Made in the USA, is a light weight white knit with a yellow heel & toe. Price of $10.00 per pair includes P&H within the U.S. Send check payable to Chapter FD c/o Linda Larson, 849 Waterford Villas Dr., Lake Saint Louis, MO 63367. Ph.: 636-625-0081. Please call for quote on volume order & postage rates or for further questions.

SILVER P.E.O. JEWELRY.

DAISY POST CARDS—Five original photos, 50 cents each. Send check including 42 cents postage for ever six cards: Chapter Q c/o Catherine von Molkte, 3400 Woodstone Dr. West, #316, Kalamazoo, MI 49008. catvon@charter.net for questions.

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AT THE NEBRASKA P.E.O. Home, licensed as an assisted-living facility, TLC is the secret ingredient—whether it’s in the home-cooked meals, the private room with bath, the beauty salon, the Daisy van trips, or the very attentive staff. Everyone wishes they’d come sooner. Contact Tracy Magill, Adm., Nebraska P.E.O. Home, 415 North 5th St., Beatrice, NE 68310 or call 402-228-4209 to check on your room.

MARGUERITE GARDENS IN Alhambra offers full service retirement living on active, vibrant campus in exciting location. Live right where you want while enjoying the camaraderie and loving care of your sisters. Invest in your well-being and peace of mind knowing that health services are available on campus. Make a personal choice for your future. Call Lidwina Salinas at 626-300-0539 to learn more and to schedule a personal tour, or write for information to: Attention: Lidwina Salinas, Marguerite Gardens, 700 N. Stoneman Avenue, Alhambra, CA 91801.

IDAHO P.E.O. CHAPTER House in Caldwell, Idaho, offers a lovely campus living environment. We welcome P.E.O. sisters and sisters with their BILs to enjoy economical P.E.O. community living in a wonderful location. Come add your vitality to our Chapter House community for short- or long-term residence. For information, contact Idaho Chapter House Manager, 114 E. Logan, Caldwell, ID 83605. Tel: 208-459-3552. Email: PEOCH@aol.com.

BOOKS

FOUNDER’S DAY PROGRAM or initiate gift! Factual storyline beautifully presented in paper doll book form. “Seven Sisters Follow A Star—The P.E.O. Founders” $15 ppd., Ch. DP, Martha Daniel, 5106 91st, Lubbock, TX 79424.


IN GOOD TASTE: A recipe collection from Greater Nashville Tennessee Area P.E.O.s. 600 recipes gathered in a stunning and easy to use cookbook. All proceeds go to philanthropies. Single copy, $19 ppd. For multiple copies, email b12gregory@comcast.net for bulk rate. Mail checks payable to Chapter N attn: B Gregory, 19075 Walnut Bend Ln, Brentwood, TN 37027.

“R SISTERS’ BEST” 300+ recipes for beginners to gourmets. Three ring binder with dividers, plus stand for easy use. $18, including shipping, to Chapter R, Rita Jensen, 1508 E. Cambridge Ln, Spokane, WA 99203. rkjens@comcast.net.

WHEN THE LILACS Bloom Again, a memoir by Kathe Bryant. WWII story about faith, hope, love and the tenacity of the human spirit. Cls to Ch. AV c/o Kathe Bryant, 1323 Almond Cr., Plainfield, IN 46168. $20 ppd.

CHILDREN’S BOOK “Finnigin and the Star Jar” The perfect gift for the children in your life. Finnigin has lost his way to his family & home in The Great Fisher Tree. Beautiful illustrations! $22 ppd. to Ch. Ek Wisconsin, c/o Laurel Sauer, 5291 Scenic Ridge Trail, Middleton, WI 53562; lsauer@charter.net; 608-831-5561.

SOUP COOKBOOKS—personal recipes of Ch. AS. Great gifts! $15 pdd. Kay Wells, 18 Fox Hollow, Joplin, MO 64804.
Grace Amemiya
Chapter KC, Ames, Iowa
Initiation Date: April 1, 1969

Grace Amemiya, KC, Ames, Iowa, was a nursing student at the University of California, San Francisco in 1941 when the Japanese bombed Pearl Harbor. The attack had extreme consequences for Grace and her family as a firestorm of anti-Japanese sentiment spread throughout the United States. In the spring of 1942, 120,000 Americans of Japanese heritage were forced to relocate to one of 10 internment camps. Grace was only 21 years old when she and her family were detained at the Gila Internment Camp in Las Vegas, Nevada, for a year. Later Grace became a Nisei nurse in the United States Cadet Nurse Corps at Saint Mary’s School of Nursing. A living part of history, Grace gives presentations on her experiences all over the Midwest.

Tell us about your family.
My parents came to the United States from Japan in the early 20th Century. I was born in 1920 in Vacaville, California, the youngest of six children. My father was a lawyer and my mother was a middle school home economics teacher.

I met my husband Min in 1938 while attending school at Berkeley. He was detained at the Topaz camp in Utah during the internments; he then volunteered for the army and served as United States military intelligence in Japan. We married in 1947. Before he passed away eight years ago, he would go with me to speak to church and school groups about our experiences. Min and I had two sons. My older son Michael was born mentally disadvantaged. He passed away six years ago. My younger son Robert lives in California.

What is the best part of being in P.E.O.?
The fellowship. I like what we do, the activities in the community. It is a wonderful organization that does so much for others. I am honored to be a member.

What are you most proud of in your life?
Being able to come through my experiences without bitterness and anger and living a positive life. I’m also proud to be able to share my experiences and all I learned from them—like the importance of forgiveness. I think sharing my story and the lessons I learned will help people be better citizens. We should all be able to face the future with an open heart and mind so something like the internments may never happen again. I’m also extremely proud of my husband and my two brothers for their military service to the United States.

Do you have any hobbies?
Volunteering. I recently received the Asian Achievement Award for volunteerism. I am an honorary member of the Lions Club; they gave me the Melvin Jones Fellowship Award. I also spend a lot of time traveling the Midwest giving presentations. “Have speech will travel,” I say.

Do you have any advice for young women?
Try to live a positive life…and see that discrimination is very hurtful.
NEW POLICY FOR ELF LOANS
Beginning March 1, 2009, there will be a new policy affecting cosigners for ELF loans. The new policy is that only one cosigner at each address will be allowed.

INTERNATIONAL PEACE SCHOLARSHIP FUND
If you are in touch with an IPS recipient who has returned to her home country, the IPS Board of Trustees would like to hear from you. If you can provide current contact information for a former recipient, please email Carolyn Larson at clarson@peodsm.org or send to the P.E.O. Executive Office marked to the attention of IPS.

WINTER MAILING
The annual winter mailing is being mailed first class to all local chapter presidents, state/provincial/district chapter officers and assistants. Included in the legal-size envelope is a cover memo with five replacement inserts for the International Projects Portfolio. If you have not received the mailing by February 1, please email jperkins@peodsm.org or call 515-255-3153.

BUSINESS AND SOCIAL MEETINGS
Local chapters are required to hold 15 meetings a year—12 are to be regular business meetings and at the discretion of the chapter, up to 3 meetings may be either regular business or social.

Regular business meetings must be specified in chapter bylaws as well as indicated in the yearbook. The hour of regular business meetings is to be specified in the standing rules of the chapter and also noted in the yearbook.

Regular social meetings are no longer required to be specified in chapter bylaws. It is only necessary to state the day and hour of regular social meetings in the yearbook. This will allow local chapters the requested flexibility to change regular social meetings annually, without amending chapter bylaws. A sign-in sheet is necessary for members attending a regular social meeting. Chapter business may not be conducted at a social meeting.

After the recording secretary has written brief minutes, including the number attending, and the minutes have been approved, the sign-in sheet may be destroyed, e.g., The regular social meeting of Chapter Original A, Mount Pleasant, Iowa, met at the home of Alice Babb at 7:30 p.m., January 21, 2009. Fifteen members and 3 guests enjoyed a taffy pulling party.

CHAPTER PROGRAM MATERIAL
To find material to use for programs on International’s website, peointernational.org, go to the members’ login section by entering the username and password. Under RESOURCES click on Programs and continue.

For developed programs go to your state site. You can access the site directly, or link to it by clicking on State Chapter Websites on the P.E.O. website, choosing your state from the map and then continuing to the members’ side and clicking on programs.
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, 515-279-3554

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 (click on address change form)

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)

<table>
<thead>
<tr>
<th>Chapter letter(s)</th>
<th>State</th>
<th>Date Address Effective</th>
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Name __________________________________________

Street or Box Address __________________________________________

City ____________________________ State ______ Zip Code ___

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**IRA CHARITABLE ROLLOVER IS BACK!**

This is a tremendous opportunity to support P.E.O. while taking advantage of a smart tax planning strategy. Because every situation is different, consult your financial planner to see if an IRA charitable rollover makes sense for you. For more information, refer to the related article on the website peointernational.org.

**Good news! The IRA charitable rollover provision, originally part of the Pension Protection Act of 2006:**

- Has been extended through the 2009 tax year
- Applies retroactively to distributions made during tax year 2008
- Allows donors to make tax-free distributions from an individual retirement account (IRA)

**DONORS CAN NOW TRANSFER FUNDS FROM AN IRA DIRECTLY TO A CHARITY, WITHOUT EVER HAVING TO INCLUDE THE DISTRIBUTION IN TAXABLE INCOME.**

IN ORDER TO QUALIFY FOR THIS TAX-FREE DISTRIBUTION, THE FOLLOWING PROVISIONS MUST BE MET:

- Rollovers must be made only from traditional or Roth IRAs.
- Donor must be at least 70 ½ years old prior to the transfer.
- Rollover treatment is allowed for gifts up to $100,000 per taxpayer.
- Recipient organization must be a public charity. For P.E.O., this means distributions can be made to the following:
  - P.E.O. Educational Loan Fund
  - Cottey College
  - P.E.O. International Peace Scholarship Fund
  - P.E.O. Program for Continuing Education
  - P.E.O. Scholar Awards
  - P.E.O. Foundation (including the STAR Pilot Program)