

THE

P.E.O. RECORD

Philanthropic Educational Organization

NOVEMBER/DECEMBER 2018

P.E.O.
FOUNDATION:
SERVING THE
SISTERHOOD
SINCE 1961



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

PEACE & GOODWILL

A sweet sister recently said to me, "Where would we be without our sisters? There is a lot of goodwill in P.E.O." **Goodwill** – a kindly feeling of approval and support, a benevolent interest or concern, cheerful consent and a willing effort. Does that describe your P.E.O. world? I hope so because *"the brightest stars are those who shine for the benefit of others."* (Anonymous) One hundred percent loving concern is who we are; philanthropy is what we do! We are not self-seeking, but have caring hearts and work diligently and with passion to strengthen the heart of P.E.O. with Gratitude, Grace, Generosity and Goodwill.

Goodwill in action brings peace. To cherish peace and goodwill fortifies the power of people to do something positive. **Peace** does not mean to be in a place where there is no noise, trouble or hard work; it means to be in the midst of all those things and still be calm in your heart. Wishing you peace.

We need each local chapter to consider an act of goodwill by donating at least \$150 to the Sesquicentennial 150 Fund. It is an opportunity for every P.E.O. chapter to invest an affordable amount to support this once-in-a-lifetime celebration. The sustainability of our projects is the main focus as a charge to bolster our outreach. If your chapter has yet to commit, I urge you make this positive impact. Our goal of 100 percent participation is falling short, with just half of our chapters giving. There is something empowering about everyone being

"all in" to show gratitude and pride in our past, enhance our present outreach to educate women, improving their lives and our world and to ensure a bright future for this amazing Sisterhood. *(Learn more on page 12)*

The opening of the P.E.O. Founders' Walk and the unveiling of the sculpture at the Executive Office in Des Moines was a momentous occasion and began the official sesquicentennial celebration. Peace and goodwill surrounded us on this beautiful day in July. For 150 years, P.E.O. has been making a profound difference in the lives of women, as we encourage them to reach their highest aspirations. We chose to unveil this sculpture in conjunction with our LEAD (Leadership, Education and Development) conference so that there would be officers in attendance from each state, province and district, representing dedicated members who work hard every day to promote our noble purpose.

Artist Tom Stancliffe talked about researching the impact of P.E.O. and was inspired to create this evocative and stunning sculpture in honor of his mother, Louise (a 64-year member) and all P.E.O. members – past, present and future. During his remarks, Tom shared that many years ago his mother, serving as chapter president, attended Convention of International Chapter in Seattle. It was a "big deal" for her to be traveling so far and he was proud of her connection to the world in this way. While not knowing exactly what P.E.O. was all about, he definitely sensed that



**Sue Baker, President,
International Chapter**

it was a "good thing," something of goodwill, a benevolent interest.

As always, my heart is softened by a loving story of strengthening the heart of P.E.O. from Kelly Dlugos, President of West Virginia State Chapter: "When I am trudging through a long ride or run, the following African proverb guides me: *'If you want to run fast, run alone, if you want to run far, run with a friend.'* I have a special friend who due to medical reasons has a slower pace, but I always run further with her as we pass the miles talking and encouraging each other. The same principle is true for P.E.O. We need the love, support and company of others to go far in our P.E.O. journey. Having a sister beside you means someone to share the load when your pack gets too heavy, someone to shine their light when your flashlight batteries go dead, someone who offers their extra food and water supplies when yours are low but most importantly, someone to share the joys of the journey."

Peace, goodwill and joy to each of you this holiday season.

With gratitude and grace...

LEAD Forward

Sue

November-December

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Submission of material to The P.E.O. Record is your consent to our right to edit and publish it, either all or in part, in any P.E.O. print or digital communication medium. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear on the "Members Only" section of P.E.O.'s official website, peointernational.org. The P.E.O. Record welcomes members' submissions to the address on the inside front cover.

P.E.O. (Philanthropic Educational Organization) is passionate about its mission—**Promoting educational opportunities for women.**

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



P.E.O. Educational Loan Fund

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



P.E.O. International Peace Scholarship

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



P.E.O. Program for Continuing Education

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



P.E.O. Scholar Awards

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



P.E.O. STAR Scholarship

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



Cottey College

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

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

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

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

For more information visit the website www.peointernational.org. A reprint of this page is available on the members' website under P.E.O. Projects.

your LETTERS



Proud P.E.O. Grandma of a Super Bowl Champ

Bev Schaack, AB, Jamestown, North Dakota, has a lot to cheer about these days. Her grandson, Carson Wentz, is a quarterback for the Philadelphia Eagles, the 2018 Super Bowl champions. Wentz, a former North Dakota State University standout, led the Eagles to a 10-2 record before tearing an ACL in his knee. Bev is proud of the way her grandson mentored backup quarterback Nick Foles on the sidelines. Bev is confident Carson will have the opportunity to play in a Super Bowl someday.

Left: Bev Schaack is her grandson's biggest fan. Photo by John Steiner, Jamestown Sun

Cottey College a Treasure

The special feature about Cottey College (July-August 2018 Record) was superb. When I think of how the "past is prologue," so it is in the lives of each of the women who have had Cottey in their lives in the past and their future holds so much.

I first visited Cottey in 2006 when my husband and I took our foster granddaughter, Anna Jane Gebicker, to begin college. Education had never been important in Anna Jane's family's life and she yearned for a college education. She thrived at Cottey, made many lasting friends, and honored me by asking me to walk with her at her graduation in 2008.

As a 64-year member of the P.E.O. Sisterhood, I feel Cottey College is one of the treasures, among many of our organization.

— Nancy D. Bell, G, Montpelier, Vermont



P.E.O. Nancy Bell and Cottey alumna Anna Jane Gebicker



Gratitude from a PCE Recipient

I am writing to sincerely thank you for your generous \$3,000 P.E.O. Program for Continuing Education grant. I appreciate it very much. The women in my local chapter, FL, Palm Harbor, Florida, were helpful throughout the whole application process. They presented me with the grant at one of their meetings where I was lucky enough to meet most of the chapter. Their selfless generosity and hospitality was inspiring.

With their help and your kind gift, I'll be graduating sooner than anticipated. I'll finish my Master's in the Science of Psychology with a specialization in child and adolescent development. I have already begun tutoring children who have learning disabilities. I'm excited to finish my degree and be able to help children in a local elementary school. I promise to pass on your kindness and generosity. I hope to be able to help students with their education, just as you have helped me with mine.

**Gratefully,
Marianna Vitale, P.E.O. Program for Continuing Education Grant Recipient**

Miracle at a Summer Social

On July 26, 2018, approximately 40 P.E.O.s, BILs and guests of Chapter IF, Decatur, Illinois, believe they witnessed a near-miracle at their summer social. One of the BILs, Gene Garver, collapsed and fell to the floor of the meeting room as people were leaving for home. It was clear he was in serious trouble. Guests Jeannie and Keith Backes stepped forward immediately and went into action starting CPR while 911 was called. After several minutes of receiving CPR, Gene remained unresponsive. Fortunately an AED (automated external defibrillator) was located nearby and within minutes the Backeses sent life-saving shocks that restarted Gene's heart after three attempts.

Gene and his wife, Sandy, sincerely appreciate the love and concern expressed by her P.E.O. sisters. The story has a happy ending, with Gene home from the hospital and doing well with an implanted defibrillator/pacemaker.

The Garvers encourage everyone to be trained in the truly life-saving techniques of CPR and the use of the AED.

— Barbara Redford, IF, Decatur, Illinois

P.E.O. FOUNDATION

THE 1960S WERE ONE OF THE MOST CREATIVE, SIGNIFICANT DECADES IN MODERN U.S. HISTORY.

From civil rights, the Vietnam War, putting a man on the moon and the British invasion, the 1960s were an overwhelming decade. As for the P.E.O. Sisterhood, with three projects on the forefront, it remained a stronghold organization. There were P.E.O. sisters who envisioned something more—not another project, but creating a service to the members of the Sisterhood.

Thus, the P.E.O. Foundation was established on October 4, 1961, as a way to encourage tax-exempt gifts and bequests from individuals in order to benefit the growth of P.E.O.'s charitable and educational projects.

The P.E.O. Foundation is a service to the P.E.O. Sisterhood that benefits all of the projects. It is a separate non-profit corporation. From humble beginnings of an initial \$2,000 donation in 1961, the Foundation has grown to more than \$112 million in assets. This growth has come from a combination of generous donations, gifts and bequests, as well as astute investing. The first four permanent funds were established during the 1963–65 biennium. Today the number of funds exceeds 1,300. Since its inception, the Foundation has experienced changes in its continuous effort to meet the needs of the P.E.O. membership. In fact, the Foundation is now nearing completion of another electronic online conversion.

P.E.O. members and non-members have embraced the Foundation's purpose. The Foundation trustees are truly grateful to everyone who has made the remarkable growth of the P.E.O. Foundation possible.





TYPE OF P.E.O. FOUNDATION FUNDS

TRANSFER FUNDS

Net income transfers directly to one or more of the P.E.O. educational projects.

UNDESIGNATED FUNDS

Net income is distributed to the P.E.O. educational projects by the trustees based on project need.

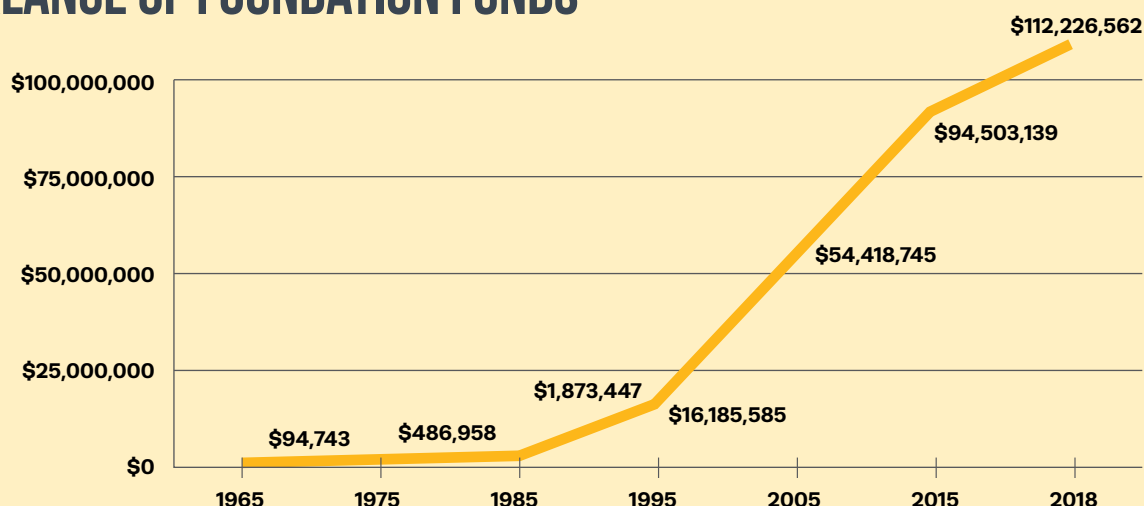
COTTEY COLLEGE SCHOLARSHIP FUNDS

Net income is used for Cottey College scholarships.

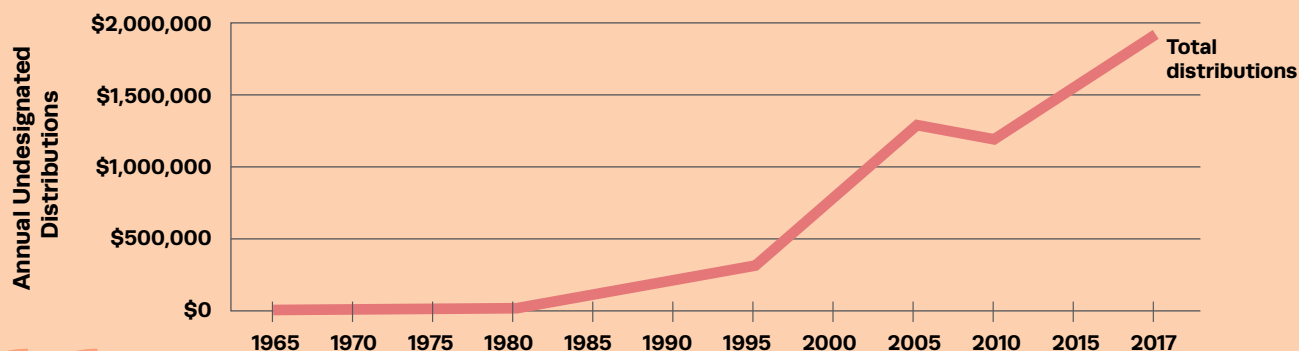
GENERAL SCHOLARSHIP FUNDS

Net income is used for a scholarships awarded to female students who have been chosen by a scholarship committee.

BALANCE OF FOUNDATION FUNDS



GROWTH OF ANNUAL UNDESIGNATED FUND DISTRIBUTIONS



"I like to think of the P.E.O. Foundation as a part of a three-fold concept of P.E.O. Our ideals and our state purposes are the bases, the reason for being. Our projects are the channels through which we translate our ideals into action, into constructive good in the world. Therefore, the P.E.O. Foundation is a vehicle through which we can give financial support to the members."

— HAZEL MAY WOOD, FIRST CHAIRMAN OF THE P.E.O. FOUNDATION



2018

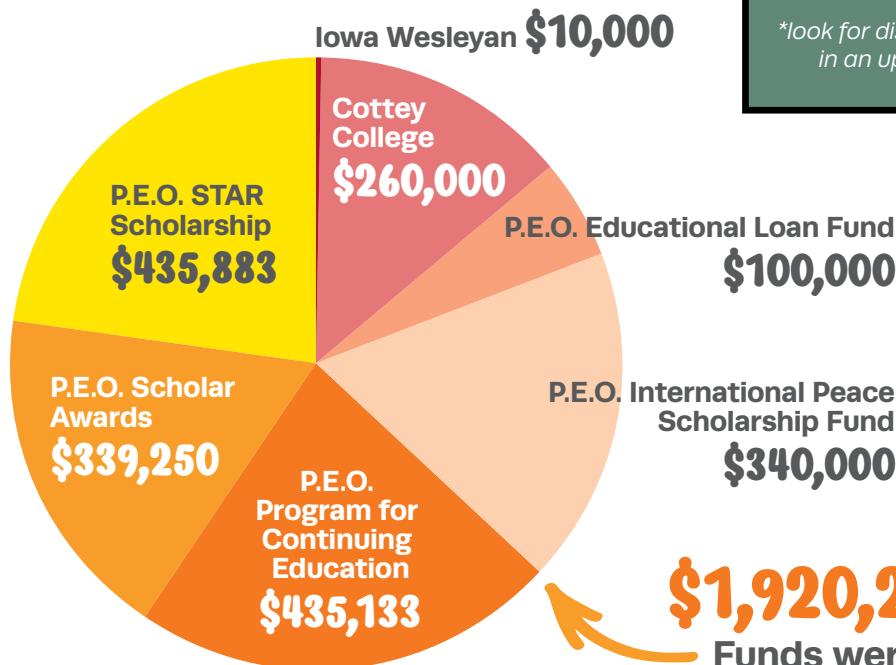
A BANNER YEAR FOR UNDESIGNATED FUNDS IN THE P.E.O. FOUNDATION

Undesignated gifts and bequests have continued to grow substantially. In fact, the growth in these undesignated funds has hit a **record-breaking**

\$2 million

as we head into the sesquicentennial year of the P.E.O. Sisterhood.*

**look for distribution of 2018 Undesignated Funds in an upcoming issue of The P.E.O. Record*

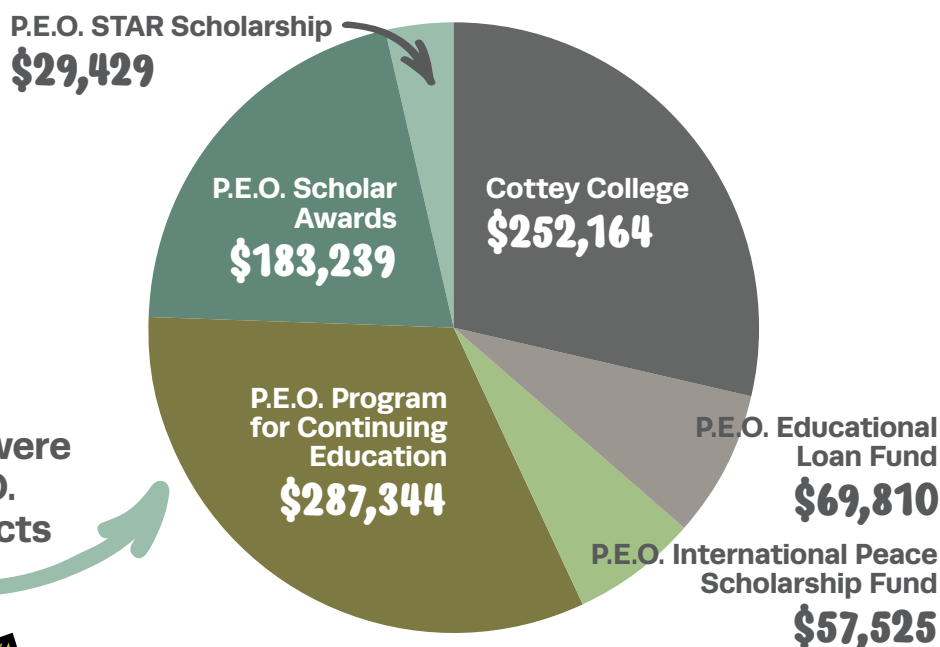


\$1,920,266 in Undesignated Funds were distributed in **2017**.

In **2017**, there were **545** Transfer Funds

\$879,511

in Transfer Funds were distributed to P.E.O. International projects as shown:





P.E.O. FOUNDATION FACTS

\$26,742,077

DISTRIBUTED IN
UNDESIGNATED
FUNDS



1,352

PERMANENTLY
ENDOWED
FUNDS HELD IN
THE FOUNDATION
(THRU 7/16/18)



\$112,200,000

TOTAL ASSETS IN THE FOUNDATION
(THRU 6/30/18)

\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$

6.84%

CONSOLIDATED
RATE OF RETURN
SINCE 2011



"A small chapter in some remote little town in South Dakota may send me a check for \$10 in memory of a beloved member. The amount is small but to me it is the heart of a group of women paying tribute to one of their own by making something educationally possible to a woman they will never know. And as the Foundation board designates even so small a gift to the work of one of our projects, we know that we are investing more than money, we are investing the humanity of our members.

"To those of us who are privileged to be P.E.O.s and to the outside world who observes us, our projects and the Foundation that serves our projects stand as evidence of our determination not to live in isolation. We know that humanity is not something or someone else. We are a part of humanity, responsible for what it is and what it does. The Foundation and the projects it serves stand as evidence of our faith in ourselves and our beliefs, evidence of our confidence in the potential of others."

— HAZEL MAY WOOD,
FIRST CHAIRMAN OF THE P.E.O. FOUNDATION

DONATING TO THE P.E.O. FOUNDATION

Gifts to the P.E.O. Foundation help ensure the continuance of the P.E.O. mission—women celebrating the advancement of women; educating women through scholarships, grants, award, loans and stewardship of Cottey College; and motivating women to achieve their highest aspirations.

HOW TO DONATE TO THE P.E.O. FOUNDATION

- Cash
- Stocks
- Individual Retirement Account Donation
- Beneficiary of Life Insurance and/or IRA
- Estate Plan, Will or Trust

Visit **[HTTPS://MEMBERS.
PEOINTERNATIONAL.ORG/
PEO-FOUNDATION](https://members.peaternational.org/peo-foundation)**
for more information.





You're Invited!

74th Convention of International Chapter

September 12-14, 2019

Iowa Events Center ★ Des Moines, Iowa

Celebrate the 150th Anniversary of P.E.O.!

Watch for updates and more information
in future issues of The P.E.O. Record
and on the Convention website.

www.peointernational.org/2019cic

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GreyArt Photography 2017

► **Registration opens March 2019**

Online and in the March/April issue of The P.E.O. Record

LASTING TRIBUTES DEDICATED AT P.E.O. EXECUTIVE OFFICE

Sculpture and Founders' Walk Honor P.E.O.'s 150th Anniversary

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



The P.E.O. International Executive Board at the sculpture unveiling in July. From the left: President Sue Baker, First Vice President Brenda Atchison, Second Vice President Patricia Brolin-Ribi, Organizer Cathy Moss, Recording Secretary Alix Smith



Elizabeth Garrels, Past President of International Chapter and chairman of the Sesquicentennial Celebration Committee

In 1969, P.E.O. commemorated its 100th anniversary with the construction of the P.E.O. Centennial Center, which added meeting space to the existing executive office in Des Moines, Iowa. Funds were raised through donations and a small amount added to dues.

For our 150th anniversary in 2019, our focus is on the future—the majority of donations to the 150 Fund are going to support the P.E.O. International projects, ensuring that we can continue to celebrate, educate and motivate women for decades to come. Smaller, finite amounts will support the preservation of the P.E.O. birthplace in Mount Pleasant, Iowa, and were used for a lasting tribute at the P.E.O. Executive Office—a sculpture to honor P.E.O.'s history and our ongoing mission of educating women around the world.

On July 20, 2018, this sculpture was dedicated at the Executive Office in Des Moines, marking the official beginning of P.E.O.'s sesquicentennial celebration. The event was held in conjunction with the LEAD conference; there were P.E.O.s representing each state, province and district present.

The sculpture is a featured stop on the new Founders' Walk, a garden path with stops honoring each of our seven Founders. The sculpture, called "Encircle," was designed by Tom Stancliffe, an art professor at the University of Northern Iowa and the son of P.E.O. Louise Stancliffe, Chapter CJ, Rockford, Illinois. The piece features eight concentric open rings—one for each of the seven Founders and the eighth for our past, current and future members. Emblazoned on the statue are our five core virtues—Faith, Love, Purity, Justice and Truth. The final stop on the walkway is a daisy bench in the formation of an arrow, challenging each of us to consider our role in the continuation of P.E.O. into the future.

President of P.E.O. International Sue Baker remarked, "Today's sculpture unveiling is so important to P.E.O. as a way to commemorate 150 years of 'women helping women reach for the stars.' With the creation of the 150 Fund, garnering financial support from P.E.O. chapters, this sculpture belongs to each of our P.E.O. sisters as a way to honor our Founders and also inspire us for the future.

"Therefore, we unveil this sculpture and dedicate this beautiful art piece to:

- our Founders, Mary Allen Stafford, Ella Stewart, Franc Rhodes Elliott, Alice Bird Babb, Suela Pearson Penfield, Alice Virginia Coffin and Hattie Briggs Bousquet.
- every woman who has been a P.E.O. over the last 150 years, embracing a mission within a local chapter to make a global impact, and
- the generations who will come after us, in hopes that P.E.O.'s mission and impact remain strong for another 150 years."

Elizabeth Garrels, Past President of International Chapter, chairs the Sesquicentennial Celebration Committee; one of this committee's important functions was to offer the executive board recommendations of the artist and his conceptual creative presentations. She shared, "We remain so very pleased with the outcome," and addressed the crowd gathered for the dedication, "Today we pause to celebrate with this very special unveiling of significant art expression in sculpture. By this tangible commemoration, we pay tribute and appreciate those who creatively birthed our organization as well as all our sisters reaching for the stars for 150 years. We honor all P.E.O.s. And, like those sisters from the past, today we look to the never-to-be-completed unending horizons ahead..."

Women helping women reach for the stars



Creating ENCIRCLE

Sculptor Tom Stancliffe explained what inspired the design of the piece he created for P.E.O., "I was thinking about the original seven women who founded this organization so they are represented through seven concentric rings that never complete; they support one another, they nest into one another. It creates a structure and I think about that as P.E.O. It's never anybody's entire world, it's never their entire life but it's a way of interfacing with the world and other women and doing good things with that. I didn't want to have the rings be closed forms because I didn't think that's really what P.E.O. is about—you go off and do educational scholarships and efforts all over the world and I think that's great. Each one of these rings is unique in its own way and they come together and there is an element of it that I want people to be able to see as possibly themselves—the eighth piece that completes the form."

Sculptor Tom Stancliffe (center) with his mother, P.E.O. Louise Stancliffe, CJ, Rockford, Illinois, and his father, Richard Stancliffe

ENCIRCLE

by Tom Stancliffe

en-cir-cle | verb | to form a circle around; surround; encompass

This abstract piece was designed with elements that represent our Sisterhood—encompassing the past, present and future of our mission. Eight open concentric circles are nested together to create one unified structure and are etched with the words Faith, Love, Purity, Justice and Truth—the P.E.O. virtues. Seven of the rings were designed to represent each one of our seven Founders; the eighth blue ring symbolizes each individual P.E.O. and her importance to and impact on the Sisterhood. The circular pieces are intentionally unclosed to indicate P.E.O.'s openness to the future as we pursue our mission of educating women all over the world.





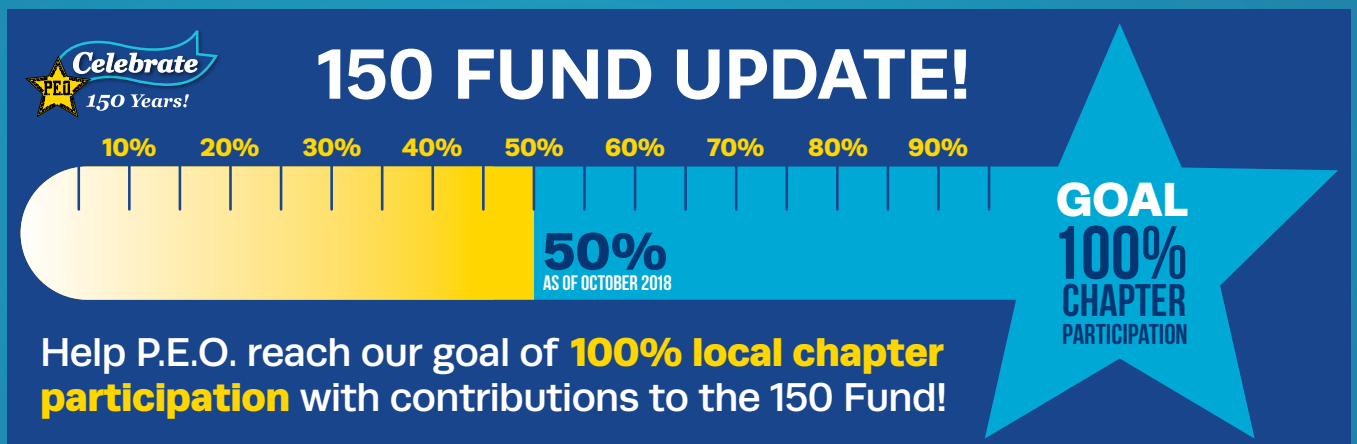
\$150 in honor of 150 years!

★ With a goal of **100 percent local chapter participation**, each chapter is encouraged to donate \$150 to P.E.O.'s 150th Anniversary Fund.

★ Individual donations are also encouraged—make a donation to the fund **in honor or in memory of** a special P.E.O.

★ The **majority** of these funds will be used to supplement the International Chapter philanthropic projects.

More information, including how to donate, is available at www.peo150.org.
Reminder: Local chapter gifts should be forwarded to the s/p/d treasurer or paid assistant.



Commemorative 150 Celebration Jewelry

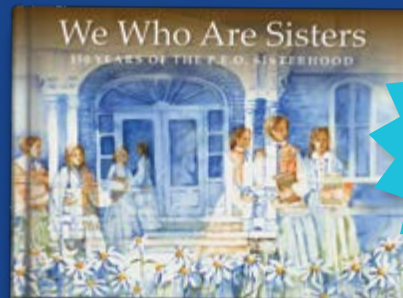
How Will You Wear It?

Do you have your 150th anniversary jewelry yet? Which design did you choose? Which metal option is your favorite? How are you wearing it? On a necklace? On a charm bracelet?



We want to hear from you! Send photos of you and your sisters wearing P.E.O.'s 150th anniversary jewelry to mediamanager@peodsm.org.

This limited edition jewelry is available exclusively from Herff Jones. Visit www.peo150.org for more details, including how to order.



Preorder "We Who Are Sisters" The New P.E.O. Pictorial History Book

Books are \$40 plus tax and shipping.

Visit www.peointernational.org/150 or www.peo150.org and click through to purchase the book from the publisher.

Books will begin shipping January 2019.



NASA Stars Shine in Chapter GI, Texas

Four Sisters Receive Prestigious Silver Snoopy Award

by Stephanie Jenkins, GI, Seabrook, Texas

The sisters of Chapter GI, Seabrook, Texas, have always been extremely proud of the members we have working for NASA and its subcontractors. Seabrook is located less than three miles from the Johnson Space Center in Houston.

Chapter GI meets in the evenings, making it the perfect host to many working women, including those focused on the human space flight program. Recently, two sisters of Chapter GI, Kim Glaus-Late, a space food systems laboratory manager, and Nancy Meinhardt, an extravehicular activity (aka spacewalks) training integrator, were awarded one of the industry's most prestigious awards—the Silver Snoopy Award.

Recipients of the Silver Snoopy Award are presented with a sterling silver Snoopy-shaped lapel pin flown on a NASA mission, a commendation letter and a signed, framed certificate. This prestigious award is presented annually to less than one percent of the aerospace program workforce.

Snoopy was adopted as NASA's safety mascot in the 1960s. Winners are presented with the Silver Snoopy by an astronaut because it is considered to be the astronauts'

personal award, honoring those who have significantly contributed to NASA's human flight program to ensure flight safety and mission success. Nominees meet two or more criteria, including contributing beyond their normal work output and being instrumental in developing modifications that increase quality, reliability, safety, efficiency or performance in their particular area of responsibility.

Two other Chapter GI sisters have previously won this award; Erlinda Stevenson received the Silver Snoopy Award in 2007 for her work as an astronaut office crew scheduler and Glenda Brown received it in 1998 for her outstanding performance as an extravehicular activity officer.



Pictured above: Four sisters in Chapter GI, Seabrook, Texas, have received the Silver Snoopy Award from NASA. *From the left:* Erlinda Stevenson, Nancy Meinhardt, Kimberly Glaus Late, Glenda Brown. **Pictured right:** A Silver Snoopy Lapel Pin, *Credits—NASA*



by Kristin Moorhead, FR, Northfield, Minnesota

A DAIRY FARMER, A YOUTH PASTOR AND AN AIR FORCE METEOROLOGIST WALK INTO A BAR. This isn't a joke—this is the true story of three P.E.O. sisters who started a successful cheese business. Kathy Hupf, Jackie Ohmann and Deeann Lufkin are P.E.O. sisters in Chapter FR in Northfield, Minnesota. Between the three of them, they have 42 years of P.E.O. membership.

Deeann and Jackie started making wine and beer together as a hobby. They soon found they couldn't consume all that they made so Jackie suggested they switch to making cheese. Jackie lives on a dairy farm and had a ready supply of fresh milk. They both love cheese so they started experimenting. After producing several successful batches of cheese, the pair decided to turn their hobby into a business.

Jackie was looking for a career change. She loved her job as a youth pastor but wanted a job that would allow her to spend more time at home with her young daughter, Grace. Deeann was game to start a new business as a second act

after her career in the Air Force. They knew they needed more help so they turned to another P.E.O. sister, Kathy Hupf, who had worked as a dairy farmer. Before they could even finish asking her to join them in their new venture, Kathy responded, "Yes, I'm in!"

And thus, Cannon Belles Cheese was born. The name Cannon Belles refers to the Cannon River—the geographical area where the cheese is made and Belles—to convey that it is a women-owned business. Collectively, the three women are sometimes referred to as "the Cannon Belles."

Once they started as a business, Deeann took a four-day cheese making course in Wisconsin, where you have to be licensed to make cheese. After completing this course, Cannon Belles Cheese was able to join the American Cheese Society, a nonprofit trade association for the promotion and support of cheeses made in America.

The three women recognized the growth in the local food movement and the time was right to create local artisanal cheeses. Using locally-sourced milk, the Cannon Belles started increasing their production and experimenting with different recipes, including collaborating with other local businesses to buy ingredients like herbs and spices. The first cheese they made was quick mozzarella. They also found success in their many versions of cheddar cheese curds and a very popular Gouda.

The Cannon Belles identified a hole in the local cheese market; there were no local producers of queso fresco (a Spanish-style cheese). They made their original recipe for the queso fresco and entered it into the American Cheese Society competition in Denver, Colorado. In the world of cheese this is like the Oscars. After just 11 months of being in the cheese business, the Cannon Belles won first prize in the nation for their queso fresco.

Since winning this coveted award, the Cannon Belles have been on a wild ride. All of a sudden, they were known in the cheese world and people were clamoring to try their products. These gals have created quite a name



they can contribute to their business and help each other recognize their strengths. Deeann has the science background and is the head cheese maker. Jackie does the bulk of the accounting and uses her creativity to come up with new ideas for flavors. Kathy, who knows everyone, has a natural ability to sell. Kathy confided, "These two (Deeann and Jackie) saw strengths in me that I would have never seen in myself." At first the friends were worried about the business hurting their friendship but they now state, "The bond of sisterhood has never been stronger. We're friends and out of that comes the business; we have fun!"

As the business grows, the Cannon Belles find they alone can't keep up with the demand for cheese. They have interns and other sisters in chapter FR also help with

These P.E.O. sisters live out the values of giving back. In fact, the values of the P.E.O. Sisterhood are woven all throughout the Cannon Belles enterprise. The women understand how important it is to support one another.

for themselves, which along with their outgoing personalities, means they are often asked to speak on panels or be judges at dairy events. They feel that the award gave them "street cred." The Cannon Belles have presented at the Minnesota State P.E.O. Convention and also at Chapter G and N, the other Northfield, Minnesota, chapters. They also do community outreach at local schools. These P.E.O. sisters live out the values of giving back.

In fact, the values of the P.E.O. Sisterhood are woven all throughout the Cannon Belles enterprise. The women understand how important it is to support one another. They are honest with each other about how much time

production from time to time. Besides the physical help, all of us in Chapter FR are so proud of our cheese making sisters. Chapter sisters always try to promote this business and we take an interest in what is going on with Cannon Belles Cheese.

In the future, the Cannon Belles would like to own their own local cheese making facility, where, in addition to cheese production, they could hold cheese making classes.

Knowing these three ambitious and talented sisters, I have no doubt that they will realize this dream.

Livestream Special

150TH ANNIVERSARY FOUNDERS' DAY PROGRAM

January 21, 2019, is the momentous day for P.E.O., marking the 150th anniversary of the founding of our Sisterhood.

Sesquicentennial celebrations will continue all year in local, state, provincial and district chapters throughout the United States and Canada, culminating at the Convention of International Chapter from September 12-14, 2019. What better place to kick off this year of festivities than at the birthplace of P.E.O., Iowa Wesleyan University in Mount Pleasant, Iowa?

You are invited to **livestream** the special 150th Anniversary Celebration Program from the Chapel Auditorium at Iowa Wesleyan University at **7 p.m. CST on January 21, 2019**.

The Founders' Day program will include:

- Remarks from International President, Sue Baker
- A short readers' theater presentation
- Music
- Candle lighting service

This event is being planned by P.E.O. chapters located within Henry County, Iowa, with livestream hosted by Iowa Wesleyan University. A link to the livestream will be available on the P.E.O. website www.peointernational.org. Watch for more information online and in the next issue of The P.E.O. Record.



MARY ALLEN STAFFORD



ALICE BIRD BABB



HATTIE BRIGGS BOUSQUET



ALICE COFFIN



SUELA PEARSON PENFIELD



FRANC ROADS ELLIOTT

On January 21, 1869, in the music room of Main Hall on the campus of Iowa Wesleyan University, in Mount Pleasant, Iowa, Mary Allen, Alice Bird, Hattie Briggs, Alice Coffin, Suela Pearson, Franc Roads and Ella Stewart founded P.E.O.



ELLA STEWART

P.E.O. SANDY STEVENS

Inducted into Illinois Wrestling Hall of Fame

by Phyllis Scanlan, KY, Glen Ellyn, Illinois

Sandy Stevens, KY, Glen Ellyn, Illinois, has recently been inducted into the Illinois Wrestling Hall of Fame.

For many years she has been speaking for and about amateur wrestling. Sandy has been “that lady announcer” at hundreds of wrestling events. Sandy is recognized nationally as “the voice of amateur wrestling,” and her support of the sport has significantly contributed to its growth. She views wrestling as a character-building sport and the wrestling community as a supportive family.

She started her career because her late husband, Bear, then a high school wrestling coach in Cedar Rapids, Iowa, realized that he did not have an announcer for an upcoming invitational tournament. Sandy was knowledgeable about the sport because she had previously become the first certified female referee in the history of the sport. Bear asked Sandy if she would sit at the microphone and welcome the wrestlers to the mats. But Sandy did more than that. Because of her knowledge of the sport, she was able to give play-by-play commentary and explain the referee signals to the audience. She credits her 40-year career as a wrestling announcer to her husband. “If he hadn’t been a coach, I never would have started announcing wrestling,” she said.

Sandy has announced for college and high school tournaments, 34 consecutive Division I NCAA Wrestling Championships, Olympic Trials, the 1984 and 1996 Olympic Games, the Midlands Championships and the National Junior Freestyle and Greco-Roman Championships.



She takes great care to get the correct pronunciation of the wrestlers’ names, which can sometimes be a challenge. Sandy views her first responsibility to the wrestlers and the coaches, and then to the audience. “I feel blessed each time I announce,” she stated.

Sandy’s wrestling enthusiasm has extended into other media. She is a journalist of many years, who writes human interest stories for WIN wrestling magazine. She had a cameo in the Hollywood movie, “American Wrestler: The Wizard,” playing herself. Chapter KY hosted its own premier party for Sandy, complete with a red carpet.

SANDY HAS BEEN **“THAT LADY ANNOUNCER”** AT HUNDREDS OF WRESTLING EVENTS. SANDY IS RECOGNIZED NATIONALLY AS **“THE VOICE OF AMATEUR WRESTLING,”** AND HER SUPPORT OF THE SPORT HAS SIGNIFICANTLY CONTRIBUTED TO ITS GROWTH.

Many other awards have deservedly been given to Sandy including: the Iowa Wrestling Hall of Fame, where she was the first woman inductee, U.S.A. Wrestling’s Woman of the Year, the National Wrestling Hall of Fame Order of Merit and the Wrestling Golden Microphone Award.

Sandy was initiated into Chapter KY in 1991, partially because of her long-time friendship with another member, Pam Douda. Sandy’s husband, Bear, had previously coached Pam’s husband. Sandy currently serves as vice-president of the chapter.

DIANE CARLSON EVANS' MESSAGE OF

Grace, Peace & Pride

Celebrating the 25th Anniversary of the Vietnam Women's Memorial with the P.E.O. Who Made it Happen



P.E.O. Diane Carlson Evans will speak at the 25th anniversary celebration of the dedication of the Vietnam Women's Memorial this Veterans Day weekend. The bronze statue, designed by sculptor Glenna Goodacre of Santa Fe, New Mexico, depicts three Vietnam-era women, one of whom is tending to a wounded male soldier.

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

P.E.O. Diane Carlson Evans, AO, Helena, Montana, served as a Captain in the Army Nurse Corps in Vietnam in 1968 and 1969. In 1982, she attended the dedication of The Vietnam Veterans Memorial—The Wall—in Washington, D.C., and felt it was perfect. She said, “The names of the eight women nurses who died in Vietnam were there and I realized how important it was to see the names of all the people who lost their lives. The memorial itself was so

meaningful to me—so enormous in the magnitude of emotion it evoked.”

Two years after the completion of The Wall, a statue called “The Three Servicemen” was erected as part of the Vietnam memorial. The statue, depicting three male soldiers, was striking to Diane as it seemed the nation didn’t know about the women who also served. More than 265,000 women served in the military during

the Vietnam War—all volunteers. Around 11,000 served in combat roles; others in intelligence, public affairs, supply, air traffic control, special services, administration, finance, physical therapy and dietetics.

Diane had a profoundly personal interest in remedying the omission of recognition for women veterans. She says, “When I came home from Vietnam I felt like there was still more

to do. I didn't know what that was until the fall of 1983 when I knew I had to tell the story of my sister veterans. Women are also soldiers. Women also need to heal. Their service is worthy of honor and recognition."

The impulse to honor the thousands of forgotten servicewomen led Diane on a 10-year odyssey during which she worked to convince government agencies, Congress, journalists and the public that building a women's Vietnam memorial was a necessary part of the healing process for female war veterans.

Diane was driven by an unwavering sense of duty. "I felt this was a gift I needed to give to my sister veterans and to the nation. I couldn't give up. I just felt too passionately about it," said Diane. Toward that end, she founded the Vietnam Women's Memorial Foundation (VWMF), a national nonprofit organization, for the purpose of fundraising and moving the vision of the women's memorial forward. Diane's efforts to highlight the service of women in Vietnam were rewarded on November 11, 1993, when the Vietnam Women's Memorial was dedicated.

In 2015, the VWMF turned over its funds and entrusted their mission to Eastern National, an arm of America's national park service that is responsible for the management and caretaking of more than 150 memorials and monuments, including the Lincoln Memorial and the Washington Monument. Diane now chairs the Vietnam Women's Memorial/Eastern National Advisory Group and consults on planning events such as the 25th anniversary celebration. When asked



©1993 VWMF, Inc.
Glenna Goodacre, Sculptor

if turning over management of the memorial to another entity was bittersweet, Diane exclaims, "No! I'm joyful. I'm ecstatic! This is what I've been dreaming of—the memorial is in safe hands forever."

As the 25th anniversary of the memorial approaches, Diane reflects on how things have changed since the monument was first installed. "There is a lot of sadness now," she said. "We are losing so many veterans. For me personally, the 25th anniversary is really important. I want to take this opportunity to circle the wagons and have all the women the monument stands for come see it in person. Time is growing shorter for all of us and I really encourage women veterans in particular to share their stories. Our mission of creating a legacy of healing and hope is still relevant. Even though it's been 50 years, people are still trying to come to terms with the war and their role in it. Visiting the memorial helps people feel grace, peace and a sense of pride—there is a sense of 'I was there. I was a part of this. I remember it, I remember those I served with and I am remembered.'"



©1993 VWMF, Inc.
Glenna Goodacre, Sculptor

Top: The expression on the kneeling soldier's face reflects the despair many women soldiers felt when faced with the horrors of war in Vietnam.

Middle: Tenderness, sadness and concern are written all over the face of the nurse figure as she cradles a dying soldier in her arms.

Below: The standing soldier embodies a feeling of urgency and desperation as she looks up into the sky waiting for help from a medevac helicopter, or perhaps from a higher power.



©1993 VWMF, Inc.
Glenna Goodacre, Sculptor

The 25th anniversary of the dedication of the Vietnam Women's Memorial will be held in Washington, D.C., on **November 10–11, 2018**. Events planned include a candlelight ceremony and storytelling at the Women's Memorial and a ceremony at The Wall. A wide range of diverse voices will be heard at this event—women and men, old and young, from all walks of life talking about what the memorial means to them, what it means to America and what it means for future generations.

The Most Valuable Piece of Jewelry I Own

by Barb Hagen, BZ, Helena, Montana

Recently my dear friend and P.E.O. sister Ginnie Lane died. She would want me to say she died and not “passed away” or “passed on.” She was a no-nonsense and very direct person with strong opinions. She was fearless and I admired her greatly.

Ginnie was a mentor to me in my work and in P.E.O. I learned so much about our history and what P.E.O. truly means. No one championed for me like she did. She was always there to support me in whatever ways I needed. We traveled together, laughed a lot and cried together too. We were sisters.

After she died, I was talking with her daughter-in-law and she knew I was a P.E.O. too and she told me that she had Ginnie's emblem and that one day before Ginnie moved to the assisted living facility, she told her daughter-in-law that she had to show her the most important piece of jewelry she owned. I think her daughter-in-law was probably surprised when Ginnie showed her this tiny gold star. Ginnie had some very nice pieces of jewelry and so this little star probably didn't seem like much. But her daughter-in-law knew it was important and I told her I would take care of it.

Our emblem is a really important piece of jewelry to us. It symbolizes our rich history of almost 150 years. It connects us to those sisters who have sacrificed to make our world better and it represents our current sisters—those who bring us meals when we are sick, who send us cards, who throw baby showers for us. Our sisters dry our tears, they welcome us to their homes for meetings, no matter what kind of day they (or we have had). I always know that I will feel better after I attend a P.E.O. meeting.

Before I was initiated into P.E.O. I had a dream that my friend who was sponsoring me for membership carried me across an icy street. That is what sisters do for one another. We carry each other when we cannot continue on our own. We are there to help in whatever way is needed—to lift each other up and to provide love and support.

Our star is more than jewelry. I think that is what Ginnie meant by her statement. It is an important reminder of who we are as sisters and to hold on to what is most valuable to us, and to always love and care for one another.



...one day before Ginnie moved to the assisted living facility, she told her daughter-in-law that she had to show her the most important piece of jewelry she owned. I think her daughter-in-law was probably surprised when Ginnie showed her this tiny gold star.

Ginnie Lane and Barb Hagen celebrating Founders' Day in 2017

Securing P.E.O. Emblems

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


The loss of a sister because of death can be a difficult time for a chapter. In addition to grief and sadness there can be feelings of anxiety and uncertainty about what to do regarding the member's emblem.

A P.E.O. emblem is lent to each member of the Sisterhood for her sole use as long as she is an active member. The emblem may be buried with a deceased member. Cremation is a form of burial; a P.E.O. emblem may be enclosed with ashes in the cremation urn; however, if ashes are scattered, the emblem must be returned to the emblem department at the Executive Office in Des Moines, Iowa.

Ascertain if the emblem was buried or cremated with the member. If not, the emblem must be secured and returned, with the Emblem Return form (available from the chapter president and on the P.E.O. member website), to the P.E.O. emblem department.

P.E.O. loving kindness extends to the survivors of our sisters, especially during their time of mourning. When a chapter finds it necessary to send a written request that the emblem of a deceased sister be returned to the Sisterhood, it is important to be gracious and thoughtful of the family during their grieving period. A handwritten personal note or a Request for Emblem of Deceased Member form may be mailed to the next of kin. This form is available from local chapter presidents and on the P.E.O. member website.

(Date Completed) _____



P.E.O. Wish

It is suggested that a copy of this document be kept by the P.E.O. member and by her chapter.

Name: _____ **Signature:** _____

City: _____ **State/Province/District:** _____ **Chapter:** _____

A family or friend contact: _____

Name	Address	City	State/Province	Zip/Postal Code
The place where I keep my P.E.O. emblem is:				
The place where I keep my officer supplies is:				

If I am unable to administer paying my annual dues, I direct my financial representative to do so:

Name	Address	City	State/Province	Zip/Postal Code
Understanding that our P.E.O. emblem is lent to each member, I wish to request: <i>(select one)</i>				
<input type="checkbox"/> to be buried with my P.E.O. emblem (cremation is a form of burial)				
<input type="checkbox"/> to have my emblem returned to my chapter president who will send it to the P.E.O. Executive Office				
I wish to have the following regarding the P.E.O. Memorial Service: <i>(select the appropriate box(es))</i>				
<input type="checkbox"/> in my chapter	<input type="checkbox"/> King James version			
<input type="checkbox"/> at a public service	<input type="checkbox"/> New Century version			
<input type="checkbox"/> no thank you, I do not wish to have a P.E.O. Memorial Service	<input type="checkbox"/> Interfaith version			
I wish P.E.O. recognition to be placed on/at my gravesite with arrangements made for: <i>(select one if desired)</i>				
<input type="checkbox"/> a freestanding P.E.O. grave marker		<input type="checkbox"/> an official P.E.O. emblem design on my headstone		
I wish to have any memorial(s) in my name made to the following International and/or state/provincial/district P.E.O. project(s):				
<input type="checkbox"/> Cotley College	<input type="checkbox"/> ELF	<input type="checkbox"/> IPS	<input type="checkbox"/> PCE	<input type="checkbox"/> PSA
<input type="checkbox"/> Other (please designate): _____				

Families and/or friends: Please contact the P.E.O. Executive Office at 515-255-3153 for information about establishing a memorial fund to one or more of the P.E.O. projects listed above.

Members:

- P.E.O. memorial services and the P.E.O. emblem logo may be viewed on the members' side of the P.E.O. website, [peointernational.org](https://members.peointernational.org) and downloaded, if desired.
- Grave markers are available through Items for Sale by Chapters in *The P.E.O. Record* and on the website.

11/15

Be tactful when requesting the return of an emblem. Getting the emblem back is not an urgent task. Wait an appropriate length of time after the death of a member to inquire about the return of her emblem. Use common courtesy—do not approach family members about retrieving the emblem during a wake, visitation or funeral.

The anxiety and uncertainty about what to do regarding the member's emblem or her preferences for a memorial can be lessened if each member regularly updates The P.E.O. Wish, which is a form available from the chapter president and on the P.E.O. member website at <https://members.peointernational.org/resource/peo-wish-0>.

Your Stories are *Our* Stories

150 YEARS OF WOMEN HELPING WOMEN IS NEWSWORTHY!

This milestone gives our organization a unique opportunity to share the incredible things P.E.O. has done for women, our communities, our countries and around the world.

These powerful deeds all start with YOU—P.E.O.s in local chapters across the United States and Canada—supporting and empowering women and raising funds for our Sisterhood's philanthropies.

Now is the time to show the world what we've been up to, to share our mission and to share the opportunities P.E.O. provides to women.

P.E.O. is women serving women, supporting each other, empowering each other, creating opportunities for each other. We know you are proud of the difference you make in the lives of each other and in the lives of the recipients of our philanthropic projects.

Now let's tell the world!

Do you have a story that showcases the loving concern of P.E.O., the difference a college education has made in the life of a project recipient, the impact an individual P.E.O. has made in your life or any powerful, heartwarming or inspiring P.E.O. story?

Tell us about it!

Visit **www.peointernational.org/peonews** to complete the story submission form. Your stories will be considered for use in our print and digital outlets and to share with national and international media.



P.E.O. for the Next Generation: Connect & Engage with Younger Members

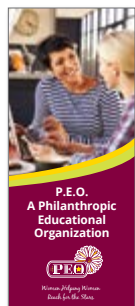
by Debbie Clason, Coordinator of Membership Development

NOTE: This article is the last in a series of four based on member suggestions contributed during the P.E.O. for the Next Generations workshop at the 2017 Convention of International Chapter.

It's been more than a year since close to 500 sisters attended the Next Generation workshop at the 2017 Convention of International Chapter in North Carolina. After the presentation, these passionate sisters shared their ideas for finding and attracting younger members on sticky notes which I compiled and categorized to share in this series. If your chapter is looking for ways to interact with young women who might be interested in P.E.O. membership, consider these suggestions:

- Help with kids' activities at a local farmer's market or other community event.
- Offer to speak at a local community college about P.E.O. projects, include information about P.E.O. membership in your presentation.
- Consider project applicants/recipients and their moms for membership.

Once you've met these women, the workshop participants suggested hosting informal gatherings after work or in the evening to discuss P.E.O., being mindful to highlight the friendship aspect of our Sisterhood along with the philanthropies. Make sure you send each prospective member home with information they can refer to at a later date. You'll find exactly what literature you need on the website www.peointernational.org for download or from the P.E.O. Supply Department for purchase. Search **Resource Library > Local Chapter Members > Brand Resource Center > Communication Tools** to download the following resources:

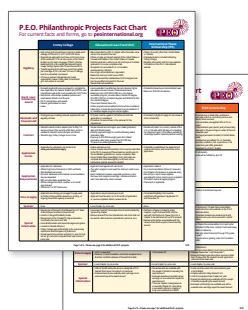


- Guide for Nonmembers – P.E.O. A Philanthropic Educational Organization



- Business card templates (one or two-sided)

- P.E.O. Project Fact Chart (color or black and white)



The P.E.O. Record is also an excellent resource to share. One super sister I know uses her personal archives to help her talk about P.E.O., stashing a bundle in her car to have at the ready. Whenever she finds herself in conversation with someone about our Sisterhood (which is often, by the way), she gives them a copy of the magazine, along with her P.E.O. business card. She even reads The Record with nonmembers in mind, earmarking articles she thinks her friends and family might enjoy.

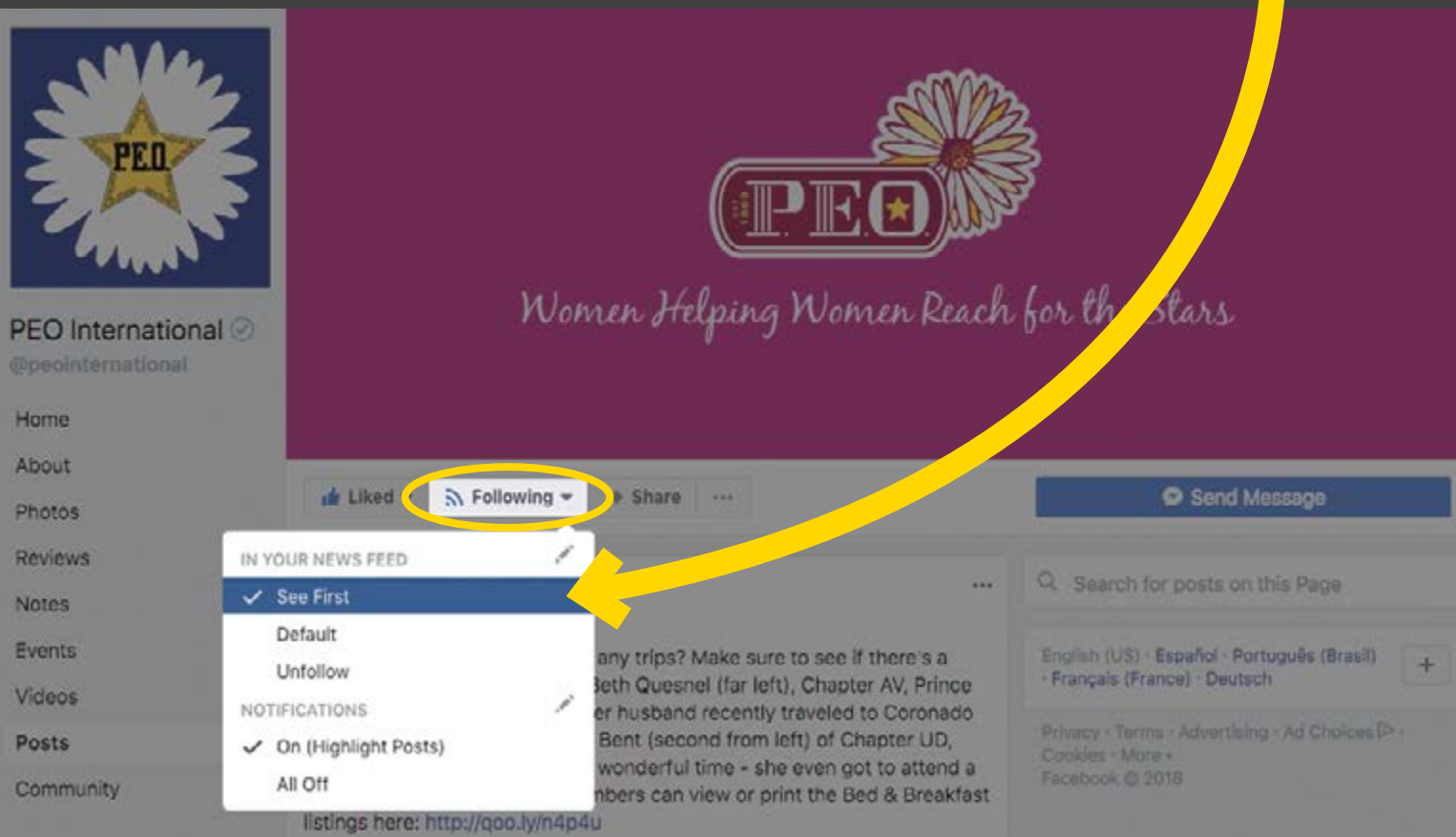
If you're not sure what to say about P.E.O. to these young women, let me assure you—many of you are already inspiring others with stories about our Sisterhood in casual conversation within your circles of influence. I know this because between January and September 1, 2018, I personally responded to more than 300 inquiries submitted on the P.E.O. International website from women wanting information about membership in our Sisterhood. Would you believe, 30 percent of them indicated they know a P.E.O. member? Several touching comments were from women who had recently lost their mother or grandmother and, remembering that P.E.O. was an important part of their lives, were asking about membership as a way to carry on their legacy.

Sisters, as much as I enjoy corresponding with these women, the P.E.O. introduction process is much more meaningful when it comes from someone they know! Be mindful the next time you talk about your P.E.O. friendships or project applicants. Would the woman who is listening intently be interested in supporting the mission of P.E.O. as one of your sisters? If the answer is yes, be intentional about introducing her to your chapter members at the earliest convenience.

Remember, as I mentioned in my first article, the term "younger" is relative. While it's always nice to have collegiate members and young mothers in the chapter, think of a younger woman as someone who is 5–10 years younger than yourself. P.E.O.s do good work. Women of all ages are inspired by the stories we share. When inspired women become P.E.O. members, the legacy of our Sisterhood is ensured.

Calling all P.E.O. International Facebook Followers!

We appreciate all of you and strive to provide important, useful content in our posts. To guarantee you don't miss any posts, go to our **PEO International** Facebook page, click **"Following"** and select **"See First."**



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International
Chapter of the
P.E.O. Sisterhood

SISTERS ARE Priceless AT EVERY AGE

by Jacqueline Dawson, P.E.O. Membership Committee

Coften the most vital chapters are those that have sisters representing many different generations. Our millennial-aged members frequently share that this representation is especially appealing to them due to the many facets this adds to their P.E.O. lives, particularly the imparting of P.E.O. traditions, the wisdom brought from experience and last, but far from least, loving concern.

Sometimes our sisters reach an age where they can't participate in all areas of chapter life. While they may have spent many years giving to P.E.O. in many ways, now they may not be able to lift boxes in preparation for a garage sale; they may not be comfortable memorizing a part; or they may not be able to attend meetings regularly because of health issues. But there is still a lot left to their P.E.O. journey and there is so much they may still offer our Sisterhood.

It is unfortunate that these sisters, who are participating differently now, feel they are not contributing and because of this, often choose inactive status. Simply by paying her dues, this sister is supporting P.E.O.'s mission to **CELEBRATE the advancement of women; EDUCATE women through scholarships, grants, awards, loans and stewardship of Cottey College and MOTIVATE women to achieve their highest aspirations.** Paying her dues might be all she can do to participate, and she should feel great about helping women throughout the world reach for the stars because of her annual payment.

There are endless other ways she may still be able to participate. Could she share her first memories of P.E.O. with your new chapter sisters? And while others may carry the boxes and bags at a chapter fundraiser, wouldn't it be

lovely to have this sister sit and sell drinks to customers, perhaps even sharing what P.E.O. is and does. These are just a few examples of the infinite number of gifts she can still impart to P.E.O.

An older sister once shared, "I am not sure why I even attend meetings as they don't ask me to do anything anymore. The younger ones just get it all done." This is a sister that rotated through chapter offices until she was 90, and while she recognized it was time for others to assume those responsibilities, she still wanted to participate as she could. She shared that the same thing happened when she transferred into a young chapter when in her 60s. "I think they thought I had perhaps done enough and that they were being nice by not asking me to do the work, but in the long run it made me feel excluded and that I wasn't giving my part to the Sisterhood." The lesson here might be that chapter sisters should not assume another sister doesn't want to participate. Let's make sure to ask everyone to be involved, regardless of age, busy schedules, health concerns or other issues.

If we "express a loving concern for each sister" no matter what level of participation they are able to have within P.E.O., we are ensuring they know how important they are to us; we will communicate how much paying their dues means to the Sisterhood's mission; we will keep connected to them even if that means a little extra effort; and we will keep sharing with them the many gifts of P.E.O., gifts that will be reciprocated and given right back to the Sisterhood.

Aim to ensure everyone feels part of the chapter, no matter what their age or their level of participation, as it exemplifies the greatest of our virtues...love.





P.E.O. Inspires the Leader in All of Us

by Beth Roy, P.E.O. Leadership Development Initiative Resource Manager

Sometimes in the cacophony of the world we forget the small things that each one of us can do to bring a smile to someone's day. In a complex, hectic world with so many responsibilities, how truly simple it can be to make a difference. The concept of "leadership" can be intimidating by its perceived responsibilities, but leadership can be as simple as choosing to act and leading by example. *"True leadership is not about what you accomplish, but what you help others achieve."* This beautiful quote comes from Hope Zoeller in her book, "Hope for Leaders Unabridged." Hope is on the Cottey College Board of Trustees.

P.E.O. makes a difference.

In 1869 when seven bright, creative young women came together to form P.E.O. they knew they would be stronger together.

For 150 years, P.E.O. has quietly and successfully worked to make a difference. Here is how we do it:

- Hundreds of thousands of women across the U.S. and Canada have connected in local chapters to support each other and to support their mission of educating women.
- A P.E.O. may sell scarves, baked goods, quilts, notecards, plants, used books, calendars and purses. We host silent auctions, sock away change, wrap packages, work at concession stands and polling places, create community art shows, chili cook offs and more. Together we have raised over \$321 million dollars to educate women.

P.E.O. makes a difference.

But a P.E.O. does not stop there. She actively seeks women to support with scholarships, loans and grants so they can create better lives for their families. The U.S. Department of Labor in 2018 noted the median weekly earnings for full-time workers age 25 or older with a high school degree is \$726 while those with a college degree earn \$1,310. A P.E.O. understands this is a significant differentiator for women supporting a family.

P.E.O. makes a difference.

A P.E.O. believes that just providing dollars isn't the answer. So she sends cards of encouragement to her STAR scholarship recipient and she becomes a listener and a shoulder to lean on for the Educational Loan Fund recipient heading back to school on her 40th birthday.

P.E.O. makes a difference.

Over the years 105,000 women have received P.E.O. educational assistance to continue their education. The U.S. Department of Education noted the

annual dollar prices for undergraduate tuition, fees, room and board were estimated to be \$16,757 at public institutions. Without these P.E.O. funds many women may not have had the opportunity to earn a degree. Each one who completed that journey was an inspiration to all who know her and a driver of improvement for her community. Each one was able to better her life for her family. Each one felt strong and empowered.

P.E.O. makes a difference.

When sisters take advantage of training modules at www.peoleadership.org, the ripple effect of our work is magnified. Help your chapter and committees set strong goals, communicate those goals effectively, find common ground among varying interests and motivate your sisters to succeed. As we strive for excellence **within** our Sisterhood, our impact **across the world** is stronger. We are mentors, we are motivators, we are change agents—**we are leaders.**



P . E . O . M A K E S A D I F F E R E N C E

Strengthen P.E.O. with leadership skills at www.peoleadership.org

Is There a Doctor in the House?

ELF Loans Help Women Pursue Doctoral Degrees

by Jan Keeley, P.E.O. Educational Loan Fund Board of Trustees

For decades, the Educational Loan Fund (ELF) has assisted women seeking their doctoral degrees. On April 1, 2012, the maximum amount loaned increased to \$20,000 for Ph.D. degrees. Doctoral applicants receiving a loan greater than \$15,000 have a payback period of 10 years from the stated graduation date.

Women have earned a majority of doctoral degrees in the past eight years with 52 percent of the total Ph.D. degrees awarded. There are 11 graduate fields that are consistently tracked by the Council of Graduate Schools. In seven of the 11 fields tracked, women outnumber men in seeking these doctoral degrees. Women currently hold the majority in the areas of health sciences, education and public administration.

Doctoral Degrees by Field and Gender, 2016

Field	Male	Female	Females per 100 Males
Arts and Humanities	46.0%	54.0%	117.4
Biological, Agricultural Sciences	48.3%	51.7%	107.0
Business	54.1%	45.9%	84.8
Education	30.6%	69.4%	226.8
Engineering	77.2%	22.8%	29.5
Health Sciences	30.1%	69.9%	232.2
Mathematics and Computer Sciences	74.2%	25.8%	34.8
Physical and Earth Sciences	66.4%	33.6%	50.6
Public Administration	22.6%	77.4%	342.5
Social and Behavioral Sciences	39.8%	60.2%	151.3
Other Fields	49.3%	50.7%	102.8
Total	47.9%	52.1%	108.8

As indicated in the March-April 2018 issue of The P.E.O. Record, 35 percent of all Educational Loan Fund recipients will be entering a health-related career. Those fields include physical therapy, nursing practice, veterinary science and pharmacy.

Women applying for Educational Loan Funds consistently consider their specific career goals, knowledge about available options and ability to commit the time, energy and financial resources to complete their course of study. They choose to return to graduate school for a variety of reasons, such as a desire to improve their quality of life, expand their own knowledge base, to teach at a higher level or conduct research.

Most women attending college must acquire a level of financial savvy, especially those working toward their doctoral degrees. Tuition and educational expenses usually triple for a Ph.D. Six years ago, 16 percent of Educational Loan Fund recipients were graduate students pursuing their doctoral degrees. That percentage has been increasing and is currently above 18 percent. As with other degrees, the Educational Loan Fund requires that the applicant use the loan funds toward tuition and/or other living expenses necessary to obtain their degree, not for debt reduction.

The demographics of the ELF recipients pursuing doctoral degrees are as varied as the national statistics. They come from all walks of life, with ages ranging from mid-20s to some in their 50s. These women are single, married, divorced, mothers, grandmothers or caring for their elderly parents. Many fall into the category of “non-traditional” or “reentry women.” They are adult women who attend college while working full time and must also balance study time with their personal responsibilities.

The Educational Loan Fund Board of Trustees finds great satisfaction in knowing that your donations to ELF continually help women pursue and obtain their advanced doctoral degrees and accomplish their dreams.

An excellent representative of our doctoral ELF recipients is Felicity Fisk. A video of her engaging speech at the 2017 Convention of International Chapter can be found on the P.E.O. International website at <https://members.peointernational.org/felicity-fisk>. Sharing this video would make a great ELF report for a chapter meeting.



WHAT'S NEW AT Cottey?



by **Dr. Jann Weitzel**,
President,
Cottey College

COTTEY MOVES TO NAIA

In July 2018, Cottey College was accepted as a member of the National Association of Intercollegiate Athletics (NAIA), the final step in the transition from a two-year college to a baccalaureate institution that offers bachelor of arts, bachelor of science and associate degrees.

NAIA consists of 250 colleges and over 65,000 student athletes nationwide. One of the main reasons Cottey chose to become a member of the NAIA was its Champions of Character program, defined as providing "values-based training, so student-athletes know, do and value the right thing, on and off the field." Institutions are recognized for "commitment to character training, conduct in competition, academic focus, character recognition and character promotion," goals that go hand-in-hand with the mission of Cottey College.

Cottey offers six intercollegiate athletic teams: basketball, cross country, golf, softball, track and volleyball.

Members of the 2018 volleyball team, who are from Missouri, Montana, Colorado and Washington, began their season on August 31.



I was recently questioned about the effect of increased numbers of athletes on the academic rigor of Cottey College. Let me put that question to rest! In order to participate on athlete teams, student athletes are required to maintain progress toward their chosen degrees, be enrolled full time and maintain a standard GPA. Student athletes are "students" first and they recognize that in order to participate in their sport, they must perform in the classroom first. In order to determine how academic performance of Cottey

athletes compares to non-athletes, I reviewed their 2017-2018 GPAs. The average GPA for **both** groups was 3.2, thus we can predict all Cottey students will continue to perform at a strong level.

At Cottey, all students are important. Concerts, theatrical performances, art shows, academic showcases, student presentations and athletic competitions all bring a sense of pride to our campus. It's wonderful to be able to attend a dance concert on Monday and a basketball game on Tuesday! As President, I experience such a sense of pride when I see the members of a Comets team attend the fall play to support the cast and the cast to reciprocate and attend a home game! The students all know each other and support each other.

WHO ARE THE COTTEY STUDENTS?

The current Cottey student body comes from 37 states and 15 countries; our students are smart, outgoing, kind, motivated, intelligent and beautiful in heart and in spirit. They are leaders and they are learners. Over 50 percent of our 2018-19 first-year students graduated from high school in the top 25 percent of their class, and over one third of our newest students earned high school GPAs of 3.75 or greater. Cottey women enroll in order to learn in a rigorous collaborative environment; as one student stated, "I didn't come to Cottey for the 'college experience.' I came for a life experience."

NEWEST RANKINGS

The Cottey College community was excited to receive the newest U.S. News & World Report rankings! Again, Cottey was listed among the top 10 regional colleges in the Midwest, out of 79 colleges listed. The "Regional Midwest" consists of baccalaureate-granting colleges in Illinois, Indiana, Iowa, Kansas, Missouri, Michigan, Minnesota, North Dakota, Ohio, South Dakota and Wisconsin. Cottey was the #2 Missouri institution in this category.

Further, Cottey was recognized as:

- #1 best regional value out of 38
- #3 lowest debt at graduation (#1 in Missouri)
- #3 highest proportion of international students

WANT TO SEE FOR YOURSELF? Come for a visit!

International Peace Scholarship Named Scholars 2018-2019

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



**Chapter BL
Seattle,
Washington**

**Jean Negus
Malmo
International
Peace
Scholarship**

Ruchi Tiwari

Ruchi Tiwari, a two-time recipient of a P.E.O. International Peace Scholarship (IPS) is completing her master's degree in public health at the University of Washington, Seattle, Washington. Ruchi describes her home country of Nepal as a small land-locked country situated between two large nations, India and China, whose cultures and practices are very diverse. Ruchi grew up experiencing the stark differences between the lifestyles of people on a fundamental level. While her family struggled to provide her and her brother with a primary school education, she credits them with teaching her to be empathetic, to speak for the right and encouraging her to pursue her career in nursing. Ruchi always loved school and her academic achievements include being awarded the Government of India's Mahatma Gandhi Scholarship supporting her secondary school education and other scholarships that helped her complete her undergraduate degree in nursing.

It was during Ruchi's undergraduate nursing studies, when she saw a child being born of an unwanted pregnancy that she realized not every mother is happy when her child is born, and not every pregnancy is intended. This realization pushed Ruchi to pursue a career in public health with a focus on under-served women and their reproductive health. This focus continues and is the main reason she chose the master's program in public health with a concentration in maternal and child health. Her goal is to develop her leadership competencies to improve research, service systems, programs and policies that support the health of women, children and families and when she returns home to Nepal, to help improve the health status of women and children.



**Chapter M
Miami, Florida**

**Ventura
Neale
International
Peace
Scholarship**

Etinosa Oghogho

Etinosa Oghogho is in pursuit of her Ph.D. in public health at Florida International University. She describes her home of Benin City, Nigeria, as being located in an ancient region and the home of one of the oldest sustained monarchies in the world. Etinosa recognizes that education for African women is not a given and she is committed to the African girl child and other women. She credits her mother, the first in her family to earn a bachelor's degree, as being her driving force, and for inspiring her to become the educated and empowered woman that she is today.

Etinosa quotes Nelson Mandela who said, *"Education is the most powerful weapon you can use to change the world."* Her role model is Dr. Dora Akunyili, the former Director of the National Agency for Food and Drug Administration of Nigeria, who saved millions of lives by overhauling a corrupt institution and eradicating the production and sale of counterfeit and substandard medications. When Etinosa returns home she hopes to, like her mother, break barriers and become a role model and unrelenting advocate for the health and wellness of Nigerian women and an inspiration to the next generation of girls in the field of maternal and child health.



PCE recipient Chandra Green received her Master of Science Degree in marriage and family therapy

Chandra Green Works to Break the Cycle of Domestic Abuse

by Betsy Dietz, P.E.O. Program for Continuing Education Board of Trustees

Chandra Green, a P.E.O. Program for Continuing Education (PCE) recipient sponsored by Chapter HF, Overland Park, Kansas, is determined to use her talents and abilities to make her community a better place. To meet this beautiful and poised young woman one might never guess that she suffered abuse and witnessed first-hand the devastating cycle of broken homes that too often results from abuse and neglect.

Early in her career Chandra worked in the domestic violence field with women of all ages who were in various stages of abusive relationships and she had the opportunity to deliver community education on healthy relationships. She came to realize that affordable, convenient and easily-accessible family counseling is a must if families are to break this cycle before it starts. Chandra also believes that counseling services provided in a neighborhood setting can help remove the stigma often associated with counseling and mental health issues that prevent families from seeking help.

Chandra currently serves as a program coordinator for Young Women On The Move, a nonprofit organization serving Kansas City and Wyandotte County, whose purpose is to motivate at-risk junior and senior high-school girls to stay in school. Chandra's passion is contagious when she talks about her work: "The organization allows me to be a part of young girls' lives to help them evolve in a way that avoids their becoming part of an abusive cycle. I help them develop skills to build healthy relationships and to have productive, meaningful and fulfilling lives. My master's degree gives me the ability to go deeper in assisting families. I can help pre-marital and marital couples come out of unhealthy situations and promote love, respect and peace in their homes and in themselves."

With the help of a PCE grant, Chandra earned her Master of Science Degree in marriage and family therapy from Friends University, Overland Park, Kansas, on July 27, 2018. Chapter HF's projects' chairman Ruth Britton declares, "It has been a heartwarming experience for our chapter to be part of helping Chandra reach her educational goal."

Chandra says, "I really appreciate the PCE grant. It relieved stress as I worked through my degree program's rigorous barriers. I can't say 'thank you for believing in me' enough. We are not an island, and women must help women." This caring, dedicated, and deserving woman is certainly making a difference.



Sisters of Chapter HF, Kansas present a PCE grant to Chandra Green.

From the left: Sally Roberts, Linda Patterson, Chandra Green, Chandra's mother and Ruth Britton

Challenges Facing Young Women in Kansas (According to Young Women On The Move)

- In Kansas City and across the country, women are the sole wage earners in 40 percent of households.
- In 2012, 62.5 percent of Wyandotte County's families in poverty were female-headed, single-parent households.
- Girls are the fastest-growing population in the justice system. A federal study found that girls and women with histories of childhood abuse or neglect were 73 percent more likely to be incarcerated.
- Wyandotte County's teen pregnancy rate is four times the national average.
- The Crimes Against Children Research Center found that one in five girls will be the victim of childhood sexual abuse. In addition, 40 percent of rape survivors are assaulted before the age of 18.
- Wyandotte County is ranked 96th out of 98 Kansas counties for health behaviors and outcomes.
- For the first time in America's history, adolescents are expected to have a shorter life span than their parents due to diet and lifestyle.

Scholars Using Their Voice for Good in the Twitterverse

by Rebecca Daniel, P.E.O. Scholar Awards Board of Trustees



When 2015 P.E.O. Scholar Award recipient Anne Hilborn heard that a man had interrupted the path of a leopard in the wild by driving through the area in an open safari car, she reacted with both anger and sadness. An advocate for appropriate interaction with animals in the wild, she turned to Twitter to relate an experience of her own that illustrated

a more appropriate way to interact with these animals: "A beautiful female leopard approached my car. Seeing her so close was an incredible thrill and a privilege. I was in the way of the route she wanted to take, so she went under the car, came out the other side, and kept walking. Because I drive a closed Land Rover, and not an open car, there was always metal and glass between us. It kept both of us safe from each other."

The term "scholar" sometimes stereotypically suggests a withdrawal from the real world, a serious sojourn in academia that is distant from everyday communication. But Anne's experience and those of other P.E.O. Scholar Award recipients prove otherwise. These women are very present in the contemporary world through their use of social media.

Anne used Twitter while completing her doctoral research, posting data on her experiences with cheetahs in Serengeti National Park in Tanzania. She uses it today as she does post-doc studies in the evolution, ecology and organismal biology department at the University of California Riverside. She supports and encourages young scientists in their own work and, as with the above example, advocates for appropriate interaction with the natural world. She sees Twitter as "a driving force in expanding the way that I look at the world, in making me more empathetic and aware of how my words and actions affect others. I've changed the ways I interact with students, with my peers and with the public due to lessons learned on Twitter."



Elizabeth Andrews Bond, a 2012 P.E.O. Scholar Award recipient, researched letters to the editor in 18th-century France, but made her work relevant by asserting, "our contemporary experience of communication networks in the digital age raises the same questions.

How communication travels, which ideas gain legitimacy and how ideas shape

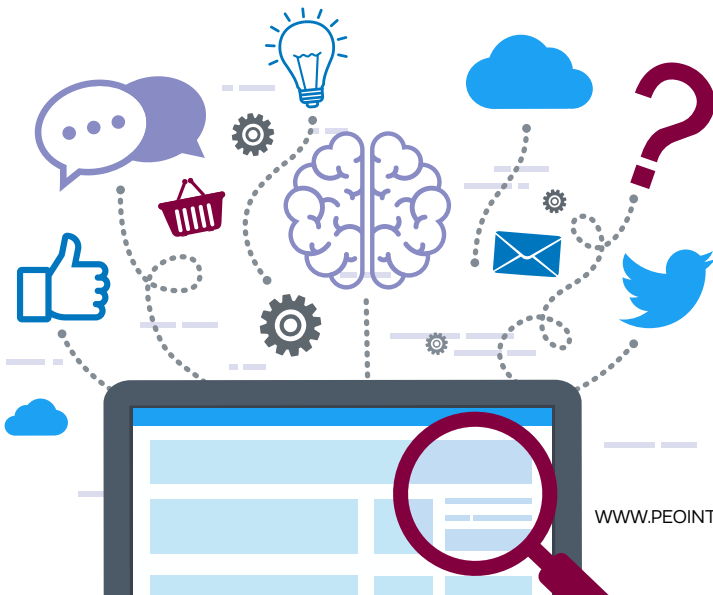
social engagement are as central today as they were to the men and women of the 18th-century." Today, as an assistant professor of history at the Ohio State University in Columbus, she continues emphasizing that relevance: "In the case of 18th-century France, the access to more newspapers started to shift the ways readers thought about their own role, that they had a responsibility to write back to the papers."

She tells her students that "the feeling of 'information overload' isn't new or unique to our current moment." In "both 18th-century letters and on Twitter, the writer is trying to make a case to a group of readers that they have likely never met, as they present their argument through the use of emotion, the reliance on a shared vocabulary, making cases based on material evidence or underscoring one's expertise."

Savannah Guthrie, a 2001 P.E.O. Scholar Award recipient, has an obvious way to have her voice heard in her role as co-anchor of The Today Show on NBC. But she also maintains a more personal presence through Twitter. She reminds her followers that the stories of conflict and chaos covered daily on the news are not the whole story: "I had this feeling come over me today that most people are good and decent. We just LOOK at the bad ones too much. And then our perspective is distorted and we think the whole world is like that." In response to several recent suicides covered in the news, Savannah used her voice to try to make a difference. She asked us to be aware of people around us and tweeted a simple message, "Let's lift up our eyes and ask someone today, 'are you okay?'"

So how are you using your voice in this age of the internet? Can we as P.E.O.s, like these P.E.O. Scholars, influence others to be purer, braver and stronger through this electronic community?

Left: Anne Hilborn is beginning post-doc studies in the evolution, ecology and organismal biology department at UC Riverside
Right: Elizabeth Andrews Bond is an assistant professor of history at the Ohio State University in Columbus



A STAR Is Born

Reflecting on the Inception of P.E.O.'s 6th Philanthropy

by Patricia Franzen, Chairman, P.E.O. STAR Scholarship Board of Trustees

Sue Baker, President of P.E.O. International Chapter, recently reminded us of a quote from P.E.O. Founder, Franc Roads Elliott, "P.E.O.s should ever keep their eyes forward, to note the possibilities of the future rather than to dwell on the achievements of the past." Sue adds, "While we certainly want to preserve our rich history, there is also an intent to focus forward allowing us to envision the bright future of P.E.O. for the next 150 years!"

We can thank the forward-thinking contemporary P.E.O.s for the P.E.O. STAR Scholarship! As we continue the celebration of P.E.O.'s 150th year, the P.E.O. STAR Scholarship, now barely 10 years old, is really just beginning its philanthropic journey. On November 30, 2007, Barbara Andes, then President of International Chapter, contacted Marilyn Mancini, Past President, Alabama State Chapter, the first P.E.O. STAR Scholarship Chairman, with a "great opportunity." There was a vision for a sixth philanthropy for the P.E.O. Sisterhood and the STAR story began—with spirit and gusto.

Inspired by the voices of our P.E.O. membership, the P.E.O. STAR Scholarship concept was conceived. In 2007, the Noel-Levitz survey of the membership produced some interesting trends in membership and organizational ideas. Over a decade ago, our membership expressed the following:

- 1) P.E.O.s wished for a localized project
- 2) They craved a conduit to talk about P.E.O. in the local community
- 3) They desired a magnet to find younger members.

Additionally, they wanted to showcase our own Cottey College—and what better way to introduce local high school young women to P.E.O. than to offer a scholarship for freshman girls entering college? This new project idea was a win, win, win!

Work began with a committee of five to design the structure of this new project. Much effort over two years went into developing a cohesive and effective plan to launch STAR. The P.E.O. STAR Scholarship amendment proposal received an astounding vote of confidence at the October 2009 Convention of International Chapter and officially became the sixth philanthropy of the P.E.O. Sisterhood.

Over the years, STAR has flourished. From a fledgling project dependent on the P.E.O. Foundation to subsidize awards, STAR now joins the other far-more established projects in self-sustaining status while increasing the number of \$2,500 scholarships awarded fivefold.

Each of the stories told by the applicants is rich and filled with promise. They offer future hope for our troubled world, a hope that rests in the knowledge that they are amazing young women ready to tackle the challenges presented to them. Each year yields approximately 2,000 applicants, the clear majority of whom are stellar. With continued forward thinking and the generosity of our sisters, STAR will continue to grow its resources so that perhaps one day every eligible girl may be awarded.



10 Years of P.E.O. STAR Scholarships

2009-10	151 recipients
2010-11	105 recipients
2011-12	231 recipients
2012-13	275 recipients
2013-14	302 recipients
2014-15	350 recipients
2015-16	360 recipients
2016-17	400 recipients
2017-18	520 recipients
2018-19	760 recipients
10 years = 3,454 recipients!	

\$8,635,000

The P.E.O. STAR Scholarship truly upholds the mission of P.E.O. as it "motivates women to achieve their highest aspirations." Erica Brenner, 2017-2018 STAR recipient recommended by Chapter A, Miami, Florida, encapsulates STAR gratitude and grace. She says, "The P.E.O. STAR Scholarship has served as a reminder to me that I do not stand alone in my passion and that there are other women who also want to show their strength and to help make the world a better place."

With Gratitude and Grace, the STAR trustees thank our STAR predecessors, our current leadership and most especially, our chapters and their sisters for their continued support and trust.

Love, selflessness and **sisterhood!** I am so **proud** to be a part of P.E.O. and all we stand for. To work with such **caring** and **creative** women toward such a **good cause** gives me so much **motivation** in life to do better all around.

—Katie
Cascone-Herman,
BK, White Plains,
New York



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

—Snookie DeMarce, EK,
New Smyrna Beach,
Florida



One of the best gifts I've received was the **gift of P.E.O.** Helping women **reach for the stars** is what P.E.O. does and does well.

—Bertha Lawrence, L,
Pittsfield,
Massachusetts

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

It's important to keep up
your dues because:



Your dues support our **organization** and **life-changing** educational opportunities for women.



You continue to **benefit** from P.E.O. chapter life, **strengthening** meaningful **relationships** with your sisters.



Even if you can't make it to meetings, it shows you **support** the P.E.O. **mission**.



As an **active** member of P.E.O. you have full access to **Leadership Development Initiative** programs that promote **personal** and **professional growth**.



Submit dues to your local chapter treasurer **before**
February 28, 2019.

P.E.O. is made up of some **amazing, supportive** women. I have found **friends** wherever I go because of P.E.O. I love that we **band together** to help women and girls all over the world with their **education!**

—Katherine Frederick, G,
Washington D.C.



I've been in P.E.O. for **over 50 years** and find it as **relative** and **engaging** as it was the day I was initiated.

—Megan Williams, HE,
Overland Park, Kansas



What an **honor** to be part of such a **dynamic** and **enthusiastic** sisterhood. The foundation upon which we build carries with it the **true heart** of the organization and its philanthropy. I am **blessed** to be a member.

—Kris Dewees, JH,
Tomball, Texas



What a **fantastic** organization that does so much for women's **education** and **connects** sisters of the heart **globally**.

—De Ann Bohl, EF,
Grandfield, Oklahoma

CENTENNIAL | chapters



CHAPTER F ★ GREYBULL, WYOMING



ORGANIZED: March 25, 1918

CELEBRATED: March 25, 2018

First row, from the left: Serena Lipp, Shelly King, Vickie Collingwood **Second row:** Gini Harter, Kay Mattis, Irbi Nelson, Veda Gerrard, Dorothy Molaskey, Cathy Kunkel, Lisa Kunkel **Third row:** Karen Hayes, Deb Urbach, Dee Robertson, Patsy King, Margaret Bockman, Barbie Murdoch, Linda Close, Betty Koller, Darla Haller, Teresa Caldwell



CHAPTER AV ★ ESTES PARK, COLORADO



ORGANIZED: June 6, 1918

CELEBRATED: June 16, 2018

First row, from the left: Alice League, Cindy Norton, Darby Rand **Second row:** Shirley Albers, Mary Zollman, Bobbe Palmer, Betty Meyer, Bonnie Vanderveen, Bernice Peters, Janet Burgess, Sylvia Adams, Carole Rouse **Third row:** Jennifer Newhouse, Sheila Cohen, Karen Daugherty, Judi Cunningham, Jane Stuart, Ginny Thompson, Peggy Conley, Mary Kay Phillips, Kathleen Black, Linda Wyatt, Rosa Thomson



CHAPTER J ★ MANITOWOC, WISCONSIN



ORGANIZED: April 3, 1918

CELEBRATED: June 7, 2018

First row, from the left: Jane Foster, Janet Breuer, Doris Hansen, Susan Skarda, Sally Semmes, Jean Sutter **Second row:** Jane Lohmeyer, Susan Plank, Mary Jane Nickels, Diana Haartman, Jennifer Sheilds, Amy Kaufman, Gwen Braun, Peggy Pitz, Martha Rasmus, Deanna Wallander, Audrey Niquette, Nancy Koss **Third row:** Lynn Good, Mary Jo Stangel, Dana Braun, Allison Weinert, Dawn Schroeder, Callie Schroeder, Betsie Auchter, Margaret Keller, Carla Hazlewood, Mary Elias, Connie Randolph, Marsha Driggers



CHAPTER FF ★ GLENWOOD, IOWA



ORGANIZED: July 2, 1918

CELEBRATED: July 14, 2018

First row, from the left: Cyndi McFarlin, Lori Groves, Jacque Young, Linda Woolley, Helen Boles, Eileen Smith **Second row:** Barb Tucker, Diane Enger, Avanell Baker, Kathy Biermann, Sarah Biermann, Jean Strom, Sybil Finken **Third row:** Barb Mass, Tammy Roenfeldt, Sandra Peterson, Judy DeLashmutt, Criss Dashner, Mary Lou Pitzer, Brenda Beier, Tamara Bertini, Patty Schmitt, Sonja Cambridge, Jeanne Lincoln, Michelle Holmes, Janelle O'Tool, Nettie Davis, Charlotte Skallerup, Debbie Taylor, Kay Olsen

NEW | chapters



CP



BW



ET



AO

CHAPTER CP

Hermitage, Pennsylvania



ORGANIZED:
November 4, 2017

First row, from the left: Nicole Stephens, Sara Krepp, Rosemarie Trindle, Sarah Litman, Apryl Gillis, Kimberly Chess, Michele Bradac, Lisa Dach, Gia Hart-Kokor, Maureen Dunn, Lisa Bertin **Second row:** Kay Werner, Hannah Djakovich, Jane Djakovich, Fran Wilson, Amy Bull, Anna Marie Mindicino

CHAPTER BW

Edgewood, New Mexico



ORGANIZED:
April 14, 2018

First row, from the left: Cathy Applegate, Karen Black, Elizabeth Moore, state organizer Linda Cosner, Ashley Herring, Tara Cooper, Past State President Nancy Champlin **Second row:** Jenna Turner, Sarah Wedge-Merrill, Jessica Gustin, Lisa Gustin **Third row:** Kendall Gibson, Jennifer Rawlings, Ali Christensen, Andrea Corvin, Alicia Pope, Stephanie Weber

CHAPTER ET

Middleton, Wisconsin



ORGANIZED:
April 24, 2018

First row, from the left: Past State President Mary Lou Rashke, Becky Klinke, Kelly Thomas, Dorothy Schmidt, Janet McDonald, Lynne Briney, Phyllis Miller, Ann Miller Homan, state organizer Judith Bloom **Second row:** Melanie Waugh, Sacha Lundgren, Molly Fifield-Murray, Lynn Boysen, Darsee Vanderloo, Jean Herzberg, Becky Jurkuta, Christy Roberts

CHAPTER AO

Saint George, Utah



ORGANIZED:
May 12, 2018

First row, from the left: Shirley Seefeld, Ellen Seeley-Cooke, Susan Holecheck, Gerry Zimmerman, Germaine Schwarz, Anne Patten, Kathleen Caruthers **Second row:** Lorna Hammond, Candy Hurlbut, Jeanne Liken, Gayle Walker, Linda Schiller, Ann Olson, Lois Baker, Gail Burch, Carol Tenczar, Cathy Robinson

AWARD-WINNING | ideas

Chapter MO's destination biking group at Pikes Point in West Okoboji, Iowa. *From the left:* Jan Grant, Harriett Fliss, Marilyn McDowell, Marcia Van Roekel, Lois Shaffer, Becky Huisinga, Cyndi Powers, Joan McCulloch, Marcia Young, Rhea Sybesma, Collette Travis



DESTINATION BIKING GROUP EXPLORES IOWA TRAILS

During the summer, members of **Chapter MO, Spirit Lake, Iowa**, gather on Thursday mornings to explore the lovely trails in the Iowa Great Lakes, biking to a different destination each week. The fresh air, exercise, laughs and camaraderie make it such an enjoyable event! Destination biking was the result of interest groups started in the chapter in 2012. There is a regular core group who takes turns planning weekly outings.

Popular Holiday Mailbox Decorations Bring in Almost \$10,000 for P.E.O. Projects



Chapter AX's holiday mailbox covers



Chapter AX of Tellico Village, Tennessee, raised more than \$9,800 for P.E.O. projects during the 2017 holiday season. For the fifth consecutive year, Chapter AX sisters made festive greenery and red berry holiday mailbox covers.

Prior to December 4, the chapter's ways and means committee developed flyers and collected orders for the mailbox covers in their local neighborhoods. Many sisters collected a variety of greens and those who could tolerate the cold temperatures gathered for three days in a sister's garage to create these beautiful covers. Next door, another sister's BIL oversaw the break room so everyone had a place to get warm and partake in soup, sandwiches and other goodies.

This week-long project raised funds for P.E.O. International projects and provided an opportunity for sisters to grow as friends and have fun together.



Top right: Chapter AX sisters assembling mailbox covers. *From the left:* Judy Morris, Fran Thompson, Phyllis Thompson, Carol Crawford

Bottom: Chapter AX sisters (*from the left*): Carol Crawford, Judy Gibbons, Colleen Nolan, Sandy Caverly, Linda Kaump, Kathy Powell, Carol Crawford, Mary Kay Hostetler, Carol Johnson, Peggy Decker, Barbara Rueth, Pat Cody, Diane Anderson, Judi Leach, Fran Thompson, Naomi Schmid, Betty Wells *Seated:* Jean Sanders

Quilts

and the Stories They Tell

Members of **Chapter FW, Olympia, Washington**, planned a fundraising event to be held in early November, just before the holidays. The ways and means committee hoped to expand their vision for raising money for P.E.O. by making an intentional effort to reach out into the local community for support. "Quilts and the Stories They Tell" was born from the quilting talents of Chapter FW sisters. The idea was to provide a platform that would showcase their stories, bring in guests from the community and be an outreach vehicle for promoting P.E.O. scholarships.

The agenda for the event was to provide a holiday marketplace for guests to peruse upon arrival and then be seated at tables for a presentation by four expert quilters who shared stories about how they became quilt enthusiasts. In between the individual quilter presentations, members of Chapter FW told the story of P.E.O. and our mission to provide educational scholarships for women.

The event was held on a Saturday afternoon, and the venue was festive with beautifully laid holiday tables. Sweet and savory snacks were served, along with champagne, sparkling cider and coffee.

Tickets for the event were pre-sold for \$20 each. There was a raffle held for a gorgeous queen-sized quilt that was made and donated by a FW sister.

The chapter exceeded their goal of selling at least 100 tickets and raised a little over \$3,000 for P.E.O. International Projects. Best of all, Chapter FW gained four new members, who learned about P.E.O. from the event!

Below: Queen-sized quilt was raffled at Chapter FW's fundraiser



COLORADO CHAPTER RAISES \$700 WITH DECORATED TREE

Decorating a Christmas tree proved to be quite profitable for P.E.O. **Chapter IE, in Grand County, Colorado**. Their Cork Angel Christmas tree sold for close to \$700, and won second prize in the annual Lions Club Christmas Tree Fundraiser for nonprofits.

Several hard-working P.E.O.s made 300 originaive angels from corks, an 84-foot garland made from red and silver beads, and put 600 lights on the tree. An added bonus was the workshops they attended, where they bonded, ate lunch, sipped wine (*those corks had to come from somewhere*) and had a wonderful time getting into the holiday spirit months before Christmas.

Chapter IE sisters decorate an award-winning Christmas tree with handmade cork angels



DELAWARE CHAPTER ENJOYS A Night at the Races

The members of **Chapter J, Seaford, Delaware**, had a fabulous evening, watching live harness racing at Harrington Raceway with a P.E.O. social night at the races! Twenty-eight people attended, including spouses and potential members (*a great way to get to know prospective members and to introduce them to our organization*). The evening was a wave of cheerful conversation, laughter, camaraderie, satisfying food and exhilarating, edge-of-your-seat entertainment as the horses pounded past and around the racetrack. Race 5 was dedicated to our Philanthropic Educational Organization. Majestic Mistress won and Chapter J was invited down to the raceway after the race for a photo. It was truly a fun night to remember.



Sisters in Chapter J, Delaware, in the winner's circle at Harrington Raceway

P.E.O. | authors

SARAH SHOEMAKER



Sarah Shoemaker, EM, Suttons Bay, Michigan, wrote "Mr. Rochester," in which she explores the background of the leading man from

Charlotte Bronte's classic "Jane Eyre." Edward Fairfax Rochester has stood as one of literature's most romantic, complex and mysterious heroes. Sarah's book imagines Mr. Rochester's childhood, his education and his journey across England, to Jamaica and back to England where he eventually meets the stubborn, plain young governess, Jane Eyre.

Sarah is a former university librarian. She and her husband, Kent, lived in Nebraska, Iowa, Turkey and Greece before settling in Michigan. Sarah has been a P.E.O. since 2005.

DEBORAH DEJONG



Deborah DeJong, NN, Oskaloosa, Iowa, wrote "The Rocks Cry Out," a Christian devotional book that combines landscape photography with lessons learned through nature.

A P.E.O. sister since 2006, Deborah has lived in rural Iowa all her life. She graduated from William Penn University with a Bachelor of Arts degree in education and earned her Master's Degree in Education from Viterbo University, LaCrosse, Wisconsin. Deborah has been a middle school teacher since 1991, teaching English/language arts and technology. Deborah has been married to her husband, Dave, since 1979. They have two children and three grandchildren.

MARYLIN WARNER



Marilyn Warner, BW, Colorado Springs, Colorado, had her most recent prize-winning story, "First

Child, Second Place," published in the Bellevue Literary Review. Another published short story, "The Truth About Camels and Ducks," was nominated by the editors of The Progenitor for The Pushcart Prize. During her career, Marilyn has sold more than 80 short stories, articles, essays and memoir pieces to numerous anthologies, newspapers and publications.

During her 30 years as a high school English and speech teacher, Marilyn wrote, developed and taught the course, "Writing To Publish." She is a 51-year member of P.E.O. For the past five years she's written an award-winning weekly blog about dealing with and learning from Alzheimer's and dementia, titled "Things I Want To Tell My Mother." She also teaches a weekly writing class for adults and annually presents a book list program to her sisters in Chapter BW.

ROSALIE DEER HEART



Rosalie Deer Heart, AN, Virginia Beach, Virginia, wrote "Living Future Pull," which tells the story of one woman's attempts to be normal and fit into

the world she was raised to believe in until the accidental death of her nearly 14-year-old son shook her familiar world and other realities claimed her attention and gradually transformed her consciousness. Her soul growth invited and sometimes demanded that she move out of her limited definition of who she was and what she was capable of becoming and instead open to and become a magnet for the frequencies of "Future Pull."

Rosalie is the author of nine books, an artist, a former psychotherapist, a member of Glad Helpers at The Edgar Cayce Center, an interfaith minister and a good friend.

LYNN POTTER



Lynn Potter, IF, Decatur, Illinois, wrote "The Forgotten Life of Sarah Grady," a historical fiction novel based on 450 letters full of love, history and

life during the period 1915-1919 she found in the attic of an old house her family purchased. The love letters written to the lady of the house, Sarah Grady, were from a prominent New York businessman, Ed Rockafellow, a friend of Sarah's husband. The documents chronicled a four-year affair describing the interests the couple had in common, such as literature, politics, history and golf. The letters escaped detection until Lynn found them in 1970.

Lynn let the letters guide the narrative of the book, which portrays truthfully real people and places. This historical novel based on a true story features mystery, World War I-era history, love and life in the upper echelons of society.

WENDY CLEVELAND



Wendy Cleveland, X, Auburn, Alabama, wrote a collection of poems titled "Blue Ford." The poems in the book speak to both Wendy's

roots in the North and her love for the South. Both regions hold pieces of her heart.

Wendy grew up in Pennsylvania and earned degrees from Ithaca College and the University of New Hampshire. After teaching English for 30 years in Ithaca and Lansing, New York, she and her husband, Tom, moved to Auburn, Alabama, where she mentored Auburn University student athletes.

Wendy is a member of the Chewacla Writers' Guild, the Alabama Writers' Forum and the Academy of American Poets.

CAROL TURPIN



Carol Turpin, F, Atlanta, Georgia, wrote a devotional book called "After Seventy Years in Babylon." The book was written to encourage those

navigating age-related challenges and others who are facing difficult times. Carol asserts that God is able to meet our every need. She includes scriptures that affirm God's willingness to draw near, and to guide and protect us.

Carol is a registered nurse who has worked in clinical settings and in nursing and hospital administration. She received her Master's Degree from Emory University. Since her retirement she has enjoyed travel, gardening, arranging flowers, reading, writing and spending time with family (especially grandchildren). Carol and her husband have been married for 50 years.

JAN M. WHALEN



Jan M. Whalen, DH, Sun City, Arizona, wrote "You are the Perfect Age: Celebrate Your

Life." The reader is able to see the world through the eyes of 10 women, each stepping into a new decade from 10 to 100. Each woman was asked four questions: What have you learned? How are you celebrating? What are your goals? What makes you worry? The responses inspire the reader to compare, contrast and celebrate her own journey through life. The pages are decorated with a variety of colorful circles representing the wholeness and uniqueness of all women.

Two of the women featured in this book, Marilyn Pinkerton, DN, Scottsdale, Arizona, and Iva Walker, BE, Tempe, Arizona, have been members of P.E.O. for many years. Both women exemplify the message of our P.E.O. star through their actions.

Jan is an award-winning author and speaker who lives with her husband, Ross, in Peoria, Arizona. Driven by a mission to honor the female voice, she mentors speakers and writers in finding their voice.

JEAN SORRELL O'ROARK



Jean Sorrell O'Roark, Y, Lafayette, Louisiana, wrote her second novel, "Shadow of Death," a traditional, historical murder mystery set in

the old leper colony near Carville, Louisiana. It is a real whodunit, set in the midst of a lush, exotic setting on the banks of the Mississippi River, where a murder was committed and Catherine Lyle, just 30 years old, and with the help of a handsome patient, follows a series of strange, seemingly unrelated clues until the culprit is finally revealed. The plot has plenty of twists and turns, with just a bit of romance thrown in as well.

Jean earned degrees in fine art and a Ph.D. in English Literature at Oklahoma University and Louisiana University, Lafayette. She's been a professor and an art gallery owner, but writing has always been her passion.

MAGDALIN SZABO



Magdalín Szabo, GX, Saint Louis, Missouri, wrote "Life, Love and Loss," a collection of creative nonfiction stories and memoir

based on true events. In the first seven of the 36 short stories, Magdalín shares glimpses into the lives of those affected by the global conflict during the 20th century, with focus on the historical crises in the former Yugoslavia.

Magdalín emigrated with her parents from Yugoslavia in 1944. She and her husband, who left Hungary following the 1956 revolution, lived for a time in Canada, where they had two sons. Now retired from her role as administrative officer at Washington University in Saint Louis, she serves as treasurer of ESRD, Inc., and lives in Chesterfield, Missouri. Magdalín has been writing stories and poems for more than 40 years.

LINDA KUHLMANN-HARRIS

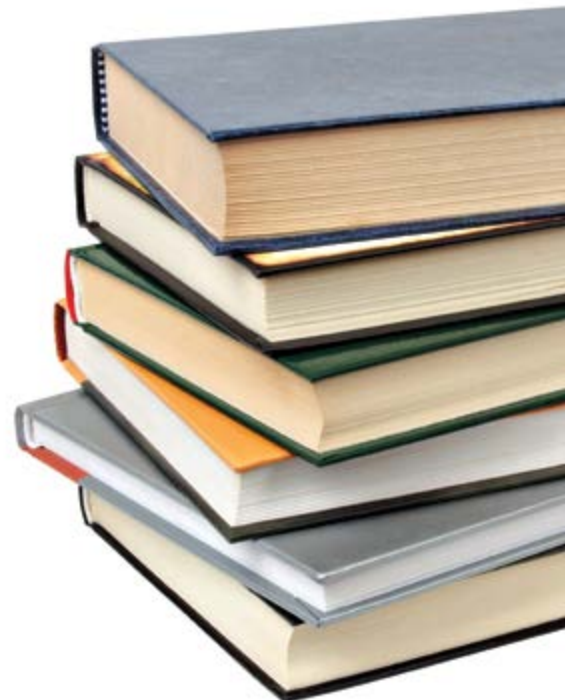


Linda Kuhlmann-Harris, FH, McMinnville, Oregon, began her first novel, "Koenig's Wonder," when she found a mystery while digging into her family's

history. The folklore was that two Kuhlmann brothers came to America from Germany, then separated, never to see each other again. She was able to get her parents talking about their pasts and wove their stories into her fictional version of what would cause two brothers to separate like that. "Koenig's Wonder" is a tale of suspense about a German family separated by war and greed. Their involvement in the horse-racing underworld leads to a search for a stolen Kentucky Derby winner.

Her second novel, "The Red Boots," is a mystery involving a serial killer in Ireland that forces the heroine, a young sculptor, to confront her past.

Linda has been a P.E.O. since 2012. She is retired from her job as a systems analyst for the Oregon Judicial Department. When not writing, she is happily gardening, tasting wines of Oregon, reading and watching murder mysteries.



WHERE IN THE WORLD



Sheila Wilbur, GT, Marco Island, Florida, on the Mendenhall Glacier in Juneau, Alaska



June Dill, AY, Sturgis, South Dakota, and Susan Geyerman, BQ, Watertown, South Dakota, in Jokulsarlon, Iceland



Pat Westphal, CV, Asheville, North Carolina, and Kristina Brosowsky, DT, Saint Cloud, Minnesota, at Carrick-A-Rede rope bridge in Northern Ireland

Kate Gammill, BO, Missoula, Montana, at the Garden of 1,000 Buddhas in Arlee, Montana



Susan Hatch and Celina Eystone, BE, Fredericksburg, Virginia, on a train between London and Dover, England



Sue Owens, EE, Cherokee, Iowa; Linda Sims, EZ, Anita, Iowa; Karen Bitterman, Y, Las Vegas, Nevada; Kris York, EK, Omaha, Nebraska and Dana Smith, Y, Las Vegas, Nevada, in Maui, Hawaii

Jessica Schofield, V, Monroe, Louisiana, at the equator line in Ecuador



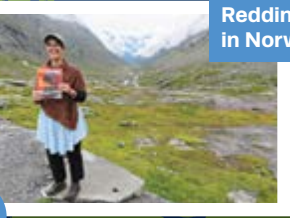
WORLD IS THE RECORD?

Pack the latest issue of The P.E.O. Record when you travel! Snap some pics and send them in—you could be featured in a future issue of the magazine or on our Facebook page or Instagram feed.



Send photos to **editor@peodsm.org**
or **mediamanager@peodsm.org**.

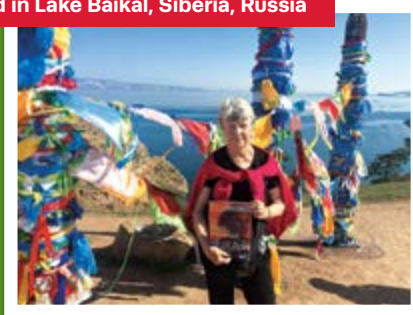
Laurel Edwards, TB,
Redding, California,
in Norway



Karen Turnquist
Vandenberg, Connie
Milam and Lynn
Turnquist Spafford,
all of Chapter TZ,
San Diego, California,
at Plitvice Lakes
National Park in
Croatia



Rogene Godding Gillmor, AI, Essex, Connecticut
on Olkhon Island in Lake Baikal, Siberia, Russia



Carol Weigel, CD, Littleton, North Carolina, in front
of the Naxos lions on the island of Delos in Greece



Sharon Haber, AS, Mandeville,
Louisiana, in Maua, Kenya





BILS CAN MAKE A DIFFERENCE



BIL Charles Darte (left) met Shannon Estes (middle) during his dialysis treatment. Charles' wife, Brenda Darte (right) is the chair of Chapter DP, Florida's PCE committee and helped Shannon get a \$3,000 PCE grant.

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

The P.E.O. Program for Continuing Education (PCE) is a need-based grant program providing one-time financial assistance to women whose education has been interrupted and who find it necessary to return to school to complete a degree or certification that improves their marketable skills for employment to support themselves and/or their families. Established in 1973, PCE grants have helped over 42,000 women complete or further their education.

In the summer of 2016, BIL Charles Darte, a Winter Haven, Florida, high school math teacher and wrestling coach was diagnosed with temporary kidney failure and multiple myeloma. This spiritually and physically strong man and his family faced the unimaginable: a long period of regular dialysis to heal kidney function combined with chemotherapy to beat the multiple myeloma into remission. Dealing with

the current medical culture, Coach Darte never had the opportunity to meet the urologist who provided his dialysis treatment plan. However, he frequently met with Shannon Estes, a medical assistant with a big heart. Shannon always greeted Coach Darte with a smile, a caring manner and encouraging words.

During the long hours of treatment, this lifelong teacher took an interest in Shannon and learned that she was a single mother who was pursuing her Licensed Practical Nursing certificate and planned to earn a Registered Nursing degree and license.

Coach Darte told his wife Brenda, a member of Chapter DP, Winter Haven, Florida, about Shannon and her goals. Brenda, as chairperson of the Chapter DP committee for PCE, and Chapter DP president Merry Stewart, met with Shannon and found that she qualified for a PCE grant that is available for

women who have been out of school at least 24 months, demonstrate financial need and the prospect of completing their educational goals.

P.E.O. Chapter DP voted to sponsor Shannon for the full \$3,000 grant and with approval by the International Chapter of P.E.O. PCE Board of Trustees, Brenda and Merry met with Shannon on July 26, 2018 to present the PCE award. Coach Darte surprised Shannon by joining them, and this time he was the one with the smile and the caring words of encouragement!

Guest editor's note to my fellow BILs: Membership in P.E.O. is NOT a requirement for grant consideration. If you know, or know of, a potential PCE candidate, simply bring her to the attention of your P.E.O. who will know the next steps in the process.



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

Send BIL submissions to Albert Leffler at albertleffler@gmail.com or 4251 E Shangri-la Road, Phoenix, Arizona 85028-2917

ITEMS FOR | sale

Guidelines: Ads are limited to those for fundraising projects for P.E.O. or for items and services directly relating to the organization, which are not available elsewhere. Reader ads are available to members only. Each ad must include chapter identification. Payment for items shall be made to the advertising chapter, not to an individual. No commercial website addresses are to be included in any Items for Sale advertising copy. Items for Sale advertising copy may contain a non-commercial website address. This would typically be the chapter website. These websites may not contain any items with the P.E.O. emblem (unless granted permission by the Executive Board per IOLC), political or religious items, or items that the chapter has not purchased outright.

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

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

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



The camera icon identifies ads that have photographs of the item available at <https://members.peointernational.org/itemsforsale>.

Lapel pin or charm Small pin, circular monogram, cutout letters, 24K gold plate with spring-back post; or as charm. \$10.50 ppd (MN res. add \$.76 tax per item). Indicate choice. Checks to Ch. AA, c/o Mary Thompson, 500 York Ave S, #413, Edina, MN 55435.

Marguerite pin guard for P.E.O. pin. Sold by Chapter LJ since 1981. Remove chain to wear as lapel pin. 18K gold plate, 3/8" diameter with enameled white petals. \$25 ppd. Make check payable to Ch. LJ, c/o Marge Steenson, 1235 11th St #307, West Des Moines, IA 50265-2100. 515-225-2731.

Grave marker or garden ornament 6" brass star on 24" rod. \$50 ppd. Also avail w/o rod. Ch. HV, c/o Pam Hedger, 1 Willow Green Dr, Butler, MO 64730. pam.hedger@yahoo.com.

P.E.O. recognition pin The familiar gold block letters on the slant, our project since 1959, now with a button back. \$15 with shipping included. Ch. ES, c/o Jane Mills, 100 Timber Ridge Way NW #1305, Issaquah, WA 98027.

Marguerite bridge tallies and notecards Beautifully boxed. Makes a lovely gift. Features original artwork. Tallies can be used 25 times. 2 table tallies \$14.50, 3 table tallies \$17.50 or box of 8 notecards \$12.50 ppd. Ch. DO, 2137 St. Andrews Dr, McMinnville, OR 97128. Questions? Email kgkilmer@comcast.net.

Long handled baby spoon Stainless, engraved with P.E.O. including a certificate for further engraving. \$20 ppd (MN residents add 7.275% tax). Ch. CX, c/o Anne Westman, 10712 Garden Circle, Bloomington, MN 55438. Allow 3-4 weeks.

Permanent yearbook binders Yellow 2-ring vinyl binder with informal P.E.O. logo. Visit www.peoyearbookcovers.org for more information or to order. \$8.25/binder, plus shipping. For 1-2 binders add \$3.50, 3-10 \$9.50, 11-49 \$12.50, 50+ \$18.50 (IL residents add \$.50 per binder for sales tax). Allow 4-5 weeks to process orders. Make check payable to P.E.O. Yearbook Covers, Ch. DE, c/o Marcia Mawe, 2455 W. Ainslie, Chicago, IL 60625. marcia.mawe@gmail.com

P.E.O. yearbooks The original permanent binder, used by chapters since 1981. Our purse-sized, six-ring white vinyl binders can be personalized with custom printed cover cards — a star emblem or marguerite logo. Set of four index tabs sold separately. Our pre-punched paper and free templates allow chapters to set up their binder pages and print only new pages each year. Visit our website for more information and order forms at www.peoyearbooks.com, or contact Ch. AN, Jane Reynolds at janerey4peo@gmail.com.

P.E.O.s love it! Gold recognition pin with tie tack closure. Original design by former International P.E.O. president. \$12 ppd. Ch. BC, c/o Carolyn Jacobs, 3128 59th St South #201, Gulfport, FL 33707.

Original 1955 recognition pin with bling! Classic goldtone P.E.O. lapel pin with crystal set inside the "O." \$12.50/each ppd (IN residents add 7% sales tax). Make check to Ch. I and mail to P.O. Box 390, Greencastle, IN 46135. Questions? Contact Ginger Scott at gscott@wabashcapital.com or 765-720-2236.

Marguerite bookmark Brass plate with gift card, \$10 ppd. Ch. MQ, Box 257, Lake Forest, IL 60045.

Sterling star pendant \$15 ppd. Also available 20" SS chain, \$15 ppd. Ch. CK, c/o Jody Allison, 7 Bernay Dr, Little Rock, AR 72211. 501-258-2585 or jallison7@att.net.

White gavel block or paperweight with the star and P.E.O. letters in center. \$15 ppd. Ch. CV, c/o Ann Buck, 3048 Locust Camp Rd, Kettering, OH 45419.

P.E.O. sticky notes 50-sheet yellow pad with marguerite and P.E.O. letters. \$2/ppd (min. 6 pads/order). Add \$4 postage. Checks to Ch. GE, c/o Natalie Gates, 1421 Rolling Hills, Weatherford, OK 73096. 580-302-2481.

Cross-stitch chart Daisy-entwined star with P.E.O. in center. Send a SASE with \$5 check to Ch. BL, c/o Jill Bemis, 2 Rowan Ct, Gettysburg, PA 17325.

Marguerite blossom new stickers Perfect for notes, nametags, etc. 1" round. Pack of 30, \$5.50 ppd. Checks to Ch. GX, c/o Jan Peterson, 904 North Lincoln, Fredericksburg, TX 78624.

Delicious marguerite mints Long time favorites. White "chocolate" with yellow centers (1.625", 1/4 oz). Elegant P.E.O. mints for gifts, B&B or meetings. Gift box of 20 or plain box of 30 mints, \$35 ppd. (Add'l boxes to same address, \$32). Pat Alesse, Ch. J, 4825 Alderson Rd, Birch Bay, WA 98230. 360-371-2070 or patricia.alesse@theshop.com.


Hand-colored daisy notes Original art, folded notecards (5.5" x 4.25") by Fritz Klopfenstein. Makes a great gift! Pack of 8 with envelopes, \$10, plus \$2.50 S&H per order. Checks to Ch. P/CT, c/o Jenny Mitchell, 1 Alexander Lane, Weston, CT 06883.


P.E.O. calendar reminder stickers 20 yellow 1/2" printed circles/page. \$.50/page, plus \$1 S&H/100 pages. Checks to Ch. CV, c/o Karen Hendrickson, 1824 Bayview, Albert Lea, MN 56007.


P.E.O. yellow binders 6-ring binder. Gold star on cover. 4.5" x 6.5". \$7, plus shipping. Ch. E, 1808 Mohawk Way, Salt Lake City, UT 84108. 801-487-7602.

3" walnut pin box Handmade with gold star. Will hold pin back. \$25 ppd. Ch. AL, c/o Trine, 82825 559 Ave, Madison, NE 68748.

Pewter or black satin star ornament 3.25" handcast pewter star with raised P.E.O. letters in center. Perfect for weddings, Christmas or special occasions; suitable for engraving. \$18 ppd. Ch. AU, c/o Joyce Diehls, 114 Country Rd 219, Fayette, MO 65248.


 **Marguerite's mail** 8 full-color notecards and envelopes from original watercolor. \$10/pack ppd. Ch. NQ, c/o Jan Hansen, 1260 Ryder Cup Ct, LeMars, IA 51031. landjathome@yahoo.com.


 **Fingertip towels embroidered with marguerites** White velour. Perfect for a gift or guest. \$14/pair ppd. Ch. VG, c/o Karen DeSoto, 18050 Mark, Yorba Linda, CA 92886.


 **Official reciprocity chairman's pin** 14K gold-plated gavel on marguerite. \$95 ppd. Ch. HB, c/o Margaret A. Lamb, 4331 E. Linden Cir, Greenwood Village, CO 80121. 303-771-1452.

P.E.O. gold foil star stickers 1" in diameter, similar to official emblem. Ideal for conventions, reciprocity, correspondence, nametags and place cards. 50 for \$8 ppd. Checks payable to Ch. DA, c/o Jeanne James, 2153 Steelhead Ct, Lebanon, OR 97355. lajjames@comcast.net or 541-451-3605.


License plate frame Black with gold letters "P.E.O. Educating Women." \$8 ppd or \$7/each for 10 or more mailed to same address. Ch. DK, c/o Kristine Dillon, 12525 SE 210th Ct, Kent, WA 98031. 253-630-3893.


 **Ornament with star and marguerites** Lightweight metal. \$10 ppd, includes box. Ch. FX, c/o Sue Pritchett, 1015 Perkins, Richland, WA 99354. For more info, email j_sue_pritchett@yahoo.com.


 **New garden/window flag** 11" x 13". 7 marguerites, 7 gold stars on royal blue. \$20 ppd. Ch. CC, c/o L. Lampkin, 1704 NE County Rd 14963, Montrose, MO 64770-6344.

 **P.E.O. star car magnets and daisy photo notecards** 8" yellow star magnet with P.E.O., \$11 ppd. 5 cards with envelopes, \$6 ppd. Ch. AL, c/o Sue Swavely, 3400 Forest Vale Ct, Greensboro, NC 27410. sueswavely@gmail.com or 843-478-9090.

A Society of Their Own DVD Perfect for sesquicentennial chapter programs. Go back to 1923 as Founder Franc reminisces with her granddaughter about the founding of P.E.O. 20-minute DVD, plus insert. Approved by International. \$25 ppd. Ch. GF/OR, Linda Ellison, 541-990-2291 or tigger@cacrewoods.net.


 **Spread the news with our 3" static decal** A shaded-gold star with P.E.O. across the center. Adheres to your car window, letting the traffic know you are a proud P.E.O. member. \$1/each. Include a SASE to Ch. GY, c/o Beverly Hurst, P.O. Box 5554, Ventura, CA 93005. 805-625-2887 or beverlyhurst@mac.com.

 **Crystal nail file with hand-painted daisy** 3 sizes, \$7-\$11. Ch. AN/OR, c/o Connie Wilson, 1345 SW 163rd Ave, Apt 205, Beaverton, OR 97006.


 **The original magnetic name-badge/pin holder** This is the one that over 7,000 sisters have and love! White name tag with custom engraved daisy and your name (and chapter, if desired) with white ribbon to hold your pin, gavel, etc. (Pin option available). Includes storage bag that fits your P.E.O. yearbook binder. \$20 per badge; groups of 20 or more, \$15. BIL badges available. Ch. IQ, P.O. Box 621699, Littleton, CO 80162. Contact Andi at 303-947-8650. Order forms and photos at www.peonamebadge.org.


 **Elegant suncatchers** Diamond-shaped, beveled glass, 7" x 4" etched or hand-painted marguerite. \$25 ppd. Ch. DS, c/o Laurie Alderman-Nay, 42 Northwood Commons Pl, Chico, CA 95973. 530-375-7515 or lauriea1225@yahoo.com.


 **Radko sesquicentennial ornament** Limited-edition "My P.E.O. Legacy" glass wreath with 7 stars and Cottey buildings. Ships July and November 2018. \$55 ppd. Ch. IN, P.O. Box 92866, Southlake, TX 76092 by October 15. www.peotexas.org, 817-251-8342 or peointx@gmail.com.

 **Embroidered nametag/pin holder** for your P.E.O. pin and two guards. Three styles available. \$18 ppd. Quantity price from \$14. Email PEOnames@gmail.com or write Ch. HF, c/o Sue McCallister, 5025 W Concord Ave, Visalia, CA 93277.


Sparkling P.E.O. bracelets Stars, Swarovski crystals and sterling letters/spacers with easy-fasten toggle. \$27, plus shipping to Ch. MW, c/o Barbara Turcan. 630-584-3780 or bet1413@aol.com.


 **Custom name badge with magnetic fastener** Attractive gold laminate with black engraved name and chapter. Add your ribbon to hold pin. \$11 ppd. Contact Sheila Barnette, Ch. HA, for order form. sheilaroodbarnette@gmail.com or 904-343-9923.


 **Magnetic marguerite pin holder** 1.5" daisy - white petals with yellow center. Holds emblem. No more pinholes in your clothes! \$8, plus \$2 postage for 1-5 holders. Ch. GD, c/o Gudrun Gegner, 3040 Pawnee Dr, Bremerton, WA 98310. 360-373-3611 or cell 360-286-7130.


 **Original art** Full-color, 6 different marguerite designs on 6 notecards with envelopes. \$8 per pack of 6, plus postage. Choose from 3 series: Dancing with Daisies, Butterflies and Daisies or Pink Bunnies and Daisies. Send requests to Carol Holdhusen, Ch. AV, 3864 E Vallejo Dr, Gilbert, AZ, 85298. 480-250-6546 or caholdhusen@hotmail.com. For ecards, contact loripratt-hughes@sterlink.net.


 **Daisy tote, umbrella, hatbox** Ch. F/NH. Please visit PEO-FNH.org.


 **P.E.O. pens** Black, blue or champagne with white letters and black ink. \$6/each ppd. Checks to Ch. OX, c/o Wanda Miller, 126 West Stonebrook Dr, Unit 172, Mt. Pleasant, IA 52641. wwwmiller49@gmail.com.

 **P.E.O. scarves** Beautifully imprinted with P.E.O. letters and stars. 14" x 60" - black, ivory, red, yellow or royal blue. \$20, plus \$2 S&H. Checks to Ch. IO, c/o Lynn Hooker, 1815 Newport Rd, Weatherford, TX 76086. 405-642-0390 or Ishooker@aol.com.

 **Magnetic star pin** to hold your emblem. White satin star on yellow backing. Contact Martha Wentworth, Ch. M/TN, for more information at mjwentw1@gmail.com.


 **Magnetic daisy pin back** \$9. Two-inch yellow and white daisy to hold your P.E.O. emblem. We welcome large and small orders. Please specify if your P.E.O. emblem attaches with a safety pin fastener or a tie tack fastener. Postage-paid. Make checks payable to Ch. JO, c/o Sandra Smith, 1915 Sherry Lea Dr, Neosho, MO 64850. mochapterjo@gmail.com.


 **P.E.O. chef's apron** Golden yellow, marguerites on bib, three pockets, extra long ties. Adult \$20 ppd. Child's (one size fits ages 3-10) \$20 ppd. Ch. N, c/o Nancy Vest, 1230 Forest Dr, Sand Springs, OK 74063. nancyjoss@cox.net.


 **P.E.O. Founders bookmarks** Two laminated colorful one-of-a-kind styles to choose from. Both designs created by local artist. \$1.50/each ppd. Ch. AN, c/o Angela Bridge, P.O. Box 541, Chandler, OK 74834. anglegb@cotc.net.


 **P.E.O. "Wild Women" pin** \$20, plus \$5 S&H. Ch. U, 6305 Olde Knight Pkwy, Columbia, SC 29209. jotaftfranklin@yahoo.com or 803-776-7613.


 **Original magnetic daisy pin holder** Attaches pin with a strong magnet. Pin your star to our 2.5" daisy and never struggle with that tiny fastener again. \$7, plus \$2 S&H/each on orders less than 10; over 10 S&H is FREE. Checks to Ch. IT, c/o Jan Burmeister, 1818 Ohio Pkwy, Rockford, IL 61108. For questions, call 815-399-2755 or email jdburm@comcast.net.


 **Past president's gavel guard** 14K gold-plate with 7 clear Swarovski crystals. Perfect size for our star. \$30 ppd. Ch. OO, c/o Pat Walton, 34400 Mission Blvd, A-1210, Union City, CA 94587.


 **Pewter ornament** Elegant 2.5" heirloom quality, two-sided ornament with marguerite and P.E.O. in an open-work star. U.S. made. Great officer or going-away gift. \$23 ppd. Ch. FF, P.O. Box 59, Frankfort, MI 49635. For information and order form, visit PEOChapterFFMI@charter.net. Also available: 1" version for a pendant or key fob, \$18 ppd.


 **Murano glass daisy heart pendant** 1" x 1" pendant includes silvertone neck wire. \$25 ppd. Ch. AA/FL, c/o C. Chaires, 1381 Clydesdale Ave, Wellington, FL 33414. carolchaires@aol.com.

 **Celebrate P.E.O.!** Darling oval car magnet for \$6/each ppd. Reads "P.E.O. Educating Women." Send check to Ch. OA, c/o Colleen Miller-Owen, 2844 Silver Springs Ct, Yorkville, IL 60560. cmowen5929@gmail.com.

 **Handcrafted pewter marguerite pin/necklace** Designed for Ch. AR/Ruidoso, NM. 1.125" x 1.5", \$20 ppd. Ch. AR, c/o J. Powell, 107 Snowbird Ct, Ruidoso, NM 88345. jwpowell@valornet.com.


 **Star keychain** Quality metal, engraved with P.E.O. for \$12.50/each. Can be worn as a necklace, too. Payable to Ch. DO, c/o Lenore Jones, 10820 Nutmeg Meadows Dr, Plymouth, IN 46563. Lenore@ancoofficeproducts.com.


 **Sterling silver pin guard for P.E.O. pin** 1" x 1.25", attaches to clothing with a magnet. \$30. Please state if your P.E.O. emblem is a clasp or tie tack back. Ch. IH, c/o Jes Raintree, 15648 Colorado Central Way, Monument, CO 81032. 719-488-8300.


 **Travel tumblers** 16-oz. insulated travel tumbler created for us by Suzy Toronto. \$17 ppd. Checks to Ch. BN, c/o Janice Chambers, 519 Lombardy Dr, Sugar Land, TX 77478. august1990@msn.com. Discounts for orders of 5 or 10.


Seven Heavenly Founders 15-min. DVD Great for programs and new members. \$18 ppd. Ch. BF, c/o Phyllis Sandmann, 9301 Lansbrooke Ln, Oklahoma City, OK 73132.


 **Recognition pin** 1.25", burgundy cloisonné with daisy. Tie-tack fastener. \$10 ppd. Great gift. Checks to Ch. FQ, P.O. Box 75, Florence, OR 97439. PEOFQPINS@hotmail.com.


 **Nametags with beautiful, custom marguerite artwork** 1.5" x 3" white acrylic magnet fastener, name and chapter ID. \$13, plus shipping. Ch. JB, c/o Heidi. 719-528-5313 or heidi@cburnett.net.


 **P.E.O. silver star bookmark/letter opener** \$25, plus \$6 S&H/ppd. Lovely for gifts. Gift-boxed. Checks payable to Ch. FQ, c/o Heidi deLisser, 3470 NW 7th St, Miami, FL 33125. hdelisser@aol.com.


 **P.E.O. logo bridge cards** Our high-quality boxed sets are a lovely gift or recognition. 1 black and 1 white deck, each include the P.E.O. letters and marguerite. \$20, plus shipping. Ch. HB/FL. rconley5592@aol.com or 772-453-3469.


 **P.E.O. bag** \$45. Ch. FS. For more info, visit www.peoiowa.org. ccetter@msn.com or 515-532-2174.


 **P.E.O. garden banner** with gold star and 7 marguerites. 3 sizes, including 12" x 18" garden banner for \$25 ppd, with 2 add'l flag pole sizes available. See photos and our order form at PEOChapterHV.org. Call Sarah at 303-594-2455 or email chapterhv@gmail.com.

 **Newsletter template** Includes images/logos, \$10. Cparkman.peo@gmail.com. Ch. AG/GA


 **P.E.O. chapter garden flag** Waterproof 14" x 20" flag with your chapter letters! \$25 ppd. Checks payable to Ch. JP, c/o Gretchen Hundley, P.O. Box 3152, Lawrence, KS 66046.


 **Classy 3" x 1" name badge** Gold laminate pin/magnet, state, chapter, polka dot ribbon, etc! Yearbook page pin storage. 337-280-5779 or srodemacher@gmail.com. \$14 or \$15, plus shipping to Ch. AT.

 **Play daisy bingo** Facts about our Founders instead of numbers, \$25 ppd. Also, Bee Smart about the P.E.O. Constitution and CA state bylaws, \$25 ppd. Each set has 100 cards. Great for programs! Checks to Ch. DO, P.O. Box 4127, Riverside, CA 92514-4127. 951-809-3673.


 **Kitchen towels** NEW! Daisy on yellow polka dot; daisy patch on white; gold star on black polka dot; Projects on yellow, turquoise, pink, green or white. Specify design and color. 20" x 28", all cotton. \$12/each ppd. Ch. FL/OK, c/o Joan P, 15604 Acacia Rd, Oklahoma City, OK 73170. kt4s@yahoo.com.


The P.E.O. Story on DVD A 30-minute dramatization of the origin of P.E.O. This delightful and entertaining movie is perfect for your Founders' Day program. \$25, plus \$3 S&H to Ch. ET, c/o Joanne Gravelle, 11360 W. 76th Way, Arvada, CO 80005.


 **P.E.O. garden flag** P.E.O. letters and lovely watercolor marguerites printed on both sides of heavy vinyl. 12" x 18" flag to be used with your own flag stand. \$25, plus \$5 S&H. Send checks to Ch. AE, P.O. Box 8, Christine, ND 58015.


 **Portable president's lectern** Folds flat, featherweight, only 8.5 oz., made from durable foam core - very STURDY! Lovingly crafted. \$48 ppd. Includes sturdy storage box. Make check payable to Ch. CP, c/o Mary Lou Troyer, 249 E Woodland Rd, Lake Bluff, IL 60044.


Our Seven Sisters as told in a beautiful paper doll book for a Founders' Day program or gift. \$17 ppd. Ch. DP, c/o Maureen Davis, 3412 61st St, Lubbock, TX 79413.


 **Field of daisies bookmark** 2" x 8.5". \$2/each or 6 for \$10. Checks to Ch. IP, c/o Mary Cunliffe, 12442 Barony Dr, Dubuque, IA 52001. 563-584-9727.

 **P.E.O. mobius scarf** Beautiful, washable rayon, large daisy print infinity scarf with red background and yellow and blue daisies. \$15 ppd. Checks payable to Ch. KQ, c/o Jodelle Larkin, 70 Coppergate Ct, St. Peters, MO 63376. 636-688-5925 or jlarkin70@charter.net.


 **Sterling P.E.O. necklace** Dainty (measures 3/4" x 1/4") with 16" or 18" chain - please specify length. Sterling. \$49.95, plus \$1.95 S&H. Checks to Ch. K, c/o CJ Gray, 325 Eagles Walk, Gastonia, NC 28056.


 **BIL pins** Metal, die-struck 1/2" square with polished raised letters, military clutch back. \$10, includes sales tax and shipping. Checks to Ch. L, 1400 Cedar Point Rd, Lagrange, KY 40031. Marthahe23@gmail.com.

 **Daisy magnets** For car, mailbox or fridge! 7" round, white and yellow daisy with P.E.O. in center. \$12/each, plus \$6 S&H for 1-10 magnets. Ch. AN, c/o Monica Johnson, 107 Glenn Burnie Dr, Easley, SC 29642. buffjohns@aol.com.


 **Elegant emblem holder** Magnetic, with engraved star, name, chapter letters and state, \$12. Name and star only, \$10. Can be made into a pin-back. All sales to the P.E.O. projects! Email Susan Keller at skeller68@charter.net for more info. Ch. HZ/St Louis, MO.


P.E.O. rubber jar grippers Daisy or star, pics on website. \$3/each. Ordering info at www.peochapterbsva.org. Ch. BS/VA.


 **Daisy pin guard** This 3/8" antique brass, white daisy has a 2" chain with a safety pin attachment. \$20 to Ch. MQ, c/o Christine Trimble, 2210 Heartland Rdg, Jefferson City, MO 65109. ct@dulletrimble.com.


 **Charming daisy print** Great gift to honor new initiates, officers, P.E.O. shut-ins, etc. Artwork resembling vintage seed packet (4" x 6") by IN artist Cheryl Harris. \$5.50/each, plus \$3 S&H (up to 10 prints); Canada \$10 S&H. Ch. EN, Martel Plummer, martelp7@gmail.com.


DVD on our Founders Excellent chapter program, Founders' Day program or new member orientation. Flashback to 1869. Learn our 7 Founders' personalities. See their fashions and how they lived. 19 min. of narrated slides, videos and music. \$25, plus \$3 S&H. Ch. DW, c/o Gwenda McCall, 704 SE 38th Dr, Gresham, OR 97080. 503-667-5974.

 **TLC fleece, crocheted edge daisy throw** \$35, plus shipping. Contact Sharon Sue Harvey at rmhssh7@gmail.com, 479-876-8799 or 479-721-5741.

 **Painted daisy notes** 5.5" x 4.25", pack of 5 with env. \$9 ppd. Ch. OI, c/o Lorrie Etheredge, 10569 Reagan Ct, Peosta, IA 52068.

 **Marguerite purse hook** Keep your purse off dirty floors and securely at your side. \$18 ppd. Checks to Ch. MX, c/o Connie Minnes, 3037 Rutherford Dr, Urbana, IL 61802.


 **P.E.O. Founders bookmarks** Laminated bookmarks, great for gifts. 2/\$1, plus shipping. Ch. K, c/o Susan Kautzsch at smkautzsch@gmail.com.


 **Beautiful embroidered pin holder w/member's name** 2.5" x 3.5", white with gold embroidery. \$15 ppd. Ch. FK/OR. Email cartturner@yahoo.com for order form.


Marguerite postcard Created by Ch. E/MN sister. Send hello, get well, happy birthday, etc. Order pack of 25 (or more) for \$12, plus \$2.75 S&H. shellief@mchsi.com.


P.E.O. napkins Perfect to hostess a chapter meeting! 25 beverage-sized, white with gold P.E.O. imprinting. \$7.50/each ppd. Checks to Ch. FC, c/o Ann Delach, 5405 N Seminole Ave, Tampa, FL 33604. Email annnelach@hotmail.com for photo.


Luggage tags For prices and designs, email jbillt@aol.com, Ch. DT.


 **Restyled "Sisters of the Heart" mug** with P.E.O. star on a field of marguerites, yellow interior and handle. \$12, plus shipping. Orders to Ch. D/RI, c/o Betsy Fitzgerald, 170 Rhode Island Blvd, Portsmouth, RI 02871. BetsFitzPEO@gmail.com.


 **The center of P.E.O. calligraphy notecards** 6 cards/envelopes for \$10 ppd. (6.25" x 4.25"). Checks to Ch. EP/WI, c/o Barb Sackett, W 1309 Alpine Rd, Brooklyn, WI 53521. barb@countsunlimited.com.

 **P.E.O. daisy visor** Slide on, khaki with custom patch with letters. \$12, plus \$3 S&H. Send orders to Dordie Roberts, Ch. GT, 280 S Collier Blvd #1105, Marco Island, FL 34145.

 **New 20-minute Founders' Day video** A Star-Laced Legacy is now available from Ch. AI/Lincoln, NE. \$22, plus \$3 S&H. Send email to peostarvideo@gmail.com to order.


 **Let others know you're a P.E.O.** 4" x 5" window clings can be displayed on any window surface using static with no sticky mess! Can be removed and replaced with ease. \$4/each to Ch. LR, c/o Patti Blair, 4045 Cambridge Crossing Dr, St Charles, MO 63304. pblair4546@gmail.com or contact us through our website: sites.google.com/site/chapterlrpeo/fundraising.


 **Fragrant daisy soap** 2 pack. \$6, plus \$2 S&H/each, minimum chapter order of 5. Daisy 2 pack (5 x \$8=\$40 minimum order). Checks to Ch. JH, P.O. Box 638, Cypress, TX 77410 or call Julie at 281-213-4773 for details.


 **Bejeweled wreath magnetic emblem holder** 1.5" diameter metal circle with silver and gold flowers. Your P.E.O. emblem is secured to the fabric center. Additional rings may be affixed to accommodate emblem guards. Please specify number of rings required. \$30, includes S&H. Orders are shipped July 15 and November 15. Send check to Ch. CL, c/o Becky Vannatter, 14903 Bramblewood Dr, Houston, TX 77079. 281-496-6452 or bvannatter@aol.com.


Daisy design Swedish washcloths \$7/each ppd. Text or email for other great designs! Ch. T, c/o Dawn Kuhn, 719 Fairway Park Rd, Aberdeen, WA 98520. 360-580-5180 or tanddkuhn@msn.com.


Founders' Day musical Stephen Foster melodies with lyrics about six of our seven Founders. Includes handwritten music score for two-part, word sheets for singers, recipes and script for an "announcer" and each of the seven Founders. Very singer-friendly! \$35 to CZ/MO, c/o S. Stock. 660-665-8416.


 **Marguerite and star pendant** P.E.O. letters in various bead colors. Each unique! 5" long, multi-strands; lobster claw clasp for a necklace. \$25 ppd. Ch. KK, c/o Debra Zoglmann, 1002 S. Clay, Nevada, MO 64772. debzjewelrystation@gmail.com.

 **Two pairs of pierced earrings** One pair of silver stars, the other stemmed yellow daisies in a lovely organza pouch. \$11 check, including postage per pouch, to Ch. EK, c/o Donna LaValle, 25 Fore Dr, New Smyrna Beach, FL 32168.

 **Color P.E.O. beautiful!** Meeting program idea – coloring is perfect for a meeting activity. Package includes 13 master pages of artwork to print; 4 coloring pages, 4 notecards, 4 postcards, 2 bookmarks, clip art and tips page, all emailed to you. \$20 for complete package. Ch. GB, c/o Susan Guntren, R.R. 1, Box 53, Eldred, IL 62027. peosistergb@gmail.com.


 **Garden flag** 11" x 17" with your chapter letters. \$20, plus shipping. Make checks payable to Ch. FM, 2158 Calusa Lakes Blvd, Nokomis, FL 34275.


 **Daisy notecards** Original watercolor artwork on folded notecards made with heavy cardstock (4.25" x 5.5"). \$12 ppd for pack of 5 with envelopes. Checks to Ch. NE, c/o Eileen Wargo, 1428 Royal St. George Dr, Naperville, IL 60563.

 **Sisters of Love Blanket** Originally designed, beautiful blanket. \$89 ppd to U.S. address. Ch. AO/MD. Contact Nicole Ryan at 443-235-1825 or nhastings325@gmail.com.


 **P.E.O. fabric** For designs and pricing email tammyhensley1@mac.com. Ch. BY/MN.


 **P.E.O. car magnet** Large 6" x 4" oval eye-catching magnet designed by one of our sisters. Durable vinyl finish. Use on cars, mailbox, refrigerator, as a gift, etc. Has drawn other P.E.O. sisters to our chapter. \$8 ppd. Checks payable to Ch. ES, c/o Diane Chaddock, 3862 N. Marlow Rd, Apache Junction, AZ 85119. dkchaddock@gmail.com.


 **P.E.O. charms** (Pandora-style) in sterling silver and two-tone. 3 styles: star, marguerites and bees. Silver \$39; Two-tone \$49. Purchase them at vachapterazpeo.org, email orders@vachapterazpeo.org or call Ch. AZ/VA at 703-554-4594 for more information.

 **Keeps drinks hot/cold up to 6 hours!** Stainless or white with blue P.E.O. logo. \$20, plus \$5 S&H. Ch. JL/TX. julie@wadeandjulie.com.


 **Daisy and ladybug notecards** Original artwork on folded 4.25" x 5.5" cards. 10 pack with envelopes for \$20, plus \$2 S&H. Checks to Ch. HI, c/o Rebecca Wall, 5167 Marlborough Dr, San Diego, CA 92116. Comes with ribbon and daisy sticker. Great for gifts. Email rebeccatwall@gmail.com


 **P.E.O. Sisterhood sticky notes** 50-sheet, white pad with original design of 3 colorable marguerites and P.E.O. Sisterhood at bottom. \$4/pad (min. 5 pad order), plus \$2 postage. Checks to Ch. FH, c/o Marie Butler, 1505 Highland Dr, Hastings, NE 68901.


 **Rock star necklace** Gold-tone star on smooth gray rock, approx. 1" x 1/2". Black leather-like cord. 17.25" with 2.25" chain for adjustable length. Each necklace is unique! \$20 ppd. Ch. AS, c/o Sue Cox, 724 Elm, Coos Bay, OR 97420.


 **Margaret Parker's greeting cards** A set of 8 watercolor reproductions, 4.5" x 5.5", for \$10. Contact Ch. BK, Doris Larson at sanctuary3@mac.com.


 **Fused glass marguerite pins and pendants** Unique, handcrafted. Choose shape, size, color, intensity, clarity and placement. \$35 ppd. Email Ch. EZ at airsong1@aol.com for order form.


 **Welcome to the Home of a P.E.O.** Lovely 5" x 7" matted hand-painted watercolor and calligraphy print. \$15, plus shipping. Ch. Y, c/o Judy Harold, 4732 46th Ave SE, Lacey, WA 98503. Email judyharoldpea@yahoo.com or call 208-220-2360.


 **P.E.O. 3" x 6" logo window clings and stickers** Printed in yellow on clear vinyl. Stickers have adhesive backings. Clings of static vinyl can be displayed on any glass surface. \$5/each or 3/\$12 ppd. Ch. EM. Email peoemmi@gmail.com for order form.

 **Marguerite messages** Original artwork created by Ch. FY/MO sister. Package of 8 folded, linen notecards with envelopes. \$15 ppd. Ch. FY/MO, c/o Marsha Haskell, 2319 Palomino, Cape Girardeau, MO 63701.

 **Phone case or t-shirt** Original full-color floral design printed with "P.E.O. The Bond of Sisterhood" created by our very own sister, Joanne Neubauer. Phone cases available for Samsung or iPhone in two options: regular (\$16) and tough (\$25). T-shirts offered in ladies sizes (S-2XL: runs small, order size or two up) and unisex (S-3XL) for \$24. \$5 S&H per order. Indicate item(s) and size/type. Checks to Ch. U, c/o Ann Neubauer, 625 South Center St, Shelbina, MO 63468. 573-795-1456.


 **Send a daisy for any occasion!** 5" x 7" daisy greeting cards in two designs. Front option 1: Handmade origami cut daisy stamped with "Have a Nice Daisy." Front option 2: Six rhinestone embellished daisies. Both cards are blank inside. Choose either design in a pack of 3 for \$10, plus \$1.50 S&H per order. Checks to Ch. A, c/o Candace Reese, 6200 Marlin Dr, Coral Gables, FL 33158. Candacer07@gmail.com.


 **Custom P.E.O. scarves** Exclusively designed fabric, magnetic closure, black, white or navy. \$25, plus \$3 S&H. Checks to Ch. AE, c/o K. Navarro, 6300 Fiesta Ct, Lorain, OH, 44053. chapteraesisters@gmail.com.

 **Lap throw** Features an original floral design printed with "P.E.O. The Bond of Sisterhood" created by our very own sister, Joanne Neubauer. 100% polyester blanket with soft sherpa lining, measuring 30" x 40". \$30, plus \$6 shipping. Checks to Ch. U, c/o Ann Neubauer, 625 South Center St, Shelbina, MO 63468. 573-795-1456.


 **Yearbook template** Includes images & logos \$20. Ch. AG. cparkman.peo@gmail.com.


Decorative baskets Handmade from recycled Christmas cards. For prices and designs, email mlmordue@gmail.com or call/text 765-702-1538. Ch. BF/IN.

 **Rhinestone letters and multicolored spark** Let your love of P.E.O. shine for all to see. These iron-on rhinestone transfers can be applied to almost any fabric item. P.E.O. letters 1.5" x 5", multicolored spark 3" x 5". \$8 each or order the set for \$10 ppd. Checks to Ch. AX, c/o Julie Cahoj, 15189 Rd BB, Atwood, KS 67730, or call 785-626-5054.

 **Alone, Ordinary—Together, Beautiful!** Daisy notecards, from original watercolor by P.E.O. sister. Eight cards per pack with envelopes. Great gift for officers or initiates. \$10 ppd. Ch. AY, Barbara Mora, 11931 Marbon Meadows Rd, Jacksonville, FL 32223. 904-268-2336.

Cakes for Cottey Baked for your Cottey student! \$20 payable to Ch. DW/MO. Questions? Email nquitno@gmail.com or call/text 417-667-1625.

 **Hand-painted pin box** Beautiful round boxes. 1.5" box, \$7 ppd. 2" box, \$10 ppd. Checks to Ch. FB, c/o Marcia McClure, P.O. Box 654, Smithville, TX 78957.

 **CD of piano music honoring our Founders** Composer, performer Jill Kremer, BL/WA. Contact Jill Kremer at 206-579-9865 or kremermusic@msn.com. CD is \$15, plus \$3.50 S&H. Sheet music is \$25, plus \$3.50 S&H.

P.E.O. Founders photos Complete set of lovely 8" x 10" color photos of our P.E.O. Founders with biographies. \$30 ppd. Ch. GG, c/o Marty Ferry, 2750 Hwy 5, New Franklin, MO 65274. 660-537-0670 or mhfferry@yahoo.com.




Remember to review photographs of all available items at <https://members.peointernational.org/itemsforsale>



Books


 **Child's first cookbook** Laughter is the best ingredient. "My First Cookbook" is a great way to bond with children of all ages. Humorously presented recipes and illustrations bring fun to everyone. \$20 ppd. Ch. FV, c/o Donna Aldrich, 1490 Albatross, Sanibel, FL 33957. donna@zebis.com.


400+ recipes! Classy gift, cookbook of sisters' favorites. Hardcover, 3-ring, indexed. Ch. GB/OR coast. \$15 ppd. nanjfitz@gmail.com.


 **Daisy Delights** Hundreds of our favorite recipes. \$15 ppd. Ch. T, c/o Gay Jacobs, 465 Severn Ave, Tampa, FL 33606. ggjhappy@aol.com.



Homes

 **The Colorado P.E.O. Chapter House** in Colorado Springs has been a Colorado state project since 1966. The Chapter House provides 7 independent-living retirement apartments and meals for P.E.O.'s. Traveling P.E.O.s may enjoy one of our guest stay rooms. Area chapters and others may also meet here. For more information, go to www.peochapterhouse.org, email colopeo@msn.com, write to 1819 W Cheyenne Rd, Colorado Springs, CO 80906 or call 719-473-7670.

 **Experience beautiful Idaho!** Just 20 minutes from Boise – independent retirement living in 8 homes and 4 suites. Visit www.peochapterhouseidaho.org or call 208-459-3552.

 **The Nebraska P.E.O. Home** located in Beatrice, Nebraska, is licensed as a 20-bed assisted living. Our home is unique with a warm home environment, home-cooked meals and an all-around family feeling. Activities are planned regularly at the P.E.O. Home and in the community. Active members of P.E.O. and P.E.O. sponsored female relatives are eligible for residency. If interested, contact Shari Little, Administrator, at nebraskapeohome@outlook.com or call 402-228-4208.



Looking for the P.E.O. B&B listing?

Visit <https://members.peointernational.org/bedandbreakfast> to print or view the most up-to-date listings and information. If you have questions about the P.E.O. Bed & Breakfast program contact us at commassist@peodsm.org.



FACEBOOK IS A GREAT MEDIUM TO SHARE P.E.O.

by Deb Fry, Digital Communication Specialist

Social media has changed the way we communicate; it has helped us make immediate connections and given us the ability to provide information and updates in seconds rather than days, weeks or months. In short, it is powerful communication.

P.E.O. engages and connects with members, project recipients and friends of P.E.O. on Facebook, Twitter, Instagram and LinkedIn. These are some of the most recognized platforms in the social media field. Facebook appears to be holding its spot as the top performer. Its rise to the top of social media platforms was quickly established nearly 15 years ago (it was launched in 2004), and it remains the major player today, especially among specific audiences.

According to a 2018 Pew Research Center study, 68 percent of adults in the United States use Facebook. Approximately one-third of Americans report using Instagram while others—in smaller numbers—use LinkedIn and Twitter. What's more, as the research points out, Facebook users are active users. About three-quarters (74 percent) of users in the United States visit Facebook daily, some several times a day.

The Pew Research Center study shows, among United States users, women dominate as Facebook users at 73 percent compared to 62 percent of men. In addition, while 81 percent of Americans age 18 to 29 use Facebook, the percentage drops a little to 78 percent of Americans age 30–49 and decreases to 65 percent for people age 50–64. The share of older Americans (age 65+) using the platform has doubled since August 2012; it was 20 percent then, 41 percent currently. Followers of the P.E.O. International Facebook page are 97 percent women and 58 percent of the followers are age 55 and older. Des Moines, Iowa, and Denver, Colorado, are the cities with the highest number of followers of the page across all demographics.

These statistics are interesting and important, especially as they apply to P.E.O. and our desire—and need—to engage with our chapters and nearly 230,000 members across the United States and Canada. In addition to communicating with members, social media—and certainly Facebook—is also an important, and effective, tool in reaching women all over the world. Because of its appeal to women of all ages, it helps us connect women seeking to further their education to the grants, loans, awards and scholarships available through our organization. It might also appeal to women who are interested in becoming members to seek information.

In August, the P.E.O. International Facebook page topped 20,000 followers. We want to continue to grow this number so our message of philanthropy and support for women's education can reach even further. We strive to provide engaging, useful content. Make sure you always see our posts—see page 24 of this issue for more information. Your Likes, Shares and Comments help spread the good work of the P.E.O. Sisterhood! Look for **the daisy graphic with P.E.O. emblem** to ensure you are connecting with the International Chapter page.

To share posts, click share below a post. Select share in the drop down menu and then choose where you to want share it—on your own timeline, a friend's or in a group, for example. You may include a message before you select post.

FACEBOOK FACTS AT A GLANCE

- **68** percent of United States adults use Facebook
- **73** percent are women
- **81** percent are ages 18–29
- Older users have **DOUBLED** since 2012
- **74** percent visit Facebook daily

LEVERAGE THE POWER OF FACEBOOK TO GROW P.E.O.

The stats included in this article show Facebook is a great medium to reach women. Local chapters and members are encouraged to think about how to highlight P.E.O. via Facebook.

- The Instructions to Officers of Local Chapters (IOLC) has valuable information regarding social media guidelines for local chapters considering creating a Facebook closed group for the chapter or a chapter page.
- Policies regarding the promotion of Fundraisers on Facebook are also included within IOLC Policies.
- Check out the P.E.O. International Member Website Brand Resource Center to locate graphics available for use on Facebook.



Source: www.pewresearch.org/fact-tank/2018/04/10/5-facts-about-americans-and-facebook/

Prospective Candidate for the Office of Recording Secretary of International Chapter

Forms for submitting a name for the office of recording secretary on the Executive Board of International Chapter were emailed to presidents of s/p/d chapters on September 5. The forms are to be returned to the chairman of the Nominating Committee of International Chapter by February 1, 2019. Refer to the Constitution, Part I, Article V – Nominations and Elections, for more information.

Clarification on Circularization

Members provide us with their contact information with the understanding that they will not receive unsolicited or mass emails from P.E.O. members. Please respect their trust in us and do not use lists to circularize your opinions or solicit without required permission. This rule is in place for the protection of our members and to limit solicitation, which could quickly get out of control if each of our more than 230,000 members had an interest to explore. There is a process in place for approval in the proper use of contact information.

Annual Report Mailing to Local Chapters

In January, the treasurer and membership annual reports will be mailed from the executive office to presidents of local chapters. The president should promptly forward the respective annual reports to their chapter treasurer and corresponding secretary.

Time to Pay Dues

Local chapter dues are payable February 1 for 2018-2019. If you are going to be out of town and unable to attend meetings, please remember to pay early or mail your check to your local chapter treasurer. Although dues are not considered delinquent until March 1, as a courtesy to the treasurer, please pay them as soon as possible. This will ensure that all annual reports are filed by the local



Celebrating 150 years of Women Helping Women Reach for the Stars!

As the end of calendar year nears, consider making a chapter or individual gift to the 150 Fund or purchasing the pictorial history book as well as the commemorative jewelry piece as a gift. Please see **page 12 of this issue** for information on the 150 Fund and its disbursements, pictorial history book, commemorative jewelry piece and local chapter resources. Remember, information can be found at any time online at www.peo150.org.

chapter officers in a timely manner and that you continue to be counted as an active member of P.E.O.

If you need help with financing your dues, please speak privately with your chapter president or treasurer. We want no sister left behind and strive as a Sisterhood to have no new inactive members!

Pay Dues by Credit Card!

Chapters may choose to use a debit/credit card reader (Square, Roam pay, Pay anywhere, etc.) as described in the policy in Instruction to Officers of Local Chapter, to accept payment for:

- **Dues**
- Fundraisers
- Non-tax deductible donations to chapters (for tax deductible donations, please refer to Treasurer section of IOLC, page 3 of 6)

The debit/credit card reader must be linked directly to the chapter's bank account. At the chapter's discretion, transaction fees associated with this service may be paid by chapter funds or added to the charges processed for the card holder. A local chapter may not have a chapter credit card to make payments, but only a reader to accept payments.

Vacation College

You are invited to join Cottey College for Vacation College! With a wide array of course offerings, Vacation College has something for everyone. P.E.O. sisters, BILs, alumnae and friends of the College are all welcome to attend. Vacation College is scheduled for May 14-19, 2019. Learn more about Vacation

College or access the class listings in January, visit cottey.edu/peo/grow. Early registration is January 15-March 15.

Gifts and Contributions – Support P.E.O. projects!

Are you making plans to support your favorite charities before the end of the year? Please consider a charitable gift to our P.E.O. projects!

Our P.E.O. projects can only succeed with the continued support of our membership. Local chapters and individual donations to these projects determine the number of women who are helped each year and the amount that is available to award. Every dollar counts—**ALL of our projects** depend almost entirely on P.E.O. support.

Continue to make your donations as listed below and remember individual gifts to P.E.O. projects and P.E.O. Foundation qualify as a charitable deduction for United States income tax purposes.

- Chapter gifts to projects and the P.E.O. Foundation are payable to your state/provincial /district chapter (s/p/d) and should be sent directly to your s/p/d treasurer or paid assistant. Chapter gifts are not tax deductible.
- Individual gifts should be made payable to the intended project or the P.E.O. Foundation and sent directly to the treasurer of International Chapter in Des Moines.
- Individual gifts for Cottey College are to be sent directly to Cottey.
- Online donations may also be submitted to the project of your choice through the P.E.O. website.



Send completed form, including your former address printed in the upper right corner
(or give address at which magazine was last received), six weeks in advance of your move.

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

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

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

Email membership@peodsm.org

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

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

Address or Name Change (please print)

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

Name _____

Email address _____

Street or box address _____

City _____ State/Province/District _____ ZIP/Postal code _____

Find a STAR! Be a STAR!

Consider these special giving opportunities in honor or memory of a special individual or to recognize a chapter. It's an investment in our future!



Endowed P.E.O. STAR Scholarships provide an ongoing scholarship fund and may be established in honor or memory of an individual or chapter. The funds are held in the P.E.O. Foundation.



A one-time gift of \$2,500 may be designated as a **Named P.E.O. STAR Scholarship** in honor or memory of an individual or chapter and must be received by the P.E.O. Executive Office no later than December 1 to be awarded in the ensuing academic year.

