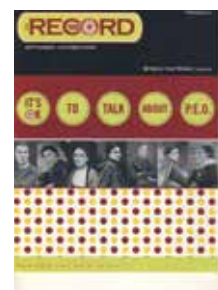
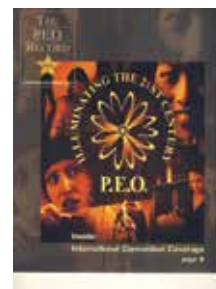
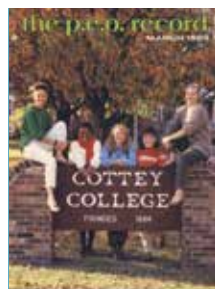
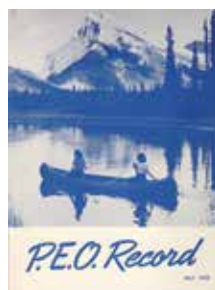
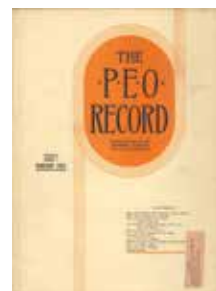


The P.E.O. Record: A Retrospective

The P.E.O.

RECORD

January-February 2018



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Layout and design of The P.E.O. Record by Jen Tischler

Honor Our Founders by Strengthening the Heart of P.E.O.

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

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

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

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

Chapter Vitality: "2-0-1-9"

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



Philanthropic Vitality:

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

Brand Communication:

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

Leadership and Training:

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

Finance and Operations:

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

Technology:

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

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

With gratitude and grace...LEAD Forward

Sue Baker, President, International Chapter



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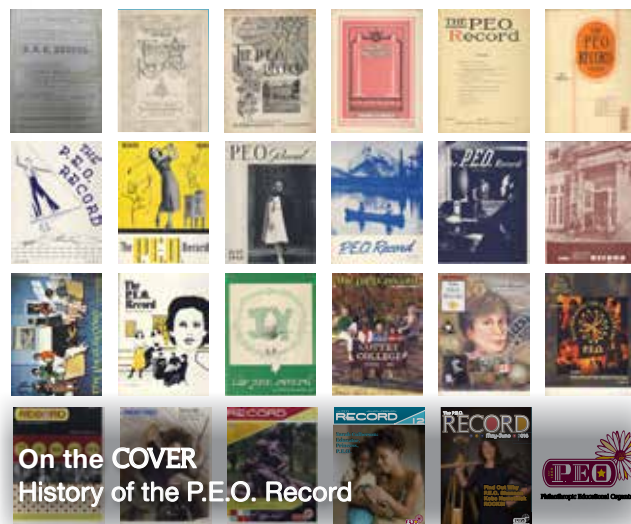
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Submission of material to The P.E.O. Record is your consent to our right to edit and publish it, either all or in part, in any P.E.O. print or digital communication medium. The content matter may or may not reflect the opinions of the Sisterhood. Complete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

P.E.O. (Philanthropic Educational Organization) is passionate about its mission:

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



P.E.O. Educational Loan Fund

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



P.E.O. International Peace Scholarship

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



P.E.O. Program for Continuing Education

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



P.E.O. Scholar Awards

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



P.E.O. STAR Scholarship

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



Cottey College

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

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

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

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

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



A Familiar Face on The Record Cover

I was so surprised and delighted to see the smiling face on the cover of the September-October Record! I knew immediately that it was one of our favorite rangers, Kathleen Rutter, with whom we used to hike in the 1990s. She was always knowledgeable, jolly and patient with children. We often hiked with Kathleen and my young daughter would slip up to the head of the line and take her hand. Her story was well-written and I was very sorry to hear of her breast cancer but was cheered by her motto and hiking adventures with her daughter.

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

Lisa Grossman, GK, Bedford, Texas

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

Beyond Financial Support

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

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

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

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

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

Sincerely,
Kathleen

*Anne Stephenson, L, Calgary,
Alberta-Saskatchewan*

This is What P.E.O. is all About

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

helping women."
That's P.E.O.!

*Marci
Klinkefus, DB,
West Union,
Iowa*



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

LEADERSHIP TEAM 2017-18



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

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





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

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

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

Dues are Due

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

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

WHAT SISTERS ARE SAYING:

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

-Stephanie Bradford, JD, Broomfield, Colorado

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

-Becky Barr, DN, Shenandoah, Iowa

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

-Marilyn Rawe, IR, Leawood, Kansas

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

-Christine Ostrand Price, IM, Barrington, Illinois

WHERE IN THE WORLD IS THE RECORD?



P.E.O.s—we know you're worldly and well-traveled! We love hearing about P.E.O.s who have met on cruises, tours and vacations—in the United States, Canada and abroad. Next time you hit the road, climb aboard that cruise ship or

hop on a jet, pack the latest copy of The P.E.O. Record and snap a photo of yourself holding it up at your destination. Send us your pictures and you may be featured in The P.E.O. Record or on our Facebook page or Instagram feed.

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



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

The P.E.O. Pyramid of Giving

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

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

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

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

A chapter should consider their giving on these three priority levels. The base of the pyramid represents the largest portion of a chapter's giving and this should be to the International Chapter projects. The middle section of the pyramid represents the contributions to s/p/d projects. The smallest portion of the pyramid is the tip—the portion of chapter giving that is available for

local chapter scholarships and other community support. Though the exact amount or percentage of giving may be different among chapters, the shape of the pyramid should guide chapter decisions and help to focus support on the projects that are the strength of our Sisterhood.

Helen Keller once stated, "Alone we can do so little; together we can

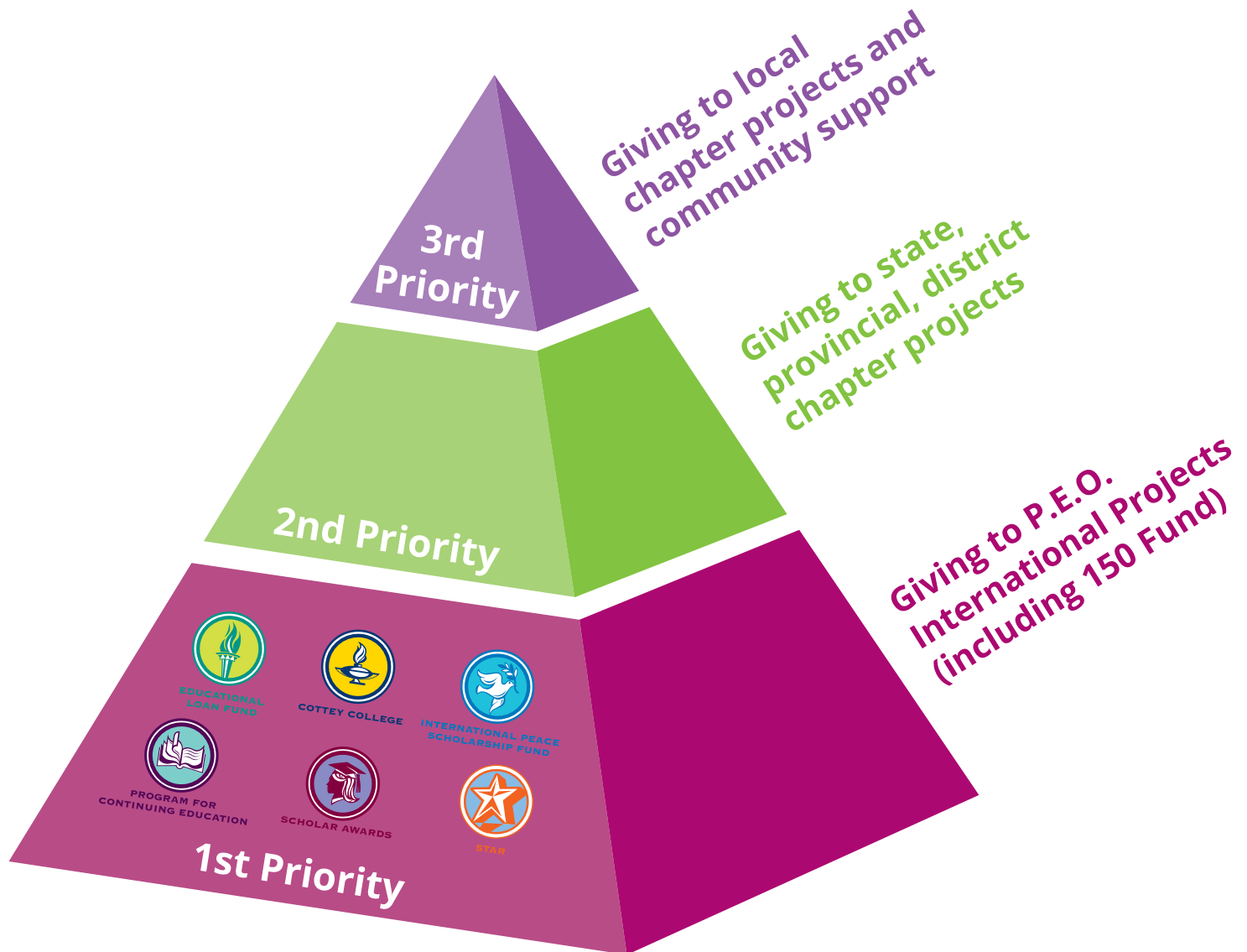
do so much." P.E.O. has proven the worth of this statement by helping over 100,000 women finance their education with over \$300 million through our International Chapter projects. Our concentrated efforts will ensure the continued success of the P.E.O. philanthropic projects, and more importantly—our mission to help women reach for the stars! 🌟

P.E.O. Finances and Service Policy

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

To strengthen P.E.O.'s visible influence in the community, chapters and chapter members are encouraged to offer their talents and skills, time and service for local philanthropic and educational endeavors.

As of February 28, 2017, over \$20 million was held in local chapter accounts. This is an average of \$3,500 per chapter, with 175 local chapters having a balance of over \$10,000. How much is too much? A general rule is to maintain one year of operating expenses in the local chapter treasury. Unless a chapter is saving for convention expenses or a special gift, there should be no reason to maintain excess funds.



Values and Leadership Skills of our Founders Stand the Test of Time



by Kate Westercamp, Director of Communications/Historian

As we remember our Founders and the day of our organization 149 years ago—January 21, 1869—we applaud their vision, which helped us begin our P.E.O. journey, our influence in our communities and changing the lives of women worldwide.

In the book “History of the P.E.O. Sisterhood,” Founder Alice Bird Babb said, “The surface reason for our existence is, that seven of us

college girls had been together for three or four years, in study and in society, and we found the tie a strong one, unusually so. As our tastes ran in the same direction, our natures were congenial and when the problem of separation confronted us, we felt that something must mark the era of our friendship—some token that might strengthen the bond, and reveal to others what a lovely friendship ours had been.”

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



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

— Founder Alice Bird Babb

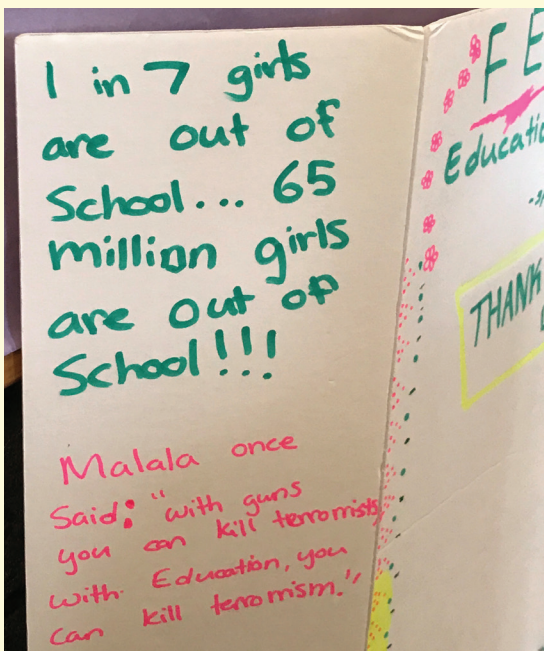
humor, Alice Bird's courage, Hattie Brigg's ability to make all feel comfortable, Franc Roads' vision, Suella Pearson-Penfield's kindness and generosity, Alice Coffin's thoughtfulness and Ella Stewart's devoted service to others, the tapestry of strength and vision they weaved is beautiful because of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

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

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

education for females is just as important to her as it is to the P.E.O. Sisterhood. For a young girl in 2017 Iowa to recognize that significance bodes well for the future of our Sisterhood.

The "History of the P.E.O. Sisterhood" book starts with a piece by Alice Bird Babb in which she says, "In the first place, the time was ripe for the beginning of women's clubs...for it had been proved with women, as with men, that 'In unity, there is strength;' 'Two heads are better than one;' and that 'The whole is greater than any of its parts'." Words captured in time more than 100 year ago. Those words are still true in today's society and even more so in terms of our P.E.O. Sisterhood. 🌸



A sixth grade girl in Waukee, Iowa, created a display inspired by P.E.O. for her class's Change the World Fair.



Female education advocate Malala Yousafzai is a hero for many young girls.

Wear Your Pin on January 21



Celebrate Founders' Day on January 21 by wearing your P.E.O. emblem all day! It's a great way to start a conversation about P.E.O.—who we are and what we do.

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

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



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

For Founders' Day, add a specially-designed frame to your profile picture on Facebook. It's a great way to virtually wear your pin and share with others about P.E.O. Find the frame on our Facebook page www.facebook.com/peointernational.



P.E.O. Tammy Jenkins is Florida's 2018 Teacher of the Year

Tammy Jenkins is a P.E.O. who "radiates all light possible" through her daily living, particularly by sharing her enthusiasm and knowledge of math with high school students.

Tammy is Florida's 2018 Teacher of the Year, a competition that first began with being voted the best teacher at Leesburg High School, a Title 1 school in an area where many of the students live in poverty.

"I have high expectations for my students," says Tammy, who teaches pre-calculus and math for college readiness. "I want them to stay on

top of it and I want to do whatever it takes to make that happen," she says.

If students are having problems, she'll meet with them before school, after school or even during her lunch hour. She gives every one of her students her home phone number in case they get stuck on a homework problem. To show them she cares, she cheers at their

ball games, attends their concerts, chaperones at the prom and patronizes restaurants where many of her seniors work.

"If they don't know you care, they don't care to know," Tammy says of high school students in general.

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

"I'm a happy person. Part of it is I feel so blessed just to be alive," says Tammy, a two-time breast cancer survivor.

Tammy and her husband, a dentist, have four children, all of them graduates of Leesburg High and three of them are teachers. She has

been a member of P.E.O., Chapter BH, Leesburg, Florida, for 14 years and works with members to find candidates for the STAR scholarship.

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

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

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

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

P.E.O. is Florida's Teacher of the Year

by Kathryn W. Foster, BH, Leesburg, Florida

Sisterly Comfort & TLC

by Deborah Lee, AP, Milton-Freewater, Oregon



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

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

We determined that for the kind of cancer my husband had, we needed to go to MD Anderson Cancer Center in Houston, Texas—a long way from Oregon to be sure!

I sent out a plea to the P.E.O. chapter contacts in Houston who were part of an RX-TLC group. They helped me pinpoint chapters closest to the medical center and I received so much email support right away that I knew we were going to get through my husband's ordeal. Chapters P and CL in Houston came to my rescue and supported me in so many ways I could hardly believe it.

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

At the two CL meetings I attended, I met a sister who looked so familiar. We finally figured out we had attended the same college in Oregon, both as home economic majors! Another

sister was a cousin to someone I was in 4-H with in Oregon and her other cousin lives near us. It was such fun meeting the sisters of CL and I am not sure they knew it, but what they did through their meetings was to bring "normalcy" back to my life after so many hours in the hospital. Not only that, lasting friendships with sisters I had the opportunity to meet and share P.E.O. mean so much to me. They are a creative and diverse chapter that meets on Saturdays for brunch.

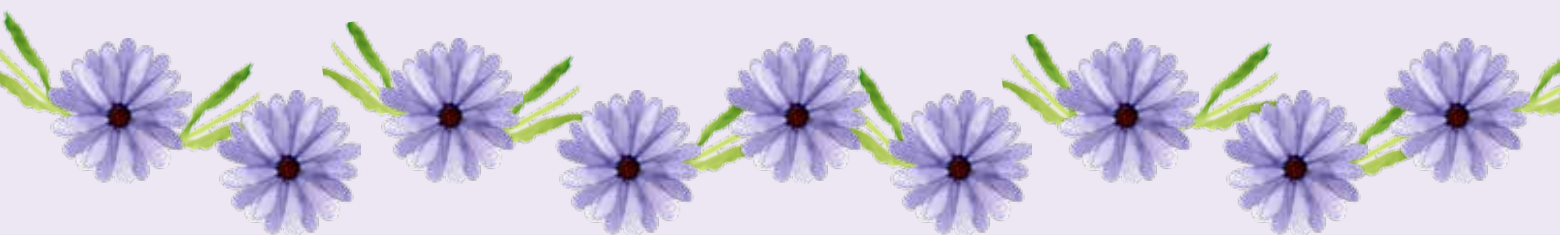
In only five months, my BIL was cancer-free and is expected to live a long life! It took a village, and my P.E.O. sisters at home and in Houston got us through. Thanks be to God! I hope that others in a similar situation will take advantage of RX-TLC if they ever need help; better yet, maybe more chapters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

HISTORY OF TLC

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

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

In October 1989 a separate listing was started in *The Record* called RX-TLC; that first listing contained 17 entries. Now there are more than 770 TLC entries.



Chapters or individuals interested in participating in the RX-TLC or TLC for college students program should contact Beth Roy at the P.E.O. Executive Office, broy@peodsm.org. There is no fee to be listed. It is a free service for sisters, by sisters. To find the TLC listing, visit members.peointernational.org/tlc. From there, search for TLC contacts by state/province/district or college.



Chapter CL in Houston, Texas, participates in the TLC program; they helped Deborah Lee when she needed it most

P.E.O.'s Prescription for TLC

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

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

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

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

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

Quilling Art Connects Sisters

by Kathy Andrews, PV, Lancaster, California

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



Originally, thin strips of paper were rolled into coils around a quill pen, hence the name quilling. The coils were then pinched into various shapes and the shaped pieces were glued together to form designs. The basics remain virtually the same today, though there are now specially-designed quilling tools and new techniques have been added. Several years ago, one of my chapter sisters, who worked in an antique shop, gave me a pair of framed quilling that had come into her shop. They were exquisite and I was thrilled to receive them. On the back of each was a typewritten history and description of quilling, as well as the hand-written name of the artist, where she was from and the date, 1974. From time-to-time, I wondered about the woman who made them; was she still alive and

would she like to know what became of her beautiful works? It wasn't until recently that I finally sat down at the computer to see if I could find her. I typed in her name and came up with a number of hits, including her obituary. Born in 1907, she had died in 1993. Her name was Jean Miquelon of Chillicothe, Missouri. She had been the high school librarian there and was a past president and convention chairman of the Chillicothe branch of the American Association of University Women. Imagine my surprise as I read her obituary and came to the following sentence, "She was a member of the Presbyterian church and P.E.O." I marvel at how these beautiful pieces, created over 40 years ago by a P.E.O., made their way from Missouri to California and to me, a P.E.O. sister and fellow quiller! 🌸

Kathy Andrews' P.E.O. Story

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

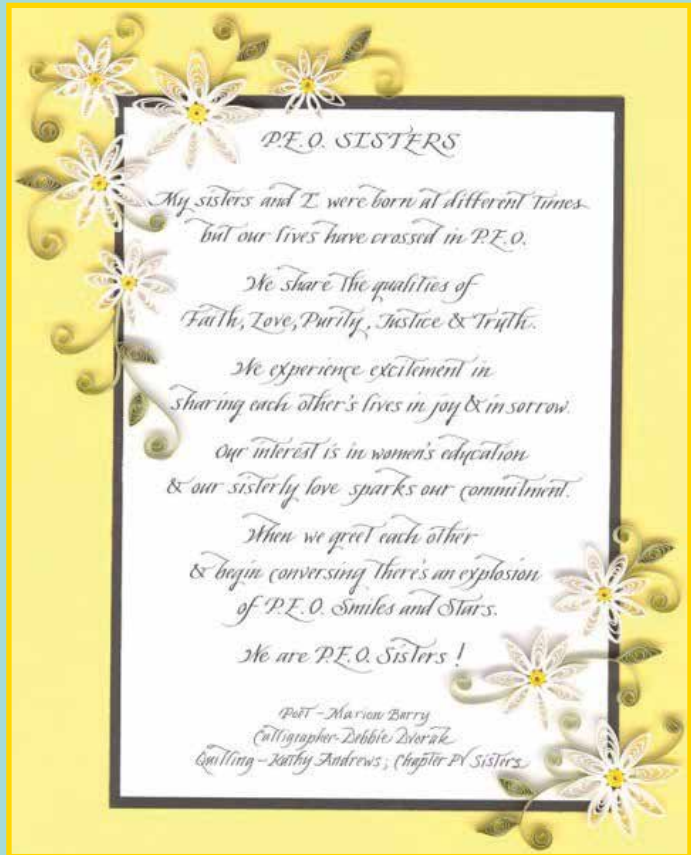
Kathy Andrews married into a P.E.O. family and became a sister herself in 2004. Since then, Kathy's daughter, Kathryn Andrews, also became a member of her chapter, PV, Lancaster, California.

"I love our chapter," says Kathy. "I love P.E.O. it's always a joy for me. I love my sisters the things that we do together are always such a pleasure."

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

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

Kathy enthusiastically encourages P.E.O. sisters to explore the P.E.O. website for program material. "There's a lot of great stuff on there!" she says. Kathy has used the resources on the members.peointernational.org to create a PowerPoint program exploring the history of P.E.O. by decade and a program about noteworthy P.E.O.s.



Kathy Andrews' original quilling pieces include 3-D poppies, a peacock, a fan and embellishment for a P.E.O. poem.

Bottom Left: Kathy Andrews received these framed quilled pieces as a gift; years later she discovered they were made by P.E.O. sister Jean Miquelon, who was born in 1907.



From Ordinary to Extraordinary— How to Bring Vitality to Your P.E.O. Chapter

by Regional Membership Representatives Rita Briggs, Barbara Burgess, Jacqueline Dawson, Kathy Feldman, Cindy Fulp, Jan Loftin

Chapter vitality does not happen overnight. It takes time and effort, and is one intentional act after another. We each individually contribute toward the vitality of our chapter. If we exhibit and continually exercise these seven practices of vitality, then our chapter will become more vital, as will our Sisterhood.

1. Be a good cheerleader

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

2. Embrace opportunities for growth

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

3. Provide inspiring leadership

Leadership starts with the word “yes” as P.E.O. offers many opportunities for leadership training and the rewards are exponential. When you take on a new leadership position,

you step outside your comfort zone, and every time you do, your comfort zone grows. P.E.O.’s Leadership Development Initiative offers many resources for leadership training.

4. Find project applicants

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

5. Live the Objects and Aims

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

6. Involve your outer circles

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

7. Have fun, be joyful and celebrate

It only takes a spark to start a fire. Be the spark in your chapter! Working together toward a common goal

creates an opportunity for truly knowing each other and sharing the joy that results. A smile, words of encouragement and an offer to participate all create energy and enthusiasm. Programs which are interesting, fun and perhaps unusual can foster greater attendance at meetings. The fire created by the spark will grow and burn for all to see.

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

The membership workshop script and videos presented at International Convention can be found in the Red Toolbox at members. peointernational.org/membership. The first section titled Membership Committee Resources has the “Membership Seminar—How to Bring Vitality to Your P.E.O. Chapter—CIC October 2017.”



Celebrating **150 Years** of
Women Helping Women
Reach for the Stars.

**Be a Part of
History!**

150 FUND

With a goal of 100% local chapter participation, each chapter is encouraged to donate \$150 to supplement the International Chapter philanthropic projects, commemorate the celebration through a lasting tribute at the P.E.O. Executive Office and maintain and preserve the birthplace of P.E.O. in Mount Pleasant, Iowa. Individual donations are also encouraged.

More information including how to donate is available on the website below.

PICTORIAL HISTORY BOOK

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



Winona Evans Reeves
and Stella Clapp

COMMEMORATIVE JEWELRY PIECE

Recently unveiled at Convention of International Chapter, a commemorative jewelry piece will be available for purchase in spring 2018. Visit the website below to see photos of the various pieces.

A variety of options and prices will be available.

RESOURCES TO USE IN YOUR LOCAL CHAPTER

Resources including the Sesquicentennial Celebration logo and chapter programs are available on the website below. Check back frequently as resources are continuing to be added!

For more information and to access resources, please visit www.peo150.org.



Everyday Leadership

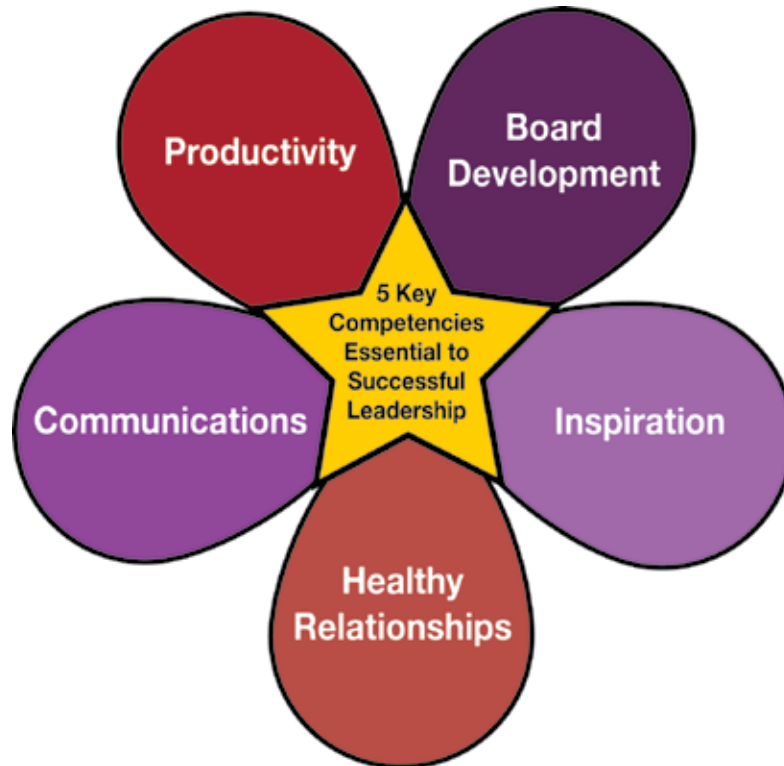
by Julie Wilson, P.E.O. Leadership Development Initiative

“Why is P.E.O. devoting resources to a leadership development program? There are a ton of resources online. Why reinvent the wheel?”

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

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

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



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

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

We encourage you to go online at peoleadership.org and explore the resources, and go back periodically

to see what's new. Here's a sampling of what you'll find right now:

- Do you have a challenging co-worker? Are you in a chapter that has conflict? There are a number of resources on our site that cover surfacing and addressing conflict, and finding common ground.

- Do you need an attitude refresher? Download the "Take a Break" exercise video, produced by our partner Cottey College, for a

stretch and strengthening routine you can do anywhere!

- How do you inspire your committee to accomplish a major project? Watch the "Moving Your Boulder" video to understand better how to recruit and motivate volunteers.

LEADERSHIP TIP

"Leadership is unlocking people's potential to become better."

- Senator Bill Bradley



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

—Laurie Chilcutt, President, Mississippi State Chapter

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

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

In the coming biennium we will increase our development of resources specifically designed to help local chapters. As you know, chapter leaders shape most members'

experiences in P.E.O. We want to help you make those experiences positive and energizing! You will see resources to help manage meetings, focus committee work, set goals, recruit officers, inspire participation and more.

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

Good leaders ask the hard questions and then bring energy and creativity to building new answers. They ask, "How do we become 'attracting' to new members (fun, productive, efficient, welcoming, inclusive) so they want to participate?

How can we build on last year's fundraiser so that our donations keep up with the cost of education? Where can we go to find more scholarship applicants? How do we thrive, rather than slowly fade away?"

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

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

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A HISTORY OF THE P.E.O. RECORD: LOOKING BACK, MOVING FORWARD

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

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

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

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

LOOKING BACK

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

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

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

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

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

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

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

WHAT'S NEXT?

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

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

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

Thank you for reading!

OCTOBER 1888

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

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



DECEMBER 27, 1888

First issue of The P.E.O. Record came off the press in Oskaloosa, Iowa. This issue, dated January 1889, went to 481 subscribers for a price of 75 cents per year.

Each magazine was stitched together on Effie's home sewing machine and addressed by hand. Publication measured 6 1/2 x 9 inches.



1895

Siddie was intent on getting production of The P.E.O. Record out of the red. Her recommendation that a subscription to The Record become part of annual dues of all members was adopted at Grand Chapter Convention.

Twenty-five cents was added to dues. This money went into The Record Fund.



1897

Mary Osmund again took on the role of Record editor.

1913

Effie Hoffman Rogers served as editor again until 1918.

1941-1945

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

Edith Markham Wallace, former president of Supreme Chapter, was appointed editor of

The Record; she continued in this capacity for 11 years.



1950

Eighty-five cents from dues went toward Record subscriptions.

1960

The new Executive Office building was built in Des Moines, Iowa, with office space included for The P.E.O. Record.



1890

Mary Osmund became editor and publication moved to Osceola, Iowa.

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



1893



The Record moved to Waterloo, Iowa, where new editor Siddle Richards resided. Siddle introduced a new cover design.

P.E.O.'s membership was 3,000 in 67 chapters in 10 states.

1918

1919

1930



Winona Evans Reeves
1918-1949

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



assigned to corresponding secretary.

A gold-tone cover plate was designed to celebrate P.E.O.'s golden anniversary. This same cover design, in various colors, was used for the next four years.

Office of local chapter journalist was abolished; letter-writing duties were

Subscription price built into dues for members was 50 cents.

Non-P.E.O.s could purchase a subscription to The Record for \$1 a year.

1961

1968

1969

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



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

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

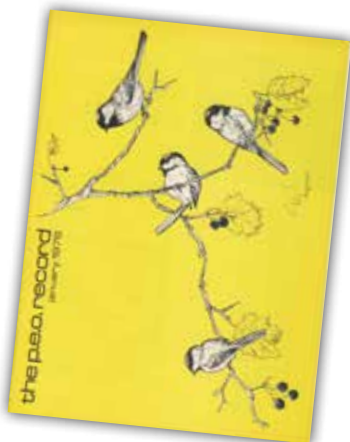


Anne M. Johnson named editor



JANUARY 1976

Cover art created by P.E.O. Frizti Klopfenstein—the first of more than two dozen covers she designed for the magazine.



1980

Submissions were published free of charge but if members wanted a photo published in the magazine, they were charged between \$8.50 and \$13, depending on the size of the photo.

Non-P.E.O.s could subscribe to The Record for \$3 per year.

1989

Joyce Perkins became editor of The Record; she remained in this role until 2007, when she was named Director of Communications.



1990

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



2007

Linda Rhein became editor of the magazine



2008

The Record was redesigned by Sayles Graphic Design firm. Current editor, Becky Frazier, takes the helm.



JULY 2012

New (current) masthead created



JANUARY 2018

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

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

MARCH 2018

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

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



A Bonding of BILs

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



Judy and Larry Bennington, Chapter IU, Mansfield, Texas

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

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

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

HN, including Judy.

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

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

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

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

Bravo, Larry! 🌸



BILs of Chapter IU, Mansfield, Texas

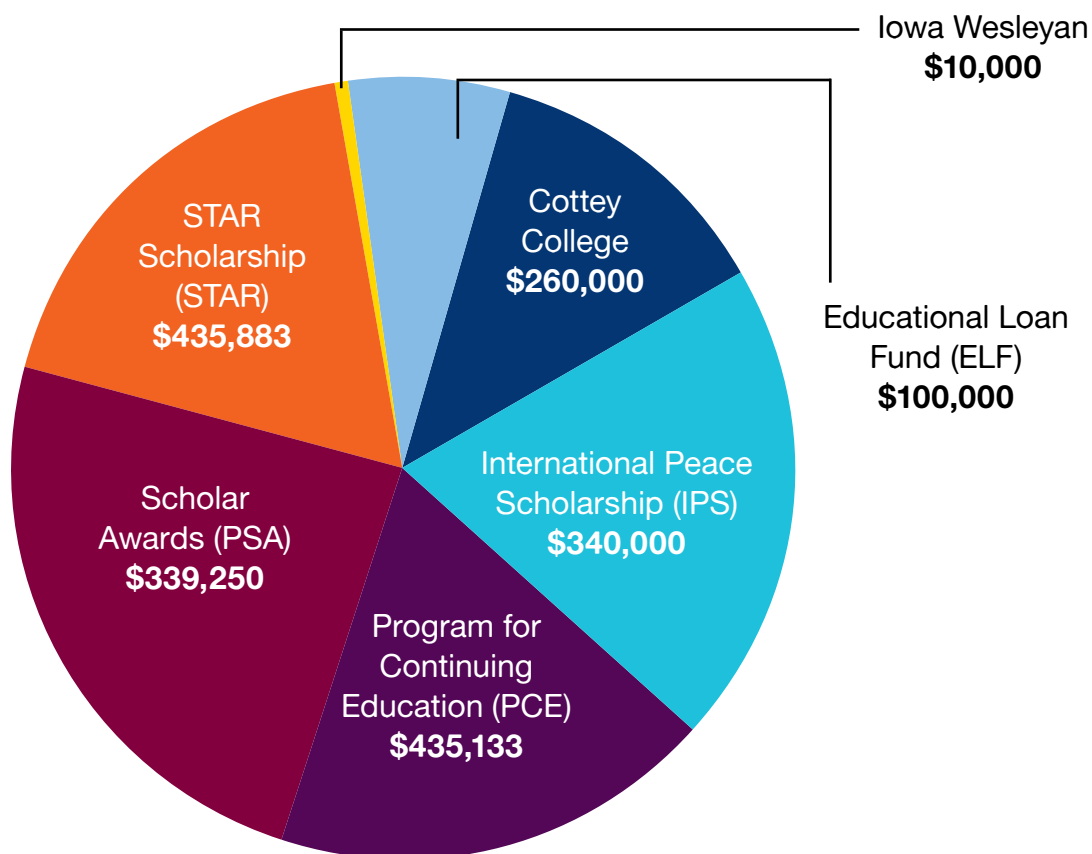


Albert Leffler is married to P.E.O. Kathy Leffler, BA, Scottsdale, Arizona

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



Thanks to P.E.O.s and their families and friends, the 2017 Distribution of Undesignated Funds hit an all-time new record of \$1,920,266.



Thank you for your continued generosity.



What's the Buzz?

Answering the Most Frequently Asked ELF Questions

by Patricia Piro, Chairman, Educational Loan Fund Board of Trustees

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

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

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

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

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

Q. Why does ELF need donations if it is a loan fund?

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

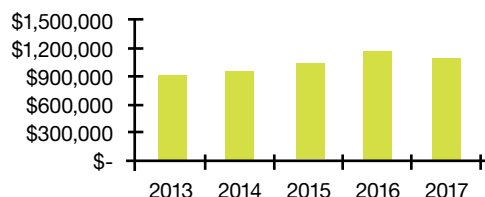
When reviewing the biennial financial report for ELF, a few things are important to remember. Loans

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

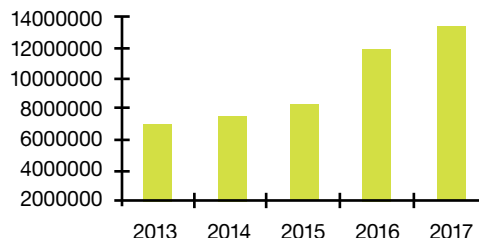
With eight and 10-year pay back periods, as well as increased loan amounts up to \$20,000, ELF will always need additional contributions to continue reaching more loan recipients. Please share the charts below with your chapter sisters to confirm that ELF is moving forward and continues to need donations.

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

CONTRIBUTIONS RECEIVED



LOANS ISSUED





Top Questions From Convention Asked and Answered

by Dr. Jann Weitzel, President, Cottey College



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

1 The most frequently asked questions had to do with enrollment, capacity and recruitment efforts. Cottey's residential capacity is 350, meaning that we have housing that can comfortably accommodate

350 women. This fall, our full-time equivalency, the number reported to the federal postsecondary education data system, is 275, and we welcomed 92 new incoming first year students. This number, which is equivalent to the number of students enrolled in 2013, is too low. Our most immediate goal is to fill the suites and recruit additional commuter students. We are on track to add new students for the spring term and to have a greater number of students on campus next fall.

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

3 A related question had to do with retention. It's all good news here! Our fall-

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

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

5 Some conversations revealed confusion about P.E.O. funding of Cottey College. As members of the Sisterhood, \$6 of our annual dues go to Cottey, \$2 to the building fund held by P.E.O. and \$4 to Cottey's general operating budget. Those \$4 from each member, added together, make up 6 percent

of our budget. Yes, 6 percent. It seemed as if many believe that P.E.O. pays for everything at Cottey, which is not accurate. Cottey is a fully-accredited, independent liberal arts and sciences college, and like other private colleges, we are tuition-driven. We are fortunate, however, to have the common living spaces in our suites endowed, and we greatly appreciate the endowed scholarships established in honor of P.E.O.s, alumnae, and friends of the College, as well as state/provincial/district scholarships and travel monies held by states.

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

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

I realize that I am unable to answer every question here, but my goal is to be transparent with my P.E.O. sisters. We encourage you to come for a visit and see Cottey for yourself. 🌸

**#2 2018 BEST
VALUE SCHOOLS**

**COTTEY
COLLEGE**

**#2 2018 LOWEST
STUDENT DEBT LOAD AT GRADUATION**

**#3 2018 MOST
PROPORTION OF INTERNATIONAL STUDENTS**

**#7 2018 BEST
REGIONAL COLLEGES**

**U.S. NEWS & WORLD REPORT
REGIONAL COLLEGES IN THE MIDWEST**





INTERNATIONAL PEACE SCHOLARSHIP

International Peace Scholarship Named Scholars 2017-2018

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



Chapter M, Miami, Florida
Ventura Neale International
Peace Scholarship

THI DA LIN, UNIVERSITY OF
FLORIDA, TAMPA, FLORIDA

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

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



Chapter AF, Cleveland, Ohio
Marian K. Hume International
Peace Scholarship

BELINDA TEO, MIAMI
UNIVERSITY, OXFORD,
OHIO

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

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



Chapter BL, Seattle, Washington
Jean Negus Malmo
International Peace Scholarship

MARIA GORRETH
NASSALI, SEATTLE
UNIVERSITY, SEATTLE,
WASHINGTON

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

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

REMINDER: March 8, 2018 is International Women's Day. We encourage you to celebrate the achievements of our IPS recipients and share your celebrations with us! Send messages, photos or videos to mediamanager@peodsm.org no later than February 9.



Amy Mollberg Pays it Forward Former Grant Recipient Champions PCE Hopefuls

by Susan Spivey Penrod, P.E.O. Program for Continuing Education Board of Trustees

Chapter DQ, Sturgeon Bay, Wisconsin, has much to celebrate, including a remarkable 13 P.E.O. Program for Continuing Education (PCE) recipients over the past four years. President Pat Scieszinski is quick to credit the dedicated PCE committee for their success.

"One of the committee members, Amy Mollberg, is our chapter's best asset for paying it forward!" Pat added, "Amy received a PCE grant and knows what it is like to live in poverty and be desperate for a way out. Her story is one of courage, determination and transformation."

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

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

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

Education and support from those who cared, including P.E.O. sisters, provided the way out of poverty and into a life of promise and purpose for Amy. Now as a member of the chapter, she is on the lookout for eligible candidates in need. "I have

been there and I know what it takes," she says. As an admission specialist at the area technical college, Amy enthusiastically spreads the word about PCE. In fact, so many women are in need of assistance that Chapter DQ passes names on to area chapters. To nurture, support and encourage recipients in their educational pursuits, they assign chapter big sisters to each one. It is a way for members to share in the joy, they say.

For many years, Amy put personal educational goals aside to work several jobs concurrently to provide for her children. She is proud her family went on to amass one master's, five bachelor's and one associate degree, plus several certifications. She says, "We found support as we worked our way out of poverty and began to reach our educational goals." Amy knows support and education transform lives. 🌸



Top: Amy Mollberg with welding student Jamie Krauel and P.E.O. Cheryl Chaudoir
Bottom: Amy with nursing student Holly and P.E.O. Cheryl Chaudoir



P.E.O. SCHOLAR AWARDS

A Tale of Two Scholars - How PSA Provides Immediate and Enduring Support

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

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



Rachel Wright was a P.E.O. Scholar in 2016-17

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

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



Carol Rohl received P.E.O. Scholar Awards in 1993 and 1994

Dr. Carol Rohl was awarded P.E.O. Scholar Awards in both 1993 and 1994 (a time when PSA policies allowed for multiple

awards). She was nominated by her mother's chapter, DI in Downers Grove, Illinois. At the time, Carol was working on her Ph.D. study in biochemistry at Stanford University. Her Ph.D. research focused on how proteins fold into the shapes that determine their functions. After completing her graduate work, Carol did postdoctoral studies at the University of Washington and then started her own lab at the University of California, Santa Cruz.

Carol pursued her fascination with how computer science and technology can provide insights into biology by working at the pharmaceutical company, Merck & Co., Inc., using these approaches to help discover new drugs. Over the past decade, her focus has shifted more toward providing the tools and technologies to power scientists to do this kind of research. Currently, she is the Executive Director of Global Research IT for Merck Research Labs.

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



STAR Tips from Stellar Chapters

by Janet Miller Steury, P.E.O. STAR Scholarship Board of Trustees



"Our chapter has tried and tried," lamented a sister at Convention of International Chapter. "How can we improve our STAR recommendation process?"

Such was the plea of several local chapter members as they visited the STAR booth in Charlotte. Balancing these discouraged comments were jubilant discussions with delegates and visitors whose chapters have sponsored awardees multiple times. What are their secrets? Highly successful chapters have excellent tips to share.

Before you decide on a candidate...

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

Meeting and interviewing your candidate/s...

- **Know** your applicant well enough to write an effective letter. Stage a

formal interview process to discover her unique qualities.

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

Following through...

- Offer to sit alongside her to complete the application. **Help her differentiate between extracurricular and community service activities as they can only be placed in one category.**
- Proofread her 700-word essay. Does it provide the needed information? Is it concise enough to not ramble, yet long enough to be interesting and passionate? Is it grammatically correct?
- Carefully compose the chapter letter. Emphasize unique qualities of your nominee. Sell her! Your recommendation letter should bring her to life.
- Put the first draft of your recommendation letter aside for a day or two before submitting.
- Remind the nominee that reference

letters should emphasize qualities of leadership, character and potential for success.

- Watch the **11:59 p.m. EST deadline!** The application portal closes after that deadline has passed. **It will not reopen!** Last minute tech issues can spell disaster.

Celebrate and share...

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

The Prize!

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

Thanks go to Chapters I, Danville, Kentucky; V, Trumbull, Connecticut; AK, Louisville, Kentucky; BI-BL, Richmond, British Columbia; CL, Franklin, North Carolina, for sharing their tips for success. 🌸



Sisters from Chapter NN, Missouri, visited Old Main on the Iowa Wesleyan University campus

Weekend Trip to Historic P.E.O. Spots in Iowa

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

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

Social Luncheon with Founders’ Day Musical Program

The Founders’ Day social event held by the Ann Arbor Reciprocity Bureau

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



Singers, musicians and readers at the Ann Arbor Reciprocity Founders’ Day celebration

Founders’ Day with a Centennial Celebration

Chapter B, Reno, Nevada, was founded in 1907; in 2017, they held a luncheon to jointly celebrate their 100th anniversary in conjunction with Founders’ Day. The luncheon was open to all P.E.O. chapters in the Reno area, BILs and friends and family. The day included games and fundraising auctions. Chapter B greeters wore aprons made by a member which resembled the aprons worn by the Founders’ on that special day when they marched into the chapel to announce they had formed a society of their own. Members of the Great Basin Costume

Society donned attire dating from the 1860s and early 1900s. Historical material was on display and featured information about both the Founders of P.E.O. and the founders of Chapter B. The Barbershop Express entertained with songs from the era of the Founders. Chapter B looks forward to holding another Founders’ Day luncheon this year.

P.E.O.: The Musical!

In 2017, Florida chapters IF, The Villages, and ET, Leesburg, hosted 200 P.E.O. sisters from 17 different chapters of the Lake County P.E.O. Reciprocity Council of Central Florida for a Founders’ Day celebration including a brunch and a musical program.

P.E.O. Chapter IF sisters presented a program entitled “PEO: The Musical!” Donna Scott, also the narrator, authored the entertaining song parodies she invented from various Broadway shows. In addition, Donna chose certain sisters who had similar personalities to represent the original P.E.O. Founders. Talented Chapter IF members sang the songs about our present day P.E.O. Sisterhood while holding large gold stars.

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



Lake County P.E.O. Reciprocity Council of Central Florida presented P.E.O.: The Musical! featuring Clare Faber as Alice Bird, Kay Huntman as Mary Allen, Ann Curton as Hattie Briggs, Bobbie Pomeroy as Ella Stewart, Margaret Hathaway as Suella Pearson, Muriel Strack as Alice Coffin, Margie Folkers as Franc Roads



Chapter ML president Trish Ribich and Jerelyn Steere attach flags to poles as part of the chapter's Flags for US fundraiser.

Chapter Raises Flags for Funds

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

Flags for US, organized by Chapter ML in Waverly, Iowa, provides a U.S.



Morganne Rinebolt, left, recipient of a P.E.O. scholarship from Chapter ML, Waverly, Iowa, joined project chair Emily McLimon, right, at the installation of the first flag in a Flags for US fundraising project.

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

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

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

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

"The flag project has been a great way for P.E.O.s to connect outside meetings," said past president Sally Thorson. Work nights in the organizational stages helped members get to know each other better and the teams who

distribute and pick up the flags vary, providing additional opportunities for interaction. One group even met a Cottey College graduate as they were putting up a flag in her yard.

Essential to the project was work by a team of P.E.O.s who contacted local utility providers to determine the best locations for in-ground flag



Jo Bagelmann returns flags to a storage shed as part of a Flags for US fundraising project sponsored by Chapter ML, Waverly, Iowa.

receptacles. Using Google Maps, the team developed and printed maps that include directions to each subscriber address and the location of the recessed receptacles—often difficult to find when lawns are in full growth.

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

"I got acquainted with a lot of students during my years in the Wartburg College maintenance department," said a World War II veteran who received a gift subscription. "I know how important it is for them to get help with their education." 🌸

P.E.O. Authors

Beverly Evans, DB, Enid, Oklahoma, wrote "Those Old

Stately Gents," a family genealogy about her husband Ralph and his four older brothers, 16 years difference in age. The title of the book refers to both the tall stately trees in the forest behind the family home and to the lives of the five boys growing to adulthood.

When Beverly's husband was eight years old, his dad left home; he didn't see or hear from his dad again for 22 years. In the meantime, his mom cared for 127 foster children and eked out an existence for the family. The war came, the boys were drafted, families were separated but perseverance and determination replaced hardships.

Beverly is a third-generation P.E.O. and 46-year member of Chapter DB. Her daughter, Mary Ragna Yetter, belongs to Chapter AU, Lancaster, Ohio. Beverly and Ralph have been married 57 years.



R. M. (Rose Marie) Kinder, KD, Warrensburg, Missouri, is an author, educator, musician and videographer.

Her second novel (fifth book), "The Universe Playing Strings," is an upbeat book about musicians and the love of music in the local community, not the big stage.



Mikaela Kate Schaefer, AC, Hampton, Iowa, is a speaker, writer, and coach. Her most recent books are "7 Steps to



Extraordinary Success: Giving You the Tools to Take You to the Next Level!" and "Unlock Your Dreams: 5 Steps to Launch You Closer to Your Dreams."

Kate has invested seven years in developing leaders from college-age men and women. Conducting Bible studies, women's groups and young adult teams she encourages others to go further and higher—taking their gifts, passions and skills to the next level.

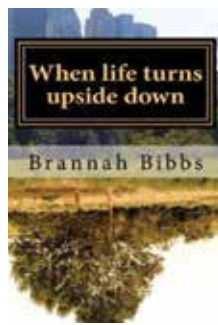
A graduate of Iowa State University with a degree in marketing, she discovered her love for strategic thinking, big picture ideas and meeting people where they are. Mikaela currently lives in South Carolina and is an active member of The Father's House Church.

Brannah Bibbs, AC, Leachville, Arkansas, wrote the novel "When

life turns upside down." Brannah's first novel is a coming of age, young adult fiction story about Libby. When Libby's long-lost father dies and leaves her the family business, she has to uproot her life in New York City and return to the home she never thought she would live in again. She has to fly south for the summer.

While dealing with the blistering Arkansas heat and suffocating humidity, Libby's life warms up as well. She spends time in both bar fights and love triangles. Through it all she learns to love herself and appreciate the life she has been given.

Brannah was born and raised in Arkansas. You can see the nostalgia of simple southern life woven throughout her words. She moved to Alexandria, Virginia, in 2013 where she lives with her husband and two rescue dogs, Yossarian and Hemmingway.



Mabel "Scotty" Lamb, AR, Pocahontas, Arkansas, wrote

"Samy Needs a Friend," a children's book about Samy, a hedgehog, and his search for a best friend.



Sue Wright Owens, T, Tampa, Florida,

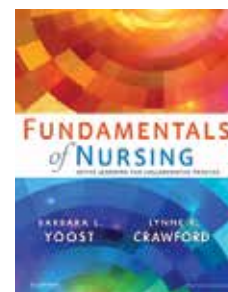
wrote "Don't Fight Growing Older, Hug It," Volumes I, II, III. After an accident and two surgeries, Sue was in a great deal of pain and began to write "aging" poetry to try to help her rise above the pain. She feels she is the same person inside that she was at age 18 and considers getting older a triumph.

Sue completed another book, "Dogs I Have Known," which recounts all the dogs she has known since her youth to present day. Sue says she can hardly imagine a life without a dog. This book contains stories, poems, watercolor paintings and photos of her many dogs.



Barbara Yoost, BW, Shaker Heights, Ohio, wrote

"Fundamentals of Nursing: Active Learning for Collaborative Practice" with longtime friend and nursing colleague, Lynne Crawford. The textbook focuses on effective communication, evidence-based practice, and interprofessional collaboration strategies that are critical to providing safe, patient care. Various special features of the textbook and online resources help students connect theory to practice.

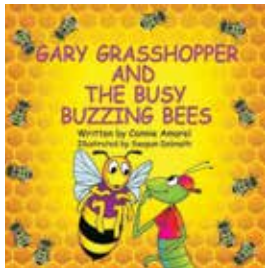


Barbara is a sought-after speaker and consultant in the areas of active learning and authentic assessment in nursing education. She has led global immersion student experiences in Guatemala and at the United Nations in Switzerland, and has provided continuing education for nurses and physicians in Turkey and the United Arab Emirates. A Fellow in the Academy of Nursing Education, Barbara holds an adjunct appointment at Notre Dame College, and serves as Chair of the National League for Nursing Membership Committee.

Connie Amarel, DP, Lompoc, California,

wrote children's book "Gary Grasshopper and the Busy Buzzing Bees."

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



Phoebe Conn, FT, Azusa, California,

is a New York Times bestselling author. "HELEN The Wine Dark Sea" is her 43rd novel.

Helen of Troy is known for her beauty; Phoebe's challenge was to bring her to life as a real and strong woman. Homer gives



Helen of Troy scant attention in the Iliad, and Phoebe felt she deserved to have a full accounting of her fascinating life.

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

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

Mary Kerr, Chapter HG, Washington, Illinois,

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

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



She recently received the DAR Community Service Award. Mary and BIL Richard Kerr have two grown sons and five grandchildren, living in Wyoming and Florida.

Ida Greene, C, Hamden, Connecticut,

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

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



Centennial Chapters



Chapter AW, Scott City, Kansas

Organized: February 19, 1917

Celebrated: February 13, 2017

First row, from the left: Karyl Hollister, Kay Schmitt, Barbara Dickhut, Dorothy Spitzer, Sharon Janssen, Marvel Hopkins-Keyes
Second row: Dorothy Hutchins, Marilyn Miller, Nancy Hess, Taylor Scheuerman, Arlene Cauthon, Travis Jones, Sidney Janzen



Chapter AX, Atwood, Kansas

Organized: April 12, 1917

Celebrated: March 25, 2017

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



Chapter AZ, Lawrence, Kansas

Organized: July 7, 1917

Celebrated: September 15, 2017

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



Chapter H, Madison, Wisconsin

Organized: September 21, 1917

Celebrated: September 25, 2017

First row, from the left: Connie Mills, Peggy Walters, Judy Graham, Cindy Terrill, Barbara Berven Kathleen Woit, Linda Mintener, Mary Jo Tierney, Kit Thomsen, Katie Heiser
Second row: Donna Chandler, Nancy Brandenburg, Joyce Bell, Carolyn McKinney, Mary Jo Prieve, Mary Schar, Ginner Jeffers, MaryAnn McKenna, Jane Wise, Julie Winding, Diane Wilcox, Marilyn Wolf
Third row: Janie Schaefer, Rita Reif, Ellen Sperling, Nancy Smith, Patsy Miller, Judy Winkel, Marlys Bauman, Ginger Brenneis, Mary Smith, Veronica Dickman, Caroline Mallat, Mary Ann Grinde
Fourth row: Betty Halseth, Becky Oaks, Nancy Horne, Nancy Spencer, Deborah Olien, Jeanne Ferreira, Miriam Simmons, Jane Brimmer, Jane McGinn, Jean Berndt, Elizabeth Towell, Marlene Jaskaniec, Rose Shelton, Susan Lomasney, Janet Bleckwenn, Barbara Peterman, Kristen Peterson, Elaine Boehlke, Jeanne Sanna



Chapter I, Stevens Point, Wisconsin

Organized: September 25, 1917

Celebrated: September 23, 2017

First row, from the left: Mary Louise Catura, Donna Marx, Mary Ann Heck, Betty Jenkins, Carol Moore, Sue Witt **Second row:** Cindy Heitzinger, Susie Goetting, Gretchen Steinmetz, Lynn Ludwig, Sonja Kung, Cris Harris, Sue Hintz, Mary Hasenohrl, Rosie Bossenbroek, Chrismary Pacyna, Patti Boylan, Phyllis Moore, Sandi McAdam



Chapter AS, Berthoud, Colorado

Organized: December 8, 1917

Celebrated: December 9, 2017

First row, from the left: Dorothy Kurlander, Flossie Barrowman, Vena Winslow, Juanita Van Thuyne, Avis Haworth **Second row:** Faith Webb, Libby Cleveland, Trish Phettaplace, Sharlynn Wamsley, Treva Heiser, Jan Hodge, Lynn Johnson, Teresa Rimsky, Donna Salmonson **Third row:** Lynn Karr, Cathy Pickert, Bettie Dinsmore, Janie Patterson, Mary Hall, Jane Ballard

Celebrate and Honor P.E.O. Founders Day January 21

Resources to Honor Our Seven Founders

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

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

Resources include:

- Recipes from our Founders
- Tidbits on our Founders
- Images of our Founders
- Many other interesting articles!



New Chapters

Welcome
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P.E.O.
CHAPTERS

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Chapter JO, Fredericksburg, Texas

Organized:

September 16, 2017

First row, from the left:
Barbara Riley, Texas State
Organizer, Janet Lindley,
Phyllis Guthrie, Camey
Stewart, Leigh Dempsey

Second row: Karen
Cottingame, Mary Kay Morse,
Carol Batterton, Bobbie
Schonaerts, Susie Thompson,
Linda Bates, Maria Robertson,
Henry Etta Collier **Third row:**
Debra Ward, Nan Mosley, Elaine
Reeh, Loes Williams, Sherry
Gaible, Kym Gewinner, Sheila
Dubois, Janet Lindemann



Chapter AQ, Georgetown, Kentucky

Organized: March 4, 2017

First row, from the left: Lois Cleaver, Christie Robinson, Joyce Feix, Jane Cutter Macy Wyatt, Bridgete Foster, Linda Mather, Judy Covington, Judy Rush, Judy Rogers **Second row:** Linda Erwin, Vicki Robinson, Linda Riley, Jacinta Porter, Amanda Rogers, Stephanie Waters, Carol Guerdon

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

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


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


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

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


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. Check to Ch. AA, Norma Bloomquist, 7250 Lewis Ridge Pkwy #106, Edina, MN 55439.


 **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 Chapter LJ. Mail to Marge Steenson, 1235 11th St #307, West Des Moines, IA 50265-2100. 515-225-2731.

 **Marguerite bookmark** – brass plate w/gift card. \$10 ppd. Ch. MQ, Box 257, Lake Forest, IL 60045.


 **P.E.O. recognition pin** – the familiar block letters on the slant, our project since 1959. 14K gold plate w/safety clasp. \$15 – free shipping. Ch ES, Jane Mills, 100 Timber Ridge Way NW #1305, Issaquah, WA 98027.


 **Marguerite bridge tallies** & note cards, beautifully boxed...lovely gifts...featuring original artwork (see peochapterdo.webs.com). Tallies can be used 25 times. 2 table tallies – \$14.50, 3 table tallies – \$17.50, box of 8 note cards – \$12.50 (S&H incl) Ch DO, 2137 St. Andrews Dr, McMinnville, OR 97128.

 **Long handled baby** spoon Stainless, engraved w/ P.E.O. including a certificate for further engraving. \$18 ppd. (MN residents add 7.275% tax). Ch. CX c/o Anne Westman, 10712 Garden Cir, Bloomington, MN 55438. Allow 3-4 wks.

 **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. Please add shipping: 1-2 binders \$3.50; 3-10 \$9.50; 11-49 \$12.50; 50+ \$18.50. IL residents add \$.50 per binder for sales tax. Send checks payable to P.E.O. Yearbook Covers, Ch DE, c/o Marcia Mawe, 2455 W. Ainslie, Chicago, IL 60625.


 **P.E.O. yearbooks** – The original permanent binder, used by chapters since 1981. Our purse-size, six-ring white vinyl binders can be personalized with our custom printed cover cards – choose between the traditional star emblem and the newer 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. A project of Chapter AN in Dayton, Ohio. For more information, please visit our website: www.peoyearbooks.com, or contact Jenni Allard: 937-293-8912, or email: info@peoyearbooks.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, 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: PO Box 390, Greencastle, IN 46135. Questions? Marlafarris@gmail.com or 765-653-2997.


Grave marker or garden ornament–Brass 6" star on 24" rod. \$45 ppd. Also avail w/o rod. Ch. HV c/o Pam Hedger, 1 Willow Green Dr, Butler, MO 64730. pam.hedger@yahoo.com.

CD of newest opening ode–Vocal and piano alone; includes initiation piano background music; also available in cassette. \$15 ppd. Check to Ch. EM c/o Beverly Koch, 2808 Burlwood Dr, Arlington, TX 76016.


 **Sterling star pendant** – \$15 ppd. also available 20" SS chain - \$15 ppd. Ch. CK c/o Sue Ann Graves, 44 Bretagne Cir, Little Rock, AR 72223. 501-821-5303, sagraves@comcast.net.

White gavel block or paperweight with the star and letters P.E.O. 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 w/marguerite & P.E.O. letters. \$2/pad. Min. 6 pads/order. Add \$4 postage. Checks to Ch GE, Carol Wright, 10132 N HWY 54, Weatherford, OK 73096. 580-772-2383.

 **Cross-stitch chart** Daisy-entwined star with P.E.O. in center. Send a SASE with \$5 check to Ch. BL c/o Sue Jobe, 1922 Rosepointe Way, Spring Grove, PA 17362.

Marguerite blossom new stickers–perfect for notes, nametags, etc. 1" round. Packaged 30 for \$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 5/8", 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. Patricia.alesse@thecshop.com.

Hand-colored daisy notes – Original art folded note cards (5 1/2" x 4 1/4") by Fritz Klopfenstein. Great gift! Package of 8 with envelopes - \$10 ppd. Checks to P.E.O. Ch. P/CT. Send to 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 1/2" x 6 1/2". \$7 + shipping. Call 801-487-7602 or Ch. E, 1808 Mohawk Way, SLC, UT 84108.


 **Walnut pin box**, handmade w/gold


Items for Sale


star, 3" will hold pin back, \$22. Ch AL, c/o Trine, 82825 559 Ave, Madison, NE 68748.

 **Marguerite's mail**—8 full-color note cards and envelopes from original watercolor; \$8 per pkg includes S&H. Ch. NQ c/o Marceta Claypool, 544 Penny Lane, Le Mars, IA 51031.

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

 **Pewter or black satin** star ornament—3 1/4" handcast pewter star with raised letters P.E.O. in center. Perfect for weddings, Christmas, special occasions; suitable for engraving; \$18 ppd. Ch. AU Joyce Diehls, 114 Country Rd 219, Fayette, MO 65248.


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


 **Chapter letter pin guard** gold-plated with chain \$25. CA res. add 9% sales tax ppd. Ch. QB c/o Marty R. Francis, 7832 Kentwood Ave, Los Angeles, CA 90045-1151. 310-670-4796, Marty.Francis@sbcglobal.net.


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


P.E.O. Founders photos — Complete set of lovely 8"x10" color photos of our P.E.O. Founders, with biographies, \$30. Chapter GG, Marty Ferry, 2750 Hwy 5, New Franklin, MO 65274; ph 660-537-0670 or email mferry@socket.net.


License plate frame — Black with gold letters: "P.E.O. Educating Women" \$8 each, \$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** & marguerites. Lightweight metal. \$10 ppd includes box. Ch. FX c/o Sue Pritchett, 1015 Perkins, Richland, WA 99354. For more: j_sue_pritchett@yahoo.com.


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

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


 **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 ea. Incl. a SASE to Ch. GY c/o Beverly Hurst, P.O. Box 5554, Ventura, CA 93005. Ph. 805-625-2887 or beverlyhurst@mac.com.

 **P.E.O. pens** in red, black, or blue with letters in gold and ink in black. \$6 ea. ppd. to Ch. OX c/o Wanda Miller, 805 E Burky Ln, Mt. Pleasant, IA 52641. wwmiller@lisco.com.


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

 **Elegant suncatchers** now available! Diamond-shaped, beveled glass, 7" x 4" etched marguerite, \$20; etched, hand-painted, \$25; Ch. DS c/o Laurie Nay, 42 Northwood Commons, Chico, CA 95973, phone: 530-375-7515 email: lauriea1225@yahoo.com.


 **Radko ornaments** "My Santa is a BIL" - 5" roly-poly Santa. "BIL" on belt buckle. \$42. View at www.peotexas.org. Include \$6 s/h. TX res. add 8-1/4% tax. ppd. P.E.O., Ch. IN, P.O. Box 92866, Southlake, TX 76092. Info: 817-251-8342 or peointx@gmail.com


 **Never struggle** with your pin again! Embroidered nametag/pin holder and magnetic back. \$18 ppd. Quantity price from \$14. Inquire at PEOnames@aol.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 + S/H to Ch. MW. Barbara Turcan, 630-584-3780 or bet1413@aol.com.

 **Custom name badge** with magnetic fastener. Attractive gold laminate, black engraved name & ch. Add your ribbon to hold pin. \$11 ppd. Contact Sheila Barnette, Ch HA


for order form. sheilaroodbarnette@gmail.com. 904-343-9923


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

 **Magnetic marguerite pin** holder—1 1/2" 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, cell 360-286-7130.

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


 **P.E.O. scarves.** Beautifully imprinted with P.E.O. letters & stars. 14x60 black, ivory, red, yellow or royal blue \$20 + \$2 s/h. Check to CH IO, Lynn Hooker, 1815 Newport Rd., Weatherford, TX 76086 (405) 642-0390, lshooker@aol.com.

 **Magnetic star pin** to hold your emblem. White satin star on yellow backing. Contact Ch M/TN, Martha Wentworth for more information @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 check payable to Chapter JO. Contact: Sandra Smith, 1915 Sherry Lea Dr, Neosho, MO 64850 or email mochapterjo@gmail.com


 **P.E.O. chef's apron** — golden yellow, marguerites on bib, three pockets, x-long ties. Adult \$20ppd. Child's, one size fits ages 3-10, \$20ppd. Chapter N, Nancy Vest, 1230 Forest Dr, Sand Springs, OK 74063, nancyjoss@cox.net


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


 **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 angiegb@cotc.net

 **P.E.O. "Wild Women"** pin. \$20 + \$5 s/h. Ch U, 308 Mallet Hill Rd, Columbia, SC 29223 ddhredlips@gmail.com 803-699-6398.

 **Original magnetic daisy pin holder** attaches pin with a strong magnet. Pin your star to our 2 1/2" daisy and never struggle with that tiny fastener again. \$7.00 plus \$2.00 shipping each on orders less than 10, over 10 shipping is **FREE**. Checks to Chapter IT, send to Jan Burmeister, 1818 Ohio Pkwy, Rockford, IL 61108. If 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. to Ch. OO, P.E.O. c/o Pat Walton, 34400 Mission Blvd, A-1210, Union City, CA 94587.


 **Pewter ornament** elegant 2.5" heirloom quality, 2-sided ornament with marguerite and P.E.O. in an open-work star. U.S. made. Great officer or going-away gift. \$18 ppd. Chapter FF, PO Box 59, Frankfort, MI 49635. Information or order form: PEOChapterFFMI@charter.net. Also available: 1" version for a pendant or key fob, \$15 ppd.


 **P.E.O. garden banner** – w/gold star & 7 marguerites. 3 sizes incl. garden banner, 12x18" - \$25 ppd + 2 flag pole sizes avail. Photo & order forms avail. www.PEOChapterHV.org (link is external) or email chapterhv@gmail.com (link sends email) or call Sarah at 303-594-2455.


 **Murano glass** daisy heart pendant – 1.5x1.25" pendant includes silver tone neck wire. \$25 ppd. Ch AA, C. Chaires, 1381 Clydesdale Ave, Wellington, FL 33414.


Luggage tags—prices & designs email jbilltbill@aol.com Ch DT.


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

 **Handcrafted pewter marguerite** pin/necklace. Designed for Ch AR, Ruidoso, NM, size 1 1/8 x 1 1/2, \$17 ppd. J. Powell, 107 Snowbird Ct, Ruidoso, NM 88345.

 **Star keychain** – quality metal, engraved with P.E.O. for just \$12.50 each. May 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 1/4" attaches to clothing with magnet. \$30. Please state if your P.E.O. emblem is a clasp or tie tack back. Ch IH, 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 check to Ch BN, Janice Chambers 519 Lombardy Dr. Sugar Land, TX 77478 august1990@msn.com. Discounts for orders of 5 or 10.


 **Recognition pin** 1 1/4", burgundy cloisonné w/daisy. Tie-tack fastener. \$10 ppd. Great gift. Checks to: P.E.O. Ch FQ, PO Box 75, Florence, OR 97439. PEOFQPINs@hotmail.com

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

Nametags beautiful custom marguerite artwork, 1 1/2x3" white acrylic, magnet fastener, name + ch ID, \$13 + S&H, Ch JB, c/o Heidi, 719-528-5313, heidi@cburnett.net

 **Silver star letter opener** P.E.O. engraved. Lovely for gifts. Gift-boxed. Chapter FQ \$25 + \$6 S.H. ppd. 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 & 1 white deck each include the P.E.O. letters & marguerite. \$20+shipping, Chapter HB FL. rconley5592@aol.com or 772-453-3469.


 **P.E.O. bag** \$45. Ch FS Info at www.peoiowa.org, 515-532-2228, mikesuemechem@gmail.com.

 **Cotley decal** \$2 ea or 10/\$10. Cparkman.peo@gmail.com Ch AG/GA

 **Newsletter template** Incl images/logos cparkman.peo@gmail.com Ch AG/GA


P.E.O. chapter garden flag – waterproof 14x20" flag with your chapter letters! \$25 ppd. Check payable to Ch JP, mail to: Melinda Fish, 1105 Williamsburg Pl, Lawrence, KS 66049.

 **Classy 3x1" namebadge** gold laminate pin/magnet, st, chap, polkadot ribbon, etc! yrbk pg pin storage; 337-280-5779; srodemacher@gmail.com \$14 or \$15+s/h, Ch AT.


 **Play Daisy Bingo**—Facts about our Founders instead of #s, \$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! Check to Ch. DO, PO Box 4127, Riverside, CA 92514-4127. 951-809-3673.

 **Embroidered kitchen towel** –


all cotton. Bright set (pink, turquoise, green) w/ original P.E.O. design \$25 ppd. White w/P.E.O. or daisy design, (please specify) \$8 each ppd. Ch FL, c/o Joan P, 15604 Acacia Road, Oklahoma City, OK 73170 kitchentowels4sisters@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 Chapter ET, 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 postage. Send check to Chapter AE, PO Box 8, Christine, ND 58015.


 **Portable president's lectern** Folds flat, featherweight, only 8.5 oz, made from durable foam core-STURDY! Lovingly crafted. \$48 ppd. Includes sturdy storage box. Make check payable to: Chapter 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 Founders' Day program or gift. \$17 ppd to Ch DP c/o Maureen Davis, 3412 61st St, Lubbock, TX 79413.

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

 **Field of daisies bookmark** – Dimensions are 2" x 8 1/2". \$2 ea. or 6 for \$10. Make checks to: P.E.O. Chapter IP, send to Mary Cunliffe, 12442 Barony Dr, Dubuque, IA 52001. 563-584-9727

 **Sterling P.E.O. necklace** – dainty. Measures 3/4 by 1/4 inch. 16 or 18" long. Specify length. Sterling. \$49.95. + 1.95 shipping. Check to Ch. K, c/o CJ Gray, 325 Eagles Walk, Gastonia, NC 28056


 **BIL pins** All metal, die-struck 1/2" square with polished raised letters and military clutch back. \$10 ppd each. Check to Ch. L, 1400 Cedar Point Rd, Lagrange, KY 40031. marthahe23@gmail.com


 **Daisy magnets** for car, mailbox and frig! Round, 7" white & yellow daisy w/ P.E.O. in center. \$12 ea + \$6 for shipping 1-10 magnets. Ch AN, c/o Monica Johnson, 107 Glenn Burnie Dr, Easley, SC 29642, buffjohns@aol.com

Items for Sale


New eyeglass/computer

cleaning cloth from durable microfiber. Clean glasses, phones & computers. Daisies or fall tree, 5 3/4" square. \$6 each, add \$1 P/H up to 4 cloths. Checks to Chapter HX Westminster CO c/o Ann Thomas 8432 Newcombe St, Arvada CO 80005


 **Seven Founders** full color, one sister on each card. 5 1/2 x 4 1/4" as seen in Jan/Feb 2015 Record. Pkg of 7 w/ env \$12 includes P&H. Checks to Ch DP, Hilde Weintraub, 209 Galaxy Way, Lompoc, CA 93436. 805-733-1699 or hilde.weintraub2@verizon.net.

 **Elegant emblem holder**, magnetic, with engraved star, name, chapter letters and state \$12. Name and star only \$10. Can be made in 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, 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 (4x6) by IN artist Cheryl Harris. \$5.50 each + \$3 s&h (for up to 10 prints) Canada \$10 s&h. Ch EN, Martel Plummer, martelp7@gmail.com.


 **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. crystal 1 1/2 x 5" for \$4; multicolored spark 3x5" for \$8 or 1 P.E.O. crystal and 1 multicolored spark for \$10 ppd. Checks to Ch AX, Julie Cahoj, 15189 RD BB, Atwood, KS 67730. 785-626-5054.


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 to Ch DW, 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, rmhssh7@gmail.com 479-876-8799, 479-721-5741.

 **Graceful, classic P.E.O. jewelry:** letters or star! Chokers = 16" @ \$20. Bracelets = 7 1/2" @ \$15. \$5 shipping up to 8 pieces. XW/CA. KarenTreaccar@gmail.com to order.

 **Painted daisy notes** 5 1/2 x 4 1/4" pkg of 5 w/ envelopes \$9 ppd to Ch OL, Lorrie Eth-eredge, 10569 Reagan Ct, Peosta, IA 52068-9626.


 **Marguerite purse hook** Keep your purse off dirty floors & securely at your side. \$18 Check to: Ch MX, Connie Minnes, 3307 Douglas Wds Dr, Urbana, IL 61802.


 **P.E.O. Founders bookmarks** – laminated bookmarks great for gifts. 2/1" plus S&H. Ch K, c/o Susan Kautzsch at smkautzsch@gmail.com.

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

Marguerite postcard created by Chapter E MN sister. Send Hello, Get Well, Happy Birthday, etc. Order pkg 25 (or more) for \$12 + 2.75 shipping. Shellief@mchsi.com


P.E.O. napkins perfect to hostess a chapter meeting! 25 beverage size, white w/gold P.E.O. imprinting; \$7.50 ea. includes s/h. Checks to Ch FC, Ann Delach, 5405 N Seminole Ave, Tampa, FL 33604. Anndelach@hotmail.com for photo.

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


 **The center of P.E.O.** – calligraphy note cards. 6 cards/envelopes for \$10 ppd. (6 1/4 x 4 1/2). Checks to Ch EP/WI, Barb Sackett, W1309 Alpine Rd, Brooklyn, WI 53521 barb@countsunlimited.com.


 **P.E.O. daisy visor**, slide on, khaki w/custom patch with letters. \$12 + \$3 shipping. Send orders to: Dordie Roberts, Chapter 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 postage. Send email to peostarvideo@gmail.com to order.

 **Let others know** you're a P.E.O. 4x5" window clings can be displayed on any window surface using static with no sticky mess! Can be removed and replaced with ease. \$4 each, paid to Chapter LR; Patti Blair, 4045 Cambridge Crossing Dr, St Charles, MO 63304 or pblair4546@gmail.com or contact through our website sites.google.com/site/chapterlrpeo/fundraising.


 **Fragrant daisy soap** 2 pk \$6 plus \$2 tax, shipping, handling, (each) minimum chapter order 5 daisy 2 pk (5 x \$8=\$40 minimum order) Please send check to Ch JH, POBox 638, Cypress, TX 77410 or call Julie at 281-213-4773 for details.

 **Performance wear logo shirts** moisture-wicking tees for active wear, socials, & fundraisers. Navy, white or gold with P.E.O. daisy logo. State left chest or center front. XS-4XL. Men's long sleeve order 1 size down. Long sleeve \$22 or short \$20 ppd. Ch NB, Linda Schreier, 5379 Reber Pl, St Louis, MO 63139. peoshirts@gmail.com or 314-609-8661. Allow 8 weeks. NB Shirts order Form.


 **Garden flag**, 11x17" with your chapter letters. \$20 plus shipping. Make checks to P.E.O. Ch FM, 2158 Calusa Lakes Blvd, Nokomis, FL 34275.

 **Grave and urn markers** Solid Bronze. Exact Replicas of Emblem. Officially Approved. 3 inch Marker, \$60. 5/8 inch Marker, \$35 plus \$5 S/H for either marker. View our extensive gift catalog of beautiful JEWELRY & GIFT ITEMS... many have DRASTICALLY REDUCED PRICES. Visit our web link at plus.google.com/collection/4CsVmB. We are also listed on the Nevada State web site, or contact Su Hand, sumhand1@gmail.com, 214-455-7752. All major credit cards accepted. Ch Y, NV - Your VEGAS connection!!

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

 **Be-Jeweled emblem holder** 1-1/2" 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 # rings required. Orders are shipped July 15 & November 15. Send orders to: Chapter CL, Becky Vannatter, 14903 Bramblewood Dr., Houston, TX 77079 (281-496-6452) bvannatter@aol.com \$25 includes s/h.

 **P.E.O.-OPOLY game** is a perfect Founder's Day or anytime activity. Templates, instructions for assembly, 7 tokens & dice \$20 ppd (add 'I tokens \$5). Ch AB 2104 Twin Peaks Ct., Frederick, MD 21702 corsair45@comcast.net

 **P.E.O. postcards!** Eye-catching postcards to help you keep in touch with your sisters. Fifty (50) sturdy 4"x6" postcards, printed front & back. \$15 ppd. Front: "P.E.O...Giving Women The Power to Bloom and Grow" is centered over a purple & white daisy background. Back: Divided for address and message; "Sisters Helping Sisters Reach for the Stars" and www.peointernational.org are centered on the bottom. Make check to P.E.O.

Chapter CF, 2985 Broxton Lane, York, PA 17402
Questions? Email: srhopkins@verizon.net.

Founders' Day musical – Stephen Foster melodies with lyrics about six of our seven Founders. Includes hand-written music score for 2-part, word sheets for singers, recipes, and script for an "announcer" and each of the seven Founders. Very singer-friendly! \$35 to CZ/MO. S. Stock, 660-665-8416.

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

Two Pairs Pierced Earrings – One pair silver stars, the other stemmed yellow daisies in a lovely organza pouch. \$11 check including postage per pouch to Chapter EK, 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 art work to print: 4 coloring pages, 4 note cards, 4 postcards, 2 bookmarks, clip art and tips page, all emailed to you. \$20 for complete pkg. Ch GB, Susan Guntren, R.R. 1, Box 53 Eldred, IL 62027 or email peosistergb@gmail.com.

Daisy Notecards – Original watercolor artwork on folded notecards made with heavy card-stock (4 1/4" x 5 1/2"). \$12 ppd for pack of 5 w/envelopes. Checks to Chapter NE c/o Eileen Wargo, 1428 Royal St. George Dr, Naperville, IL 60563

This exquisite ornament was designed by Kurtis of Kurtis Klassics. Each ornament is hand blown and hand painted. The ornament is a lovely work of art. To purchase, send \$30.00 (which includes S&H) to P.E.O. Chapter J, Patricia Hamburg, 4339 Chamberlain Dr., Bloomfield Hills, MI 48301.

Sisters of love blanket is back! - Beautiful blanket originally sold by Chapter XI, Coronado, CA, is now being offered by Chapter AO, MD. \$79 includes cost of blanket + shipping to US address. Contact Nicole Ryan 443-235-1825. nhastings325@gmail.com

Cakes for Cottey – baked for your Cottey student, \$20 payable to Ch DW, Nevada, MO. Questions? Email bakennedy01@gmail.com. Phone 417-321-1842.

Vinyl Bumper Sticker – 4" X 6" P.E.O. oval w/instructions to magnetize, \$10 ppd Checks to AL/Chap C, c/o Susan Richardson 6338 McMurray Pl S, Mobile, AL 36609 251-402-7740

P.E.O. Car Magnet Large 6"x4" 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 includes s/h. Make check payable to Chapter ES; send to 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 and Two Tone \$49. Purchase them online at vachapterazpeo.org or Email orders@vachapterazpeo.org or call Chapter 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 shipping. JL/TX julie@wadeandjulie.com

A Society of Their Own DVD Let us take you back to 1923 some 54 years after the founding of P.E.O. as Franc reminisces with Granddaughter Maggie about the founding of P.E.O. 20 minute DVD plus insert. Approved by International. \$25, Ch GF/OR Linda Ellison, 541-990-2291, tigger@Cacerewoods.net

Sister Artist Stationary - Chapter LQ is blessed with artist sisters! Purchase a package of the same five or a package of one of each - \$6, shipping included. Order at sueaspeth@hotmail.com.

Needlepoint Yearbook Covers - Approximately 4 1/2" by 6 1/4" any color stitched with love by Chapter LQ. \$10 each. Order at sueaspeth@hotmail.com.

Daisy and ladybug notecards- Original artwork on folded 4 1/4" x 5 1/2" cards 10 pack w/envelopes \$20 + \$2 shipping. Check to Chapter HI c/o Rebecca Wall, 5167 Marlborough Drive, San Diego, CA 92116. Comes with ribbon and daisy sticker. Great for gifts. Email:rebeccatwall@gmail.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 meet here. For more information, go to www.peochapterhouse.org; email colopeo@msn.com; write: 1819 W Cheyenne Rd, Colorado Springs, CO 80906 or call 719-473-7670.

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.

Independent retirement living in a P.E.O. community. Explore the Idaho P.E.O. Chapter House at www.peochapterhouseidaho.org or call 208-459-3552.

BOOKS

Be the CEO of your P.E.O. kitchen! Cooking from the Heart cookbook. Nearly 600 recipes, including many from our founders. A gift of taste for sisters, family and friends. Hardcover with spiral binding. \$20 each ppd. Make check to Chapter LO and mail to: 494 Piney Point Dr., Roach, MO 65787. Questions? Email: nms04mckinney@socket.net or 573-374-5438.

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, Donna Aldrich, 1490 Albatross, Sanibel, FL 33957, donna@zebis.com

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

A Loving Concern – Ways to Show You Care. Suggestions for ways to provide love and care in cases of illness, grief, and special circumstances. \$15 + \$3.34 postage. Contact NC Chapter CI at peo.education.funding@gmail.com to order.

Daisy Delights – hundreds of our favorite recipes. \$15 ppd. Chapter T, Gay Jacobs, 465 Severn Ave, Tampa, FL 33606 ggjhappy@aol.com

Let's Talk about P.E.O. on Social Media

by Lucy Thoms, Digital Communication Specialist

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

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



tagline, mission statement and elevator speech. In 2007 came the "Let's Grow



and recipients, to do community outreach and to share how we make a

difference in the lives of women.

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

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

- Post to your own social media profiles. This gets the word out to your network of friends and family online. If your social media profiles are not private, you can also use hashtags on your posts to join the bigger conversation about P.E.O. online—some good ones to use are #peointernational and #peosisterhood.
- Create a social media page or profile for your chapter that's public-facing. Post photos of chapter events (successful fundraisers, fun socials, engaging chapter programs), highlight what your project recipients are doing (graduations, career successes, academic achievements)

and celebrate the successes of your individual members (membership milestones, personal successes and joys). Always make sure you have permission to post photos of your members online first.

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

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



Honor Our Founders on January 21

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

The P.E.O. Sisterhood was founded January 21, 1869, at Iowa Wesleyan College, Mount Pleasant Iowa, by Mary Allen (Stafford), 1848-1927; Ella Steward, 1848-1894; Alice Bird (Babb) 1850-1926; Hattie Briggs (Bousquet), 1849-1877; Franc Roads (Elliott), 1852-1924; Alice Virginia Coffin, 1848-1888; Suela Pearson (Penfield) 1851-1920.

Members may also find information regarding the Founders on the P.E.O. member website by visiting members.peointernational.org/founders.

Biographical information, images and recipes can be located here.

How Can I Use the Directory of Presidents?

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

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

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

Emails are only intended for official P.E.O. business (sending an “Introduction of a Woman Who Is Not

a P.E.O.” form or contacting an officer regarding a transfer) and/or approved communications. Each P.E.O. should adhere to the provisions of Standing Rule #2 of the International Chapter, found on page 82 of the Constitution. Standing Rule #2 requires state, provincial or district and/or International executive board authorization for circularization among members, local chapters, reciprocity groups or P.E.O. Groups.

Involvement of Cottey College Alumnae

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

Mailings from the P.E.O. Executive Office

Annual Reports for Local Chapters

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

Winter Mailing

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

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


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

Reminder Regarding Invitations to Transfer

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

P.E.O. Executive Office tours

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



Celebrate
PEO
150 Years!

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

Please see page 19 of this magazine for more information regarding the upcoming P.E.O. 150th anniversary including information on the 150 Fund, pictorial history book, commemorative jewelry piece and local chapter resources. Visit www.peo150.org 24/7 to quickly access more information.

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

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

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

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

Email: membership@peodsm.org

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

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

Address or Name Change (please print)

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

Name _____

Email address _____

Street or box address _____

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



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

THERE ARE CURRENTLY TWO WAYS TO BECOME A LAUREATE CHAPTER:

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

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

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