

The P.E.O.

RECORD

• • • November-December • • 2017

SUE BAKER Installed as International President

Complete Convention Report:

- Speeches
- Voting results
- Photo scrapbook
- And more!



Philanthropic Educational Organization

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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.

November-December

The P.E.O. Record Vol. 129 No. 6

Special Features

- 8 Grateful Appreciation to New P.E.O. Leadership
- 9 Meet the President—Meet Sue Baker, International President, The P.E.O. Sisterhood by Carol Lawton
- 19 Construction is Underway on a Commemorative Book
- 19 New Commemorative Jewelry Pieces Unveiled at Convention

International Convention

- 4 President's Acceptance Remarks—With Gratitude and Grace...Lead Forward by Sue Baker
- 10 State of the Sisterhood by Beth Ledbetter
- 14 Amendment Voting Results
- 20 Report of Convention of International Chapter of The P.E.O. Sisterhood by Debbie Rogers
- 24 President's Closing Remarks—I'll See You Later by Beth Ledbetter
- 26 Nothing Could Be Finer—Convention Scrapbook
- 32 BIL Corner—Those International BILs by Albert Leffler
- 34 Projects Night Livestream Parties
- 50 Thank You—Nothing Could Have Been Finer!

In Every Issue

- 1 About P.E.O.
- 3 Your Letters
- 18 Follow P.E.O. on Social Media
- 36 Award Winning Ideas
- 38 P.E.O. Authors
- 40 Centennial Chapters
- 42 New Chapters
- 43 Items for Sale
- 48 Tech Tip—Tech Terms: What do they Mean? by Lucy Thoms
- 49 To The Point



On the COVER Sue Baker installed as International President

Photo by Nils Ribi

Page 14

■ Pro

■ Con

Page 26



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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.

The Importance of Sisterhood

I read with interest the story about a woman initiated into P.E.O. at age 84. I have been a P.E.O. for 70 years. I attended Cottey College in 1943-44 and was initiated into my mother's chapter, P, in Houston, Texas, in 1947, the year I graduated from Rice University at age 20.



Emily Butler Osborn

I moved to Lake Jackson as a bride in 1950. With a friend, Lucile Swanke, also the daughter of a P.E.O., we started Chapter DA, Lake Jackson, Texas. I served as president, chaplain and Cottey chairman. I have been active in my chapter ever since, until age and health issues recently slowed me down.

P.E.O. has been very important in my adult life. I internalized the meaning of the motto and the chief duty. The first scripture I ever learned

was from the initiation ceremony and I can still say all the scriptural lessons and responses for the star's message. However, the most important part of P.E.O. has been, for me, the Sisterhood aspect of our organization.

*Emily Butler Osborn, DA,
Lake Jackson, Texas*

P.E.O. Sister and Bag Courier

It was Friday night on eclipse weekend in Fayetteville, Georgia, and my husband and I were running late. We quickly loaded up the dog and the various things we would need for our four-day trip to Nashville, Tennessee, to see our daughters and my sister for the big event. At 11:30 p.m., after a long drive, we unloaded and discovered I left my bag at home! It contained my prescription medications, gifts for family, all my clothes... EVERYTHING I needed.

I sent a few texts to friends asking if they knew anyone headed my way but no one did. I got ready for bed and said a prayer asking God to help me get my bag. I slept fitfully,

thinking about how I would have to manage the next four days.

The next morning the idea popped into my head to send an email blast to my Chapter AF sisters asking if anyone was possibly driving to Nashville that weekend. Within 20 minutes of sending the email, my sweet sister Terri Niebes called with the wonderful news that she was heading up to Nashville the next day and would be happy to help me out. What an answer to prayer! What a blessing she was! I had not seen Terri for months, but nevertheless she jumped into action and took care of me. She is a gem and makes P.E.O. Chapter AF Absolutely Fabulous! Thank you Terri!



Terri Niebes and Jill Grill

*Jill Grill, AF,
Peachtree City, Georgia*

SOLAR Sisters



From the left: Bonnie Fahrner, Charlotte Walther, Joyce Block, Janet Jensen, Jerri Eggerding, Anne Von Brecht, Evelyn Randall, Kay Mastro P.E.O. sisters from Chapter NM, Belleville, Illinois, and CU, Pewaukee, Wisconsin, met at the farm property of sister Jerri Eggerding near the town of Red Bud, Illinois, to view the total eclipse on August 21, 2017. Like those who viewed the eclipse of 150 years ago in Mount Pleasant, Iowa, these sisters were thrilled and awed by the spectacle.

*Janet Jensen, NM,
Belleville, Illinois*

My daughter Taylor and I decided to take a road trip to Tricia O'Connor's beautiful Idaho home to watch the total solar eclipse on August 21, 2017. Of the 31 people camping and sharing the O'Connor's amazing hospitality, there were seven P.E.O. sisters from chapters around the country. It was truly a once in a lifetime event!



From the left: Erin O'Bryan, California; Carolyn Richard, Indiana; Jen Midkiff, Arizona; Tricia O'Connor, Arizona; Jeri Mihalic, Montana; Taylor Midkiff, Arizona; Flo Brengle, Indiana

*Jen Midkiff, CU,
Phoenix, Arizona*

With Gratitude and Grace... **Lead** *forward.*★

President's Acceptance Remarks at Convention of International Chapter

by Sue Baker, President, International Chapter

It is with gratitude and humility that I accept this gavel and the honor of serving as president of International Chapter.

I would like to express my deep gratitude to those who have served before me for their benevolence, courage and wisdom.

To the executive board serving beside me—thank you for your honesty, reliability and authenticity; we all appreciate your efforts and personal sacrifices to serve at this level.

There is a rich heritage for us to cherish set forth by so many—beginning with seven brilliant young women, our Founders—Mary Allen, Alice Bird, Hattie Briggs, Alice Coffin, Suela Pearson, Franc Roads and Ella Stewart—who, on January 21, 1869, with the hopes and dreams of college girls on the Iowa Wesleyan campus, pioneered a society for women that has endured and thrives still today.

We endeavor to model the vitality and generous hearts of our Founding sisters, but beyond them, we also have had many more generations of leaders who have continued the profound legacy of our beloved Sisterhood. Sincere **gratitude** to all who have served to bring us to this anticipated celebration biennium.

In the words of Franc Roads Elliot, “Evolution and growth mean life to

organizations as well as individuals.” While we no doubt have exceeded the expectations that they had for the Sisterhood, our Founders are credited for the firm foundation laid, while our organization has progressed to meet the needs of today. Personal growth and general improvement have always been part of who we are and we must not let that go. Each of us must continue with a personal commitment to excellence as we endeavor to perpetuate this great Sisterhood into the future.

We are strong—we want to stay strong and we want to become even stronger—having more of a presence by helping women attain their highest aspirations; supporting more members who need our loving concern. We just spent a whole biennium becoming... have we become yet, what we are to become? You can bet not! There is still more becoming to do...forever and always.



We have our sesquicentennial anniversary to celebrate this biennium—150 years STRONG. We have set lofty goals in anticipation of this milestone. The first is to reach 250,000 members by 2019—the number of members we had in

2005. We will work to return to that number or at the very least, build positive trends for growth.

We are often challenged by the opinion that there is too much emphasis on membership numbers. It may seem that way; however, our encouragement to grow is not based on numbers, but the sustainability of our Sisterhood. It is really about how much we can accomplish with more members; how many more lives can be positively impacted by our philanthropic efforts; how many more leaders we can send into this world.

We are a safe haven in a troubled world. We are so blessed to be part of this premier organization that, more than ever, is needed to pick up the pieces of lives; making life more serene, meaningful, joyful. Where we celebrate, motivate and inspire. Our Objects and Aims remind us to appreciate the beauty of nature, the value of learning and to commit to constant improvement both personally and as an organization. Who would not want to be part of something as wonderful as P.E.O.?

Our dues are affordable, our 12 regular business meetings a year manageable, even for those with busy schedules. Notes of gratitude and encouragement—handwritten notes arriving in the mailbox—who does that anymore? P.E.O.s do—all across the continent. Women need this constant love and care to navigate our lives—we need to receive it, and we need to give it! Together we can strengthen the heart of P.E.O.

Let's say we do forget about our membership numbers—don't release those annual reports and just consider this: what if EVERY single member took it upon herself to make one thing happen—share the gift of P.E.O.—not a philosophical obligation for someone else, but a joyful choice by each member.

I call on you to "Share the Gift."

Who knows one person that would appreciate our values and enjoy contributing as a good P.E.O. sister? Take three seconds, then raise your hand when you think of someone you could/should invite. Raise them high, so everyone can see. There are 3,000 passionate P.E.O.s in this room—if we each act on our idea to give the gift—look at the cumulative difference we would make in so many lives.

Some say, what if our chapter gets too big; it's too hard to nurture new members; or there's not enough room in our homes for a meeting? You likely already know the answer to these questions. There are two options—become a key lateral transfer to another chapter that needs your loving guidance or be the spark for a new chapter.

With a goal of one new chapter per state, province and district during this biennium, let's keep our organizers really busy! Organizers will help you, new chapter members (or those in a struggling chapter) will thank you and your chapter will find new joy—I know we can beat this goal by adding more than one chapter per s/p/d and by strengthening all chapters who need extra help. Let's do it!

HOW ELSE CAN WE GROW?

Obviously, I love P.E.O. and the ideals for which it stands and cannot think of a greater gift to give. We know that P.E.O. is not for everyone, but we are often asked how to attract younger members. What if we dispel the idea that our young people would not be interested in P.E.O.? What if they are not too busy, might appreciate the structure of our meetings or our ceremony?

We know that many do like it as evidenced in the young member survey done in 2015. They report that the blessings of ceremony offer potential for a deeper purpose. Ritual

can simplify their lives because they know what's coming, what to expect and in an ever-changing and very unpredictable world; that can be comforting.

They do believe in our virtues and sense of purpose. As for all new members, we need to mentor them to become the best P.E.O. that they can be. If you cannot bring your own daughter or daughter-in-law into P.E.O., then invite someone else's daughter, she will be eternally grateful. Consider the ages of our young Founders when they had the initial concept of P.E.O. Young members today are bright, energetic and the future of our Sisterhood.

A young member recently commented after a meeting, "I looked around and was so grateful to have my friends there, sharing this P.E.O. experience." It can take a while to get the younger members built up, but once it starts, it grows—for if it is a positive, empowering opportunity—they **want** to bring in their friends.

Let me remind us here that "young" is relative—for some chapters young (really young) is 60! That's ok...find them, too. In my own chapter, I am old at 63. Our young members thrive because they have had good training, solid role models, undying support and we are P.E.O. focused with our programs and activities.

Our chapter had a STAR scholarship recipient who spoke at our state convention and, in learning more about P.E.O., expressed an interest in our philanthropic purpose. We initiated her into our chapter as a lineal descendant, a granddaughter. The only meeting attended at our chapter was her initiation—she graduated from Loyola and was an actress in Chicago, New York and recently moved to L.A. and transferred to Chapter GA, California—she loves P.E.O. We gave



her the gift of membership and she has taken it across the country—from sea to shining sea.

What a comfort to know that there are so many women out there who care deeply for this young woman. We cannot diminish the impact of these relationships for the safety, comfort and security in our world today. It is not about numbers, it is way bigger than that. It's about creating generations of love.

The beauty of our Sisterhood is our age diversity; the intergenerational relationships we so appreciate. Our older members add that polish, knowledge and wisdom essential to sustain the traditions and to cultivate connections with our past. We need them to gently mentor new sisters toward the true spirit, so that passion will sustain the good words and works of P.E.O. Too often our most seasoned members feel like they no longer can contribute like they did in the past and they get disheartened and go inactive.

We must do everything in our power to prevent this—showing them that we value their presence and give honor to the fact that they have already led us to this place. Often it takes a proactive effort to keep members engaged who can no

longer fully participate; keep them connected, because we are called to care for our older and infirm members with our loving concern. Generation to generation—we lead forward to strengthen our legacy and build our secure future.

PHILANTHROPY—150 YEARS STRONG

In a recent discussion with friends we got onto the topic—"have I really done enough for the good of humankind? I've had a good life and I've helped others on occasion, but really have I made a big difference?"

In pondering this question, as a member of P.E.O., I don't think there is any doubt that individually and collectively we do make that difference in the lives of women and families. In fact, the impact is profound and when I hear my non-P.E.O. friends doubting whether they have done "enough," I find comfort that by belonging to an organization that promotes peace, faith, love, purity, justice and truth—we are doing that! I don't have to make a difference in the world ALONE—together we can do more than we could ever hope to accomplish as one single person.

In his book, "Doing Good is Simple," Chris Marlow says, "It is God's deep desire to partner with everyday normal people using their talents to do good." We are in that community, sisters—everyday normal people using their talents in so many ways...and it is fairly simple. If every one of us chooses to do a little—serve in office, hostess a meeting, give a program, chair a fundraising event—that is how we reach greater heights. And we

need to keep extending beyond that reach—moving the stake out further and further—stepping out, **leading forward.** Just in the past few days you have witnessed the project speaker stories and heard the large distribution of undesignated funds to our projects—we make this difference by having garage sales, teas, selling plants, nuts...and we say "YES" whenever we can to be the one to lead a small effort; mutually leading to this grand scale of making a difference in our world. Every dollar that goes to educate a woman and improve a life continues to strengthen the heart of P.E.O. while creating vitality in our chapter life.

It makes me think of the word GRACE—the exercise of love, kindness, compassion

Grace is defined as "the disposition to benefit and serve others." Grace changes everything.

And you know...there is a certain loveliness and beauty in P.E.O.—**Grace.** That word brings calm and makes us "take pause" about what is really important. Adjusting priorities daily as we look around to determine what we can do to positively affect another life—making it easier in that moment.

Grace aligns with women who believe in giving more than receiving

It aligns with 100 percent loving concern; active participation and engagement in the human power of love.

By service and outreach to others we demonstrate that generosity has a grace all its own. Generosity of money, but more importantly, generosity of the heart! They go hand-in-hand in P.E.O.

It is with gratitude and **grace**...that we must **LEAD Forward**

LEADERSHIP IN P.E.O. IS ESSENTIAL

Each person in this room is a leader. There are many ways to lead, you don't have to be state, provincial or

district president; or even a local chapter president. You don't have to have the gavel in your hand to lead. We ALL must be good examples and good leaders, women who contribute in some way to strengthening the heart. Leading without a title is the most noble way to lead. When your chapter members see someone willing to roll up her sleeves and do the work, they will join in the effort. BE THE CHANGE YOU WANT TO SEE IN P.E.O.—step up, each and every one of you. Make a promise while you are together, here in this place to share with your chapter their impact on the big future of P.E.O. Go home and involve your chapter, sister-by-sister, with our mission.

You are familiar with the heart goals from last biennium. We are inspired by the engagement of our leaders and members to achieve them. We firmly believe in the Chapter and Philanthropic Vitality goals to strengthen our local chapters, providing positive energy, leadership, growth and outreach. We will continue to pursue those same goals for membership, philanthropy and vitality in the coming biennium. We intend to keep the heart of P.E.O. beating as we strive to strengthen it.

Our most robust local and s/p/d chapters embraced and achieved the heart goals as described by “2-0-1-7”. Others are just now catching on—so let's keep the momentum for:

“2” initiations per chapter per year (needs to be a forever goal) Even better—each sister bring one!

“0” – no sister or chapter left behind; no inactive members; no disbanded chapters;

“1” new chapter per s/p/d by 2019 and one in the process of organizing; 100 percent loving concern will never go away, it is the foundation of our being and is here to stay!

With a goal to connect and engage with the local chapter we need to relay the responsibility for each member to propose a name, stay connected with those not able to participate and bring an inactive sister “back home” to P.E.O.

We are each in a local chapter ourselves and we know that no membership goals set by the s/p/d or International Chapter will matter at all, unless it happens at the local level. Let's celebrate by telling their stories of success; spotlight them so that others can be inspired to achieve similar success. I would love to be able to share inspiration at Convention in 2019, so flood my inbox with stories of local chapters “strengthening the heart of P.E.O.”

The heart has evolved—from original with our strategic goals; to two chambers Chapter and Philanthropic Vitality.

As our new board refreshes the goals we promise to “reveal” them soon so you can plan your next

year's programs and activities to support them.

I think we each can set personal and chapter goals to make the heart of P.E.O. beat stronger so that we are ready for our BIG CELEBRATION. Reach out with gratitude and grace. Put loving arms around our sisters, our recipients, our country and our world.

Let's value the legacy set before us and be proud of the legacy we ourselves are creating. Let's feel pride in everything we do.

Show your PRIDE by “coming home” to Iowa in 2019—it will be a celebration you will not want to miss. A once in a lifetime event—visit the music room in Mount Pleasant where the first initiation took place, the Executive Office to meet our staff and view the public art piece designed for this celebration, “meet” the Founders, their direct descendants, past recipients, sisters from all across the U.S. and Canada. Bring your families—there will be lots of activities for everyone! Plan ahead and in two years you will have the vacation of a lifetime, one you will NEVER forget! I hope you will be part of this historic event.

We are in this place today where we can look back, be present, look forward and imagine the future of P.E.O. We CAN actively affect our own future—let's get all in and...

With Gratitude and Grace...LEAD FORWARD! 🌸



With Gratitude and Grace...
Lead
forward.★



We extend **grateful appreciation** to these **appointees** who are serving on P.E.O.'s boards and committees.

Ann Lambert, Past President, Massachusetts State Chapter
P.E.O. Educational Loan Fund Board of Trustees

Jan Knuckey, Past President, Ohio State Chapter
P.E.O. International Peace Scholarship Fund Board of Trustees

Betsy Dietz, Past President, Arkansas State Chapter
P.E.O. Program for Continuing Education Board of Trustees

Laurie Collins, Past President, Washington State Chapter
P.E.O. Scholar Awards Board of Trustees

Rebecca Daniel, Past President, West Virginia State Chapter
P.E.O. Scholar Awards Board of Trustees

Jayme Resnik, Past President, Michigan State Chapter
P.E.O. STAR Scholarship Board of Trustees

(Barbara) Ann Bowen, Past President, Illinois State Chapter
Finance Committee and Audit Committee

Stephanie Davis, Past President, Tennessee State Chapter
Study and Research Committee

Christine Ankeney, Past President, Missouri State Chapter
Study and Research Committee

Nicole Berner, Past President, Nebraska State Chapter
P.E.O. Foundation Board of Trustees

Mary Short, Chapter BR, San Antonio, Texas
International Chapter Parliamentarian

Barbara Burgess, Past President, New Jersey State Chapter
Membership Committee

Cynthia Fulp, Past President, Missouri State Chapter
Membership Committee

Jan Loftin, Past President, Nebraska State Chapter
Membership Committee

Jacqueline Dawson, Past President, Arizona State Chapter
Membership Committee

Kathleen Feldman, Past President, Florida State Chapter
Membership Committee

Rita Briggs, Past President, Georgia State Chapter
Membership Committee

Linda Spence, Past President, Connecticut State Chapter
Nominating Committee

Glynda Samford, Past President, New Mexico State Chapter
Nominating Committee

Lou Ireland, Past President, Florida State Chapter
Nominating Committee

Jo Ann Fetterman, Past President, Washington State Chapter
Nominating Committee

Kathryn Bayne, Past President, Maryland State Chapter
Nominating Committee

Julie Wilson, Chapter AL, Beaverton, Oregon
Committee for the P.E.O. Leadership Development Initiative

Jennifer Mitchell, Past President, Florida State Chapter
Committee for the P.E.O. Leadership Development Initiative

Marylou Ruud, Past President, New Mexico State Chapter
Committee for the P.E.O. Leadership Development Initiative

Debbie Kotecki, Past President, North Carolina State Chapter
Committee for the P.E.O. Leadership Development Initiative

Meet Sue Baker, International President, The P.E.O. Sisterhood

by Carol Lawton, Past State President, Ohio State Chapter

Born and raised in Wooster, Ohio, Sue Baker attended Miami University, and then graduated from The Ohio State University with a Bachelor of Science degree in nursing. While at Ohio State, she was active in Kappa Kappa Gamma sorority and was inducted into Sigma Theta Tau, a national honor society for nurses. As an RN and Registered Vascular Technologist, she specialized in cardiac and vascular nursing during her professional career. In addition to her faculty responsibilities at the Trumbull Memorial Hospital School of Nursing, she held supervisory positions in obstetrics, newborn nursery, psychiatry, medical and intensive care.



Sue's P.E.O. journey began in 1979 with her initiation into Chapter EE, Warren, Ohio—her current chapter. With the theme of "The Pursuit of Peace and Purity," she presided at the Convention of Ohio State Chapter in 2004. Sue was grateful for the incredible insight gained and the opportunity to develop and extend her P.E.O. service through four years on the International Peace Scholarship Board of Trustees. She is a member of the National Association of Parliamentarians.

Married to her college sweetheart, Chuck, they are delighted to have four granddaughters and two grandsons to enjoy. Their three daughters, Kristen Gebhardt, EE, Warren, Ohio; Deanna Andamasaris, EE, Warren, Ohio and Julie Lintz, JL, Dripping Springs, Texas, are active P.E.O.s, initiated by Sue, and all married to wonderfully supportive BILs!

Active in the United Methodist Church, Sue has served as chairman of the Administrative Board and Staff-Parish Relations Committee and led the children's music program for many years. She is currently involved as a Grief Share leader; sings in the choir; plays hand bells, piano, and organ; and serves on several committees, including Staff-Parish Relations and Mission Outreach.

Past community activities include Women's Panhellenic Association, Warren Junior Crafts and the Board of Directors of the Northeast Ohio Adoption Agency for special needs children. Sue is the corporate secretary and office manager of their family general contracting business, E. B. Baker and Sons, Inc.

A past president of Sue's local chapter recently said, "Over the

past eight years, Sue has worked diligently to fulfill her duties through her positions on the International Board. Every step of the way, she has been a model of dignity, purpose, and dedication—not only at the International level but also at the local level with our own chapter. She continues to host meetings in her home, support fundraising efforts, interview project applicants and so much more. She is always there for us!" In addition, another member noted, "What most impresses me is that Sue has not neglected her family, friends or church for her work on the P.E.O. International Board."

In her spare time, Sue enjoys vacations with her family, attending sporting events, cooking, playing piano, playing harp and reading. 🌸

State of the Sisterhood

by Beth Ledbetter, President of International Chapter, 2015-2017



"Before I begin," he said, "I wonder if you all would do me a favor. I need you to do three things: Sit up straight, lean forward a little...and look interested!" OK—so I don't have the clout or the voice of this 80-something year-old, six-foot-eight giant of a man who is my former pastor and two term Bishop, so I won't ask for the same three favors. It would be wonderful, however, if you could... look interested. That would be awesome!

I realize that the delivery of the State of the Sisterhood address is sort of a "rite of passage" and it's an opportunity that I appreciate. I am also aware that the only thing about the address that is uniquely mine is the delivery and what I put on paper. All those things that have taken place this biennium that constitute the content is the collective effort of this executive board, all P.E.O. leaders at every level, title and classification—all our members—and our energetic executive office staff.

I shared with you in Indianapolis that the strategic plan from which we have been working originated during the 2011-2013 biennium to extend out to our Sesquicentennial in 2019. Some of the accomplishments of this biennium are ideas from that early beginning now coming to fruition.

Even a strategic plan is amendable and we have definitely amended it from time to time. A number of enhancements were added at our retreat following the 2015 convention. The executive board, in collaboration with our facilitator, Meredith Kimbell, identified additional goals that we wanted to be able to celebrate at the 2017 convention. So here we are to give an accounting and, yes, celebrate what we have been able to do together.

First of all, I am happy to report that the P.E.O. Sisterhood and our Cottey College continue to be financially sound and debt-free. We finished the biennium with a nice surplus and we celebrate that, although we expected no less!

CHAPTER VITALITY

What could possibly be a more fundamental goal than Chapter Vitality? Yet, does it always get

proper priority? We spend a large portion of our time, creativity and energy providing new and improved ways of doing things—conveniences, new programs, better ways to market P.E.O.—to put a younger fresher face on our 150 year old organization—all good activity. However, as a board we agreed that an imbalance can occur when we get so caught up in developing and providing that we neglect appreciating and encouraging our most precious resource, our local chapters and their members.

That said, a major priority this biennium has been our local chapters and that was the impetus for the idea to use the numbers in 2017 to stress that priority as follows:

2 new initiates per chapter each year of the biennium

0 inactive members or disbanded chapters

1 new chapter organized per state, provincial or district chapter during the biennium

Emphasis on loving concern in our chapters in honor of our 7 Founders.

Our local chapters and state, provincial and district chapters, hereafter referenced as s/p/d chapters, have embraced the 2017 challenge, as you will see shortly in a video following the address. Even so, the hard truth is that as a Sisterhood we have not yet turned all trends positive and overall we had another increase in inactive members. That is a too familiar story. And that's all the bad news I'm going to give you because in spite of what I just said, we have much to celebrate! It has been gratifying to see the excitement of s/p/d chapters who have maintained their own upward trend or turned a downward trend upward. That is the way we will

OUR INITIATIVES FOR THE 2015 - 2017 BIENNIUM FALL INTO SIX CATEGORIES:

- 1 Chapter Vitality
- 2 Philanthropic Vitality
- 3 Brand Communications
- 4 Leadership & Training
- 5 Finance & Operations
- 6 Technology



eventually turn the Sisterhood as a whole—one s/p/d chapter at a time.

We have many reasons to be hopeful, having seen the pride exhibited during the spring conventions and at LEAD by those who **have** been able to boast having two or more initiates; having no disbanded chapters this biennium; having a decrease in the number going inactive and an increase in reinstatements; reporting at least one new chapter for the biennium – some as many as four - and measurably more satisfaction with increased attendance and enthusiasm in their chapters. Yes our chapters “get” the 2017 symbolism and I know that motivation will continue to build in the coming biennium. I’m confident because I’ve seen some of their goals.

We believe that, in time, quality of experience and strength of our chapters will convert to more members, possibly by something as simple as reducing further the number of members choosing to go inactive, which was the case with some of our s/p/d chapters during this biennium.

Regarding local chapters, a concerted effort has been made in disbanded chapter prevention. Far too many chapters disband when they could be lovingly brought back to productive life. Amazingly, we still have three states with no disbanded chapters. Can you name them? Yes—Alabama, Montana and Wyoming! I visited Montana State Convention this spring and had an opportunity to ask the board, “So what is your secret for maintaining no disbanded chapters?” Do you know what they said? The organizer said, “We just say no!” I like that—I like that a lot!

Yes, s/p/d officers, you have the right and even the responsibility to

say “no” until you are satisfied that no stone has been left unturned to save that chapter. Chapters are precious—they are history; they start out with great hope; they are not mistakes with no future. We have to fight the good fight for our chapters and we have seen some good results this biennium and expect that momentum to grow, as well. There is great pride in accomplishment when a chapter is revitalized.

We are as close as we have been in a long time to having the number of disbanded chapters offset by the organization of new chapters. There has been a drop in disbanded chapters this biennium of approximately 30 percent and that is good news, indeed! Celebrate! That trend line is going the right direction—the new chapter and disbanded chapter lines almost crossed this biennium. Fingers crossed for the next biennium—it could happen!

Members choosing inactive status continue to be what prevents us from having an upward trend in membership. [You know, it isn't enough to discover why members go inactive. It is critical that we provide the kind of full membership experience that compels members to remain active for a lifetime.](#) And I continue to believe the very most important part of the process is selecting those women who can fully embrace the values of the P.E.O. Sisterhood and our mission and then mentor them as they are **becoming** P.E.O.s.

Included under the umbrella of Chapter Vitality was the goal to complete the process of the convocation of Alaska State Chapter. That was accomplished on September 25, 2016. Seeing Alaska State Chapter receive their charter this morning was

another time to celebrate—and we did, didn't we? It is an understatement to say that we are so proud of our Alaska sisters and how they are adapting to state chapter life.

I was afforded an unexpected opportunity this spring to visit two local chapters celebrating significant milestones and I just want you to know I found Chapter Vitality in Iowa—I hope that doesn't come as a surprise to the Iowa delegation! Chapter Vitality is out there—we simply want and need more of it.

PHILANTHROPIC VITALITY

Education for women – Philanthropic Vitality...that's what we do and do well. It's the heart of our organization. It has been our goal to motivate every chapter to participate in strengthening our philanthropic outreach by giving financially and/or sponsoring at least one candidate each year of the biennium. In other words, to be actively involved in the mission of our organization.

A more specific goal was to see STAR become self-sustaining by the 2017 Convention of International Chapter. By self-sustaining, we mean that the income on their long-term investments is sufficient to cover their operation costs, requiring no subsidy from International Chapter.

The membership really took to the challenge, especially when asked to contribute \$20.17 above their normal giving. We hopelessly succumb to gimmicks, don't we? That number – **\$20.17** got everybody's attention. I am excited to tell you that we can celebrate today! STAR has achieved the self-sustaining goal, thanks to our very generous membership. When STAR was adopted as our sixth project in 2009, it was projected that the time it would take to become



self-sustaining is about 15 years. We—you—have been able to cut the projected time to achieve self-sustainability in half. That is something to celebrate, for sure. ELF celebrates 110 years this year and that optimum formula has been realized that keeps available funds flowing out in loans—not accumulating for lack of use—and back in to be available for new loans. Scholar Awards increased their number of awards to 100—these are just three examples of the health of our projects.

Chapter and Philanthropic Vitality are so very intertwined. Naturally, when the membership numbers decrease, income from dues also decreases. We all understand that. Yet, I am happy to tell you that our philanthropies are still performing at an equal level as before, even slightly higher for the biennium. So do not be discouraged with your efforts and fear that P.E.O. is failing. We continue to fulfill our mission. That is because of thousands and thousands of women just like you—represented by you, committed to P.E.O. and the good work we do—just like you. Here is a heads up: I have no intention of spoiling anyone's fun or to steal anyone's thunder, but be sure to pay attention to the report of the P.E.O. Foundation tomorrow. Just sayin'!

Make no mistake—there is no pretense that numbers don't matter. Again, our income rises and falls with our membership. We can turn our membership trend line upward and sustain it, but only as we add members committed to our mission who will stay with us, not "here today and gone tomorrow." While we want the membership line to go up, we must also see the inactive line go the opposite direction.

BRAND COMMUNICATION

Under the banner of **Brand Communication**, our P.E.O. Brand Took Kit and P.E.O. Style Guide were introduced at the last International Convention to help educate and equip our membership to speak effectively in telling our P.E.O. story. The development of our P.E.O. Brand has been a focus this biennium through updated guide brochures and other resources and supplies—actually everything passing through our communications department.

For example, **The P.E.O. Record**, which has been published consistently since 1889, is our mainstay communication tool and conveyor of our P.E.O. Brand. It has been fun to read the kudos that come from the membership for the quality magazine that is distributed every two months and, according to our members, continues to improve every biennium. But here is a bittersweet message I received a few months ago and I quote: "I just wanted to tell you, President Beth, that I really enjoyed your President's Message." And I'm doing a mental "YAY!" And the next line was, "I don't read the whole Record..." and my mental "YAY" turned into a mental, "Oh, no!" We are all better informed P.E.O.s when we read our Record—all of it. Now look....you deserve to take a break at least once every two months—so sit down with your Record and beverage of choice and see what is happening in P.E.O. land. We are very proud of our product and the stories it tells!

The P.E.O. International Member **Website** has been in place a long time with periodic upgrades and has continued to be developed throughout this biennium with navigation improvements and new content. **Social media** has been an incredible tool for helping share the P.E.O. story online. We are on Facebook, Instagram, Twitter and LinkedIn, giving members the opportunity to connect and engage directly with International Chapter and with other members. We are at nearly 17,000 followers on Facebook. Our newest outlet,

Instagram, is more popular among the younger demographic; it is at nearly 1,400 followers.

LEADERSHIP & TRAINING

Regarding Leadership and Training, a major goal for this biennium was to define a permanent structure for the Leadership Initiative that has been an ad hoc committee, beginning with the 2013- 2015 biennium. We are so pleased to celebrate the completion of that goal at this convention. You have seen their logo in The Record for some time now and recognize their formal name as the P.E.O. Leadership Development Initiative, and, of course, there is an acronym—LDI.

In the coming biennium, LDI will be a committee of four with two of the original ad hoc committee being appointed to the permanent committee for a two-year term to provide experience and continuity. Two new members will be appointed to serve with them—one to serve four years and the other to serve six. It was also determined that a half-time support staff member, located at executive office, would be part of the permanent plan; she was introduced last night with the executive office staff. So the committee and half-time staff person are ready to go at the close of convention. The two remaining members of the original ad hoc committee will serve as subject matter experts and consultants as needed.

Speaking of subject matter experts, our ad hoc committee has not overlooked the contribution that can be made by faculty and staff at Cottey College. Several contributions have been made to the Leadership Resource Library from Cottey and we look forward to continued collaboration. I look forward to our Cottey presentation tomorrow morning.

The work of the LDI has made a noticeable difference in s/p/d board function and stability—another goal under the banner of Leadership and Training. Through the efforts of LDI, our s/p/d leaders have greater tools with which to resolve situations and to skillfully onboard new members and mentor all members. To see this initiative develop

into what it has become is a beautiful thing. It has been a real affirmation to the need for and effectiveness of LDI to see increased stability among s/p/d boards. You will hear a report from the ad hoc committee in tomorrow's business meeting.

Another goal, for which time has come, is to advance the Regional Membership Representatives (RMRs) to the standing committee level, bringing full circle the original plan for the RMRs. The past eight or so years of experience has been enough to confirm that a committee of six is the right number to serve six regions and that the time is right for proposing an amendment for the creation of an International Membership Committee. You have read the proposed amendment in the convention issue of The P.E.O. Record, right? Since the presentation of the proposed amendments is yet to come, I will say no more about that. Postscript: The amendment was adopted.

The RMRs and the LDI ad hoc committee have been two vitally important parts of our overall development strategy whose time and effort I am especially happy to acknowledge.

FINANCE & OPERATIONS

Our fifth initiative is Finance & Operations. As you would expect, we were determined to focus on being good stewards of the funds entrusted to us, which we know is a goal of every executive board. But we felt there could be opportunities this biennium for financial savings if we focused on our two "big ticket" items—technology and legal services. We were quite successful in the area of technology—not so much in the legal services area. Some of the changes taking place this biennium requiring legal services has prevented us from making a significant reduction in our outlay for legal services. However, we think we are in good position to effect a decrease in the next biennium. More about the savings in technology costs later.

Other areas in which we have focused on finance and operations include:

- Helping s/p/d chapters reduce

their convention costs through the assistance of our Convention and Special Events Manager (CSEM), who is a fantastic negotiator and who is willing to examine contracts and help negotiate costs. Some s/p/ds have availed themselves of her help.

- Finding ways to reduce the cost for visitors to attend Convention of International Chapter: No, our heads are not in the sand! We realize that in the cities with venues suitable for our International Conventions, costs are high. Again, our CSEM has been able to renegotiate a number of items to lower costs and/or achieve better terms. However, contracts have been signed for several years in advance; the greatest potential for savings will be in future contracts. Lower cost hotel space for visitors has been negotiated for this biennium as well as equalizing the cost of special dinners. Certainly more needs to be achieved in this area in the future.

- In the area of operations, we adopted a professional master building and grounds plan in order to safeguard our investment in our executive office and to be show-ready by the time the Sesquicentennial Celebration comes to Iowa in 2019; also to adjust our space to fit our changing needs. That very large project is well underway.

TECHNOLOGY

Our most ambitious effort involves our sixth initiative, Technology. An in-house Director of Information Technology was employed this biennium, who, along with the executive director, brought almost all of our Information Technology in-house. It has reduced our annual cost for technology not by tens of thousands but by hundreds of thousands of dollars plus increased efficiency in the

operation of executive office. Part of that major change has been to allow much less complicated processes for our projects—work flows that can be maintained in-house. It has been a gargantuan effort but it has been something badly needed and considered a major improvement.

These things I have reported are represented in some way on our Strategic Plan time line. We realize there is much more to do—a lot of unfinished business. But you know, on this road to becoming what we are to become, we are never done. If there was no more to accomplish, we would be a dead society so we are grateful for more to do—more goals to reach. I hasten to include the Sesquicentennial Celebration yet to be reached, the plans for which you witnessed this morning and will again tomorrow, thanks to our very capable special committee.

In 2015 I challenged us to think as far as we could think and to keep moving our stake further out as an organization into the next 150 years because we are becoming what we are to become—Individually and all of us together. Thank you for all your efforts joined with your executive board and leadership team. It has been and is our pleasure to serve the Sisterhood. I still believe, along with the Past Presidents of International Chapter with whom I have served, *"We Can Do It by Expanding Our Vision and Investing in the Future as we Reach New Heights on our way to Becoming."* 🌸



We are becoming what we are to become

2017 Convention of International Chapter Amendment Voting Results

20 amendments were voted upon and 12 were adopted.

THE FOLLOWING AMENDMENTS WERE ADOPTED

(Refer to the March/April 2017 issue of The P.E.O. Record for the wording of the amendments.)

Amendments B-1, B-2, B-3, B-4 & B-5 were considered as a whole with a single vote.

SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 24) Amend Part I, Article XI, AMENDMENTS, subsection (a), by inserting the words “for consideration at a state convention”.

(page 35) Amend Part II, Article XIV, AMENDMENTS, subsection (a), by inserting the words “for consideration at a state convention”.

(page 53) Amend Part III, Article XVII, AMENDMENTS, subsection (a), by inserting the words “for consideration at a state convention”.

(page 80) Amend Bylaws, Article XX, AMENDMENTS, subsection (a), by inserting the words “for consideration at a state convention”.

(page 84) Amend Standing Rules, AMENDMENTS, subsection (a), by inserting the words “for consideration at a state convention”.

Number of votes cast	1,497
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Number necessary for adoption (2/3)	998
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Pro	1,465
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Con	32
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The amendments **were adopted.**

C-6. SUBMITTED BY MARYLAND STATE CHAPTER

(Page 46) Amend Part III, Article VII, THE EMBLEM, Sec. 1 - EMBLEM, by striking out paragraph 2.

Number of votes cast	1,485
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Number necessary for adoption (2/3)	990
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Pro	1,420
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Con	65
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The amendment **was adopted.**

D-1. SUBMITTED BY THE EDUCATIONAL LOAN FUND BOARD OF TRUSTEES

(Page 63) Amend Bylaws, ARTICLE VII, P.E.O. EDUCATIONAL LOAN FUND, Sec. 6 - LOANS. by striking out paragraph 4.

Number of votes cast	1,441
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Number necessary for adoption (2/3)	961
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Pro	1,383
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Con	58
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The amendment **was adopted.**

Amendments D-3 & D-4 were considered as a whole with a single vote.

SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(Page 80) Amend Bylaws, by inserting a new ARTICLE XX - MEMBERSHIP COMMITTEE.

(Page 13) Amend PART I, ARTICLE II, CONVENTION OF INTERNATIONAL CHAPTER, Sec. 1 - MEMBERS, by adding to the list of members attending Convention of International Chapter the members of the Membership Committee.

Number of votes cast 1,490

Number necessary for adoption (2/3) 994

Pro 1,451

Con 39

The amendments **were adopted.**

F-1. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(Page 2) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER by striking out the 3rd tap of the gavel and by inserting the word "The" prior to the word "guard".

Number of votes cast 1,480

Number necessary for adoption (2/3) 987

Pro 1,295

Con 185

The amendment **was adopted.**

F-2. SUBMITTED BY MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER

(Page 5) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #6. INITIATION, by inserting a new paragraph 1 and by striking out paragraph 8.

Number of votes cast 1,476

Number necessary for adoption (2/3) 984

Pro 1,166

Con 310

The amendment **was adopted.**

F-3. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(Page 11) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING by inserting new sentences 3 and 4.

Number of votes cast 1,492

Number necessary for adoption (2/3) 995

Pro 1,377

Con 115

The amendment **was adopted.**

RESOLUTION

Resolved, That the Executive Board of International Chapter be authorized to correct article and section designations, punctuation, and cross references and to make other such technical and conforming changes as may be necessary to reflect the intent of the Sisterhood in conjunction with the Introduction, Part I, Part II, and Part III of the Constitution; the Bylaws and Standing Rules; and the Procedure for Chapter Meeting (including the Opening Ode, Objects and Aims, Ceremony of Initiation, and Ceremony of Installation).

Number of votes cast 1,454

Number necessary for adoption (Majority) 728

Pro 1,420

Con 34

The resolution **was adopted.**

THE FOLLOWING AMENDMENTS WERE NOT ADOPTED

(Refer to the March/April 2017 issue of The P.E.O. Record for the wording of the amendments.)

A-1 SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(Page 11) Amend Introduction, Article V, JURISDICTION, by striking out paragraph 2.

Number of votes cast	1,493
Number necessary for adoption (2/3)	996
Pro	726

Con	767
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The amendment **was NOT adopted.**

Amendments C-1 & C-2 were considered as a whole with a single vote.

SUBMITTED BY MARYLAND STATE CHAPTER

(Page 39) Amend Part III, Article III, MEETINGS, Sec. 1 - NUMBER, paragraph 1, by adding a new sentence 3.

(Page 39) Amend Part III, Article III, MEETINGS, by inserting a new Sec. 4 - OPEN FORMAT.

Number of votes cast	1,500
Number necessary for adoption (2/3)	1,000
Pro	299

Con	1,201
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The amendments **were NOT adopted.**

C-3. SUBMITTED BY SOUTH DAKOTA STATE CHAPTER

(Page 39) Amend Part III, Article III, MEETINGS, Sec. 1 - NUMBER, paragraph 1, sentence 1, by striking out the word "fifteen" and inserting the words "a minimum of twelve"; sentence 2, by striking out the word "twelve" and inserting the word "nine"; and by striking out the word "three" and inserting the words "all additional" following the words "regular business meetings and".

Number of votes cast	1,504
Number necessary for adoption (2/3)	1,003
Pro	299

Con	1,205
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The amendment **was NOT adopted.**

C-4. SUBMITTED BY SOUTH CAROLINA STATE CHAPTER

(Page 44) Amend Part III, Article VI, MEMBERS BY INITIATION, Sec. 2 - ELIGIBILITY, by inserting a new letter (c).

Number of votes cast	1,499
Number necessary for adoption (2/3)	1,000
Pro	547

Con	952
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The amendment **was NOT adopted.**

C-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(Page 44) Amend Part III, Article VI, MEMBERS BY INITIATION Sec. 4 - QUALIFICATION FOR SPONSORING, by striking out the words "one year" and inserting the words "six months".

Number of votes cast	1,496
Number necessary for adoption (2/3)	998
Pro	886

Con	610
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The amendment **was NOT adopted.**

F-4. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(Appendix #5) Amend Procedure for P.E.O. Chapter Meeting, Appendix #5. P.E.O. Prayer, paragraph 3, sentence 2, by inserting the word "(Amen)" following the word "Thine", and by inserting instructions as a new paragraph 4 "Continue if reciting the Lord's Prayer".

Number of votes cast	1,493
Number necessary for adoption (2/3)	996
Pro	675
Con	818

The amendment **was NOT adopted.**

Amendments G-1 & G-2 were considered as a whole with a single vote

G-1. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(Page 5) Amend Ceremony of Initiation, Part I, paragraph 4, president's part, by adding optional wording that would read" "Place your right hand upon your heart and raise your left hand."

(Page 8) Amend Ceremony of Initiation, Part II, paragraph 6, president's part, by adding optional wording that would read" "Place your right hand upon your heart and raise your left hand."

Number of votes cast	1,485
Number necessary for adoption (2/3)	990
Pro	664
Con	821

The amendments **were NOT adopted.**

THE FOLLOWING AMENDMENTS WERE WITHDRAWN BY THE SUBMITTING ENTITIES

C-7. SUBMITTED BY VIRGINIA STATE CHAPTER

(page 53) Amend Part III, Article XVII, AMENDMENTS, by striking out section (a) and inserting a new section (a).

D-2. SUBMITTED BY VIRGINIA STATE CHAPTER

(page 80) Amend Bylaws, Article XX, AMENDMENTS, by striking out section (a) and inserting a new section (a).

E-1. SUBMITTED BY VIRGINIA STATE CHAPTER

(page 84) Amend Standing Rules, AMENDMENTS, by striking out section (a) and inserting a new section (a).

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2017 International Convention



Report of Convention of International Chapter of the P.E.O. Sisterhood

Charlotte, North Carolina, September 28-30, 2017

by Debbie Rogers, Past President, Tennessee State Chapter



Projects Night speakers with International President Beth Ledbetter. **From the left:** STAR recipient Nicole Penn, PCE recipient La Tonya Jackson, ELF recipient Felicity Fisk, Beth Ledbetter, IPS recipient Lyudmyla Tsykalova, Cottey student Melanie Dillon, PSA recipient Rawan Arar

The blue of the Carolina skies greeted sisters from all over the United States and Canada as they arrived in the Queen City on Wednesday, September 27. BILs joined the P.E.O. delegates and visitors at the Charlotte Convention Center to register and visit various points of interest, including the P.E.O. project booths. The Carolinas Boutique and Herff Jones Jewelry rooms were not to be missed. The Carolinas Room displayed all of the wonders, histories, products and Southern charm of our North and South Carolina hosts. Cottey College provided a room to gather

while learning about new aspects of the college, and helping assemble a fascinating wall mural of Old Main using tiny photographs of people who have contributed to the advancement of Cottey. The P.E.O. Executive Board of International Chapter warmly greeted attendees in the Convention Center lobby. State, provincial, district and subordinate territory delegations hosted dinners on Wednesday evening for delegates, visitors and BILs.

Tours of the Duke Mansion, NASCAR Hall of Fame Museum, Charlotte Motor Speedway, Billy Graham Museum, Charlotte Botanical

Gardens and more were popular and enjoyed by visitors and BILs. Many of these excursions around the beautiful Charlotte area began on Thursday morning, while members of convention attended required workshops presented by the Study and Research Committee; Finance Committee with the Director of Finance/Treasurer; and Regional Membership Representatives. A variety of special interest workshops focused on making P.E.O. viable for the next generation, being intentional about giving to our philanthropic projects, maximizing photography skills for the fun of it and listening to

2017 International Convention



unique and inspirational stories about coffee lovers creating their best life possible and about becoming a strong sister alongside another sister who is battling cancer. Others explored unlocking the history and mystery of wine, how to make a great presentation, motivating leaders and enhancing the P.E.O. brand.

Opening Night was the first large gathering of all delegates, visitors and BILs. Each state, provincial and district chapter and subordinate territory were included in the parade of flags, followed by the procession of the Boards of Trustees, Standing Committees and Appointments, Past Presidents of International Chapter and the Executive Board of International Chapter. Brenda Atchison, second vice president, hosted the P.E.O. Projects Program entitled, "Becoming!" It was an evening of powerful stories told by project recipients and the president of the student government association of Cottey College. The attendees enjoyed a moment of serendipity when the first part of the opening night program ended ahead of schedule leaving time to fill before live streaming was to begin for the projects portion of the program. Two Alaska sisters offered to sing a fun P.E.O. song. Following the Alaska duet, Cottey College alums volunteered to entertain. Alumnae from the 1960s and representatives from every decade since to our current student speaker rushed to the stage to become an impromptu Cottey Chorus of serious and silly songs. Sisters squealed with delight



as they reunited with college friends and embraced each other as they sang every word to every song, no matter the graduation timeframe. They made us all want to be Cottey graduates! A new promotional video, P.E.O. United and Strong, was shown to mark the beginning of the projects portion of the program.

The first ever Daisy Dash fun walk/run brought out the early morning runners and walkers before the Carolina dawn on Friday morning led by the Westin Hotel team. While walking along with a sister from the west, the question was asked, "What is that sound?" A southern sister answered, "Crickets and grasshoppers rubbing their legs together." A sister from the north asked, "What is that smell?" A Carolina sister answered, "Well, that's an English Boxwood shrub." There are many new experiences to be gained from attending a Convention of International Chapter!

Music filled this convention with great variety and notoriety. A Patsy Cline-style singer, Kara Boyer Lim, Chapter CP, Kernersville, North Carolina, provided the prelude to the Friday morning business meeting by taking us back to another era and reminding us of another

strong woman who changed the course of country music. The first monumental moment of the business meeting occurred when International Organizer Patti Brolin-Ribi presented the charter to the Alaska State Chapter, having also presided over their state Convocation exactly a year earlier in September, 2016. The membership erupted in applause, realizing how hard these Alaska sisters have worked to accomplish the goal. Twenty-seven Alaska sisters made the long journey to Charlotte to witness the presentation of the charter to their state president, which was followed by special music by Alaska musicians, Robin and Caitlin Hopper.

Whenever P.E.O. sisters gather, there is always a can-do spirit present. The keynote speaker, known as "The Bun Lady," continued to inspire the convention. Cordia Harrington, Chapter NF, Effingham, Illinois, now a Tennessee resident, told of her experiences as a single mom providing for her family. Her "can-do" spirit led her to seek opportunities in business beyond what she knew how to do—to take risks and trust her instincts. She has become the CEO and President of the Tennessee Bun Company in Nashville, Tennessee, which is known for being the fastest bread roll and hamburger bun baker and distributor in the world. She told her story with laughter and enthusiasm to motivate each one in the audience to dream big and to step out in bold action.

Our International officers are women of similar distinction who have humbly dedicated their time and energies toward the betterment of the P.E.O. Sisterhood. Alix Smith, past president, Arizona State Chapter, was newly elected to the Executive Board to serve as recording secretary. Each advancing officer and newly elected president, Sue Baker,

Nothing could be finer...



P.E.O. Clelia Moore, G, Columbia, South Carolina, created this painting that graced the cover of the Celebration of Life program.

will continue to receive our highest admiration and gratitude for their service on behalf of P.E.O.

Vitality is a word used to inspire a goal this biennium to “power up” our Sisterhood. Chapter and Philanthropic Vitality were a major focus of the president’s State of the Sisterhood address, which included the celebration of other goals met during the biennium. The address was followed by showing a composite video of local and state/provincial/district (s/p/d) chapter submissions of ways in which they achieved some of the 2-0-1-7 goals. The remainder of Friday afternoon allowed for the presentation, discussion and voting on proposed amendments as published in the March-April 2017 issue of The P.E.O. Record. Debate was balanced and sometimes lively; action was taken on all amendments presented.

Faithfulness to our virtues creates a life well lived. To sisters who have stood strongly beside other sisters through a life of service, a time of honor and reflection are due. Mary Louise Remy, Past President of

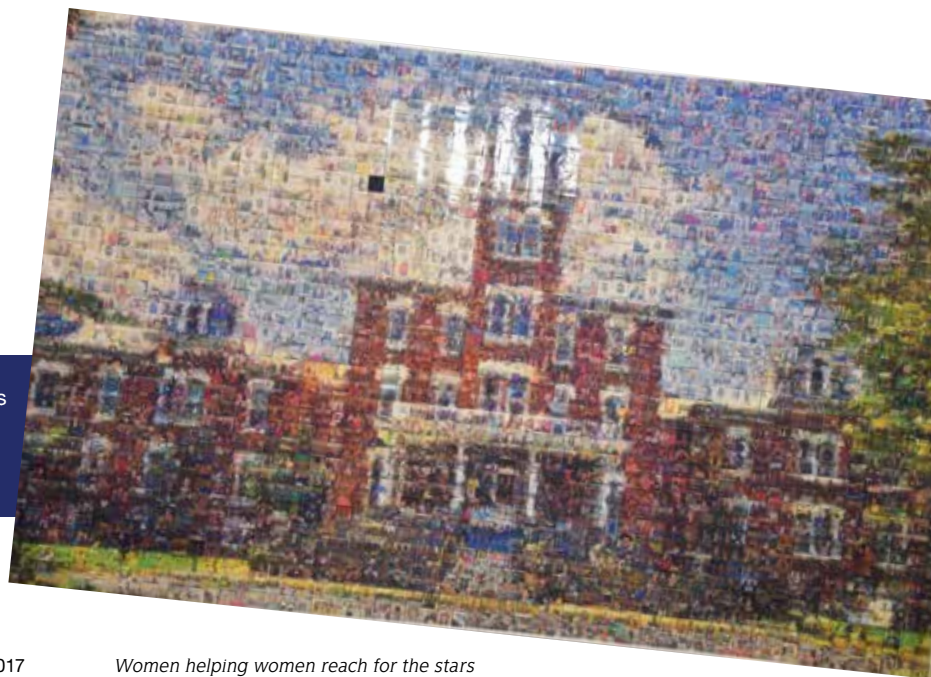
remembered lovingly in a tribute given by Barbara Andes, PPIC, during the Celebration of Life. Beautiful music selections and the brightly painted mural created the atmosphere for reflecting on the lives of state, provincial, district officers and members of subordinate territory who have also entered Chapter Eternal in the last two years.

During the course of the business meetings, excellent reports were given: The Sesquicentennial Celebration Committee reported on a variety of activities that are preparing the Sisterhood for a grand celebration in 2019. A commemorative charm was unveiled as well as a description of a commemorative coffee table book. The

finance committee gave an excellent report of a healthy surplus at the end of the biennium and presented a balanced budget, which was adopted without questions. The P.E.O. Foundation trustees reported another record-setting year for undesignated funds and the allocation of those funds to the P.E.O. projects. The Leadership Initiative report inspired the use of excellent materials developed for use by s/p/d chapters and some adapted for local chapter use, along with plans for the future. President of Cottey College Jann Weitzel, gave an exciting report of the college’s achievements and recognitions during the biennium and highlighted her report with two excellent videos—one a thank-you from students to the P.E.O. Sisterhood.

Guards marched to the tune of “Nothing Could Be Finer than to be in Carolina in the Morning” to open the Friday meetings. As a compliment to

This photo mosaic of Cottey College’s Old Main was made up of tiny photographs of people who have contributed to the advancement of the College over the years.






Beth Ledbetter with her convention assistants. First row, from the left: Kari Brown, Sue Brown, Beth Ledbetter, Deb Ledbetter, Jenn Ledbetter Second row: DeAnn Bohl, Debbie Rogers, Heather Ernst David

President Beth, the guards marched to “Rocky Top (Tennessee)” on Saturday. Music soloists, piano duets and the Closing Night Gala Dinner and Entertainment with concert pianist, Emile Pandolfi, delighted and enhanced the convention experience. Warm invitations to the 2019 Convention of International Chapter in Des Moines, Iowa, and the 2021 Convention of International Chapter in Portland, Oregon, were presented and enthusiastically accepted. The beginning of the Sesquicentennial Biennium was launched by the Sesquicentennial Celebration Committee. The message being conveyed throughout the new biennium is “Welcome Home.”

The P.E.O. Sisterhood continues

to challenge and inspire each sister through exposure to women who live lives worthy to follow; lives that count beyond their own borders of influence; and lives brimming with wisdom and compassion. Our Past Presidents of International Chapter continue to serve through their warmth, encouragement and example of service to P.E.O. Each rekindled acquaintance with sisters at convention builds a fortified desire to seek out women in our hometowns whose values align with P.E.O. There are many women eager to be challenged to “become who they are to become” as influencers in our communities. Newly installed president, Sue Baker, challenged us to “Lead Forward with Gratitude

and Grace;” to instill a lifetime of commitment to P.E.O. as we gather each new generation. After being newly inspired by this incredible P.E.O. Convention of International Chapter, ably produced by hundreds of volunteers in the sweetness of the Carolinas, it is hard to imagine how anything... “could be finer.” 🌸



Online Exclusive

View videos from Convention—including speeches from Projects Night and exclusive interviews—and read the official Convention blog and more online at members.
peointernational.org/conventionresources.

I'll See You Later

by Beth Ledbetter, President of International Chapter, 2015-2017

Well, that time has come to bring my part to a close so the new biennium can begin. This won't take long—I've already told you all I know (and more) and besides, I make it a practice not to say goodbye to people I care about. Rather, I just say, "I'll see you later," which I will, at least in Des Moines, celebrating our 150th anniversary. That will be such a celebration and such fun.

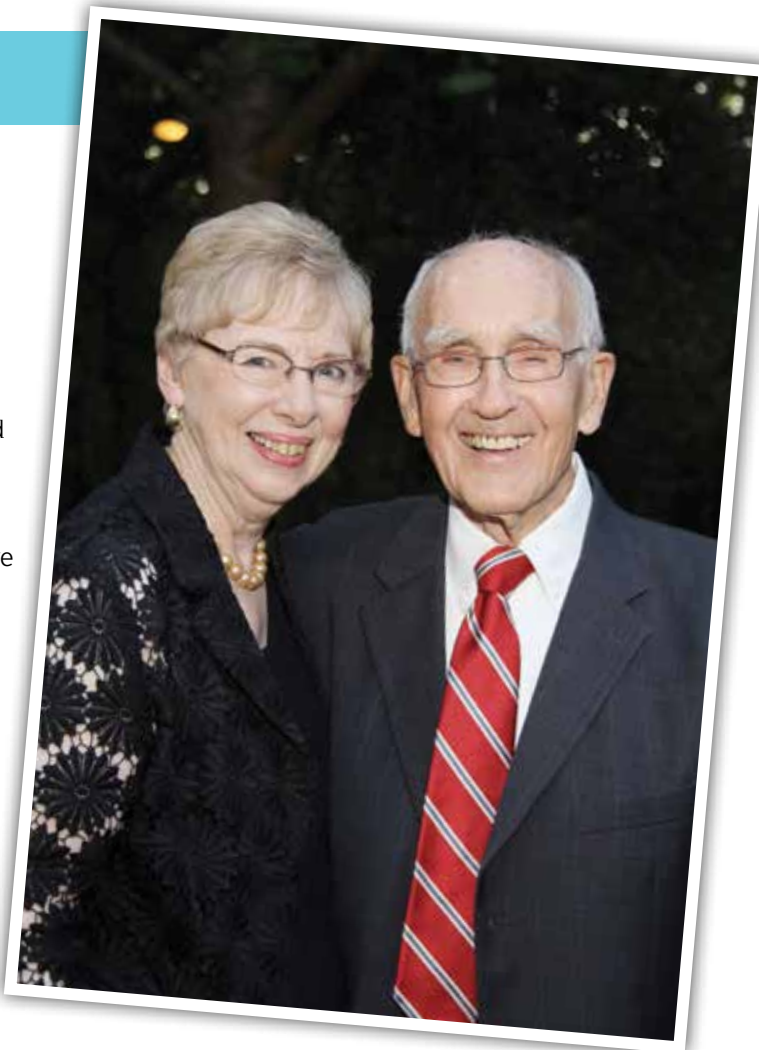
I'm going to share my closing remarks with a very special person near and dear to me, and one who has become dear to a number of you across the years. I would like my eldest son, Bill, to escort his father and my BIL to the stage. Howard has done a really good job of doing whatever P.E.O. thing I've asked of him, so I hope he'll do that one more time. Yes, here he comes—what a guy!

As I have gone from state, provincial or district conventions year after year for the past 14 years, many of you have heard me speak at your BIL or family and friends banquets. In that speech and in support of our BILs, friends and family, I have shared with you how very excited Howard was when I was getting ready to go to our Tennessee State Convention to preside, to come home afterward without any crates, boxes or files. I would be a Past State President (PSP) and he would be the BIL of a PSP—very appealing. But then a letter came asking me to consider an appointment to the P.E.O. Program for Continuing Education board of trustees. I was feeling a little guilty as he watched me read the letter, so

I began reading it to him. He stopped me by saying very unemotionally, "Well you have to do it; you'll just love it and besides it's important." And he was right on both counts—I just loved it and it was important! But it was also important to me that he knew it was important—I didn't have to convince him of it.

Well, that's all well and good, but no one knew at that time, much less "Himself," that his nobility was going to be tested for an additional 10 years. Of course, I talked it over with him before I let my name be proposed. Never thought in a million years I would be selected but we both had to be willing for that to happen, otherwise it would be wrong to let my name be considered. Well, you see what happened.

Now, with that backstory, here is what I really wanted to tell: You know I just said that before I allowed my name to go forward, I talked it over with Howard—the travel, the length of service, etc. So, nothing should have come as a surprise to him, right? However, getting toward the end of the first biennium—fall of 2009, he rather calmly (he's typically calm) asked



Beth Ledbetter, President of International Chapter, 2015-2017, and her husband, Howard

me, "Now when is it you said you would be presiding (in other words, finishing)? And I said, "2017 in Charlotte, North Carolina." He did some quick calculations and calmness evaporated immediately! He said, "Do you have ANY IDEA how old I will be in 2017?" And I said, calmly (and I'm not as typically calm), "Yes I do! You will be 89 years old and you're going to be there looking good. I can't be having a scruffy looking old man sitting in the front row in Charlotte in 2017!"

He laughed, said he would do his best, and here he is, looking good—don't you think? OK—I have shown off my trophy BIL so you can be dismissed now, Howard—I'll see you later!



Beth Ledbetter and family. **First row, from the left:** Jane Ledbetter Ernst, Beth Ledbetter, Howard Ledbetter **Second row:** Heather Ernst David, Bill Ledbetter, Deb Ledbetter, Ellie Ledbetter, Jenn Ledbetter **Third row:** David Ledbetter, Marcus Ledbetter, Sam Ledbetter

There really is a moral to this tortured story: You don't have to have a spouse to be a P.E.O. You don't have to have a spouse to be a P.E.O. leader at any level; in fact, no offense to Howard or any other BIL—some might say there are times when schedules are tight that it could be easier not to have to take anyone else into consideration. HOWEVER, if you have one, there is no way to overstate how helpful it is when they recognize what great work P.E.O.s do—how truly important the work is—and lend their support to it. So I am using Howard as a conduit to say thank you to all our families who have supported us—not just

BILs, but our children who give us space to do what we do—all our family members; and I do thank my children and grandchildren. So please go home and thank your BIL, your kids, grandkids, friends and relatives, whomever it is that provides support for you. And could I just drop a few names and say a personal thank you to Chuck Baker, Jim Atchison and Nils Ribí?

So those are my “final remarks”—unorthodox though they may be, and I'll end with this. You know the theme for the biennium has been Becoming.” There is a tagline—“We are becoming what we are to become,” but the theme is “Becoming.” Well, as I've gone from

place to place, so many of you have invited me to come back and bring my BIL—stay long enough to see your beautiful state, province or district. So hear this: Now that I'm retiring, Howard and I may “Becoming” to a location near you—so look out!!

I started 10 years ago talking about grace. I thank you from the bottom of my heart for the grace and many kindnesses extended to me these many years and for the opportunity to serve the Sisterhood in this way. I know Howard would love to say thank you, too, but I'm not letting him talk! I wouldn't—we wouldn't have missed the trip for anything! Love to you all...I'll see you later! 🌸

Nothing
could be















Those International BILs

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

I attended my first Convention of International Chapter of the P.E.O. Sisterhood in Saint Louis in 2011 with my wife Kathy. I returned from Saint Louis more aware of what the P.E.O. Sisterhood is and does. The Saint Louis project speakers of the P.E.O. Projects Night program underscored my convention experience in a way unlike any other could. At some point after the Saint Louis convention I was “asked” by a very charming and persuasive P.E.O.—actually, a way-up-there leadership type, if I would be interested in writing

an article about the convention from a BIL’s perspective. When I mentioned this to Kathy, she said, “Of course you are interested!” End of discussion. That first article set the stage for a regular spot as the Guest Editor of the BIL Corner in The P.E.O. Record.

It has been my pleasure and privilege to be associated with the BIL Corner ever since and especially to work with Becky Frazier, the gracious, patient editor of The P.E.O. Record. I have “met” many P.E.O.s and BILs through their submissions. My last BIL Corner article was “Loving Concern for BILs” featuring

a request from Tom Watling that surviving BILs continue to receive The P.E.O. Record. During the Charlotte International P.E.O. Convention, I was sitting at the “Corner” with a group of BILs when a P.E.O. came to our table and asked for me. I stood up and she said she was Susanna Watling, Tom Watling’s daughter, and that he asked if I happened to be there could he have a photo of us together. I remain touched far beyond a handshake, brief conversation and of course, hugs.

“Women Educating Women” is such a noble and practical cause and perhaps no organization other than the P.E.O. Sisterhood is so successful



Dr. Jann Weitzel with BILs at the BIL Coffee



Albert Leffler and Susanna Watling at the BIL Corner at Convention of International Chapter in Charlotte

in that effort. And nowhere is that proof, that measure of success, more evident than during a P.E.O. International Convention. The one just held in Charlotte was no exception, and we BILs in attendance were witnesses to the high degree to which P.E.O.s dedicate themselves through their respective chapters to the ultimate goal of helping to educate women. I wish every BIL could attend an International Convention!

I believe it is noble and practical to raise money for scholarships and loans to help women determined to further their education. So is the direct investment and unwavering commitment by the P.E.O. Sisterhood to the education of young women at Cottey College. By owning and operating Cottey College, the P.E.O.

Sisterhood demonstrates in the most stringent way possible that they understand the challenges and rewards of educating women. How wonderful that Cottey College now offers four-year degrees enabling students to complete their undergraduate studies at one campus. In today's modern and rapidly changing world, perhaps Cottey College has never before been more important and relevant: "For Women. By women. About Women."

As with recent International Conventions there was a BIL Coffee sponsored by Cottey College. The purpose was two-fold: 1) to thank BILs for their support of Cottey College; and 2) to encourage ongoing and future support. Years ago, BILs directly supported Cottey College

through the specific funding and construction of several campus structures including the BIL Lodge now 70 years old and the Chapel that just turned 60. Both structures are in need of updating and a brief outline was presented of how BILs might continue the legacy of BIL support. Cottey College President Dr. Jann Weitzel pointed out that classrooms, labs, and other campus facilities and, of course, the Judy and Glenn Rogers Fine Arts Building, are up-to-date.

I look forward to sharing with you in the future just how we BILs can continue to support this worthwhile educational endeavor that is "For Women. By Women. About Women." 🌸



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

PROJECTS NIGHT LIVESTREAM

Parties

Projects Night at Convention of International Chapter is an extraordinary event where we get to hear directly from recipients of P.E.O. projects about the positive impact the support of our Sisterhood has had on their lives. Until recently, only those at convention were fortunate enough to see these inspirational women speak. With livestreaming technology, P.E.O.s and their friends and family in nearly any location were able to tune in and share the experience.

More than 1,400 devices connected to the livestream of Projects Night, broadcast live from Charlotte, North Carolina, on Thursday, September 28, 2017. Many chapters gathered for viewing parties. Thanks to those who shared their photos!





1 Chapter IF, Saint Louis, Missouri, viewed Projects Night at the “Basement Bistro” of newest member Jennifer Pitcher. Specially decorated boxes by each project chair enticed donations to cover the cost of the “ticket.” Sisters feasted on lovingly prepared snacks and beverages. Twelve P.E.O.s, a guest, a BIL and two entertaining cats were inspired by the presentations of the project recipients.

2 Recently organized (June 3, 2017) Chapter JF, Viera, Florida, gathered to watch the Projects Night livestream. Members were inspired by the speakers and grateful to belong to such a worthy organization.

3 Chapter F, Fairbanks, Alaska, held a harvest potluck dinner and livestream viewing party at the home of Jean Tsigonis.

4 Members of Chapter BA, Michigan City, Indiana, gathered to watch Projects Night.

5 A viewing party in the home of a sister of Chapter DV, Ashtabula, Ohio.

6 A small but mighty group of sisters from Chapter BV, Las Cruces, New Mexico, got together to watch the Projects Night livestream.

7 Karen Brown hosted a viewing party for her chapter, AI, Plymouth Michigan. Pictured: Karen Brown, Bonnie Myhrum, Sally Lindroth, Mary Bagnasco, Norma Beckerman, Holly Hodgson, Cheryl Marrone, Judy Richardson

8 An impressed group of sisters from Chapter CQ, Neligh, Nebraska, gathered to watch Projects Night.

9 Nine sisters from Chapter CM, Sedona, Arizona, gathered at the home of Carol McDougald for appetizers and a glass of wine to watch the speakers on Project Night. They had a wonderful evening and were so very proud of the women that have benefited from P.E.O. From the left: Nancy Williams, Carol McDougald, Judith Romero, Christie Ferkin, Muriel Nunn, Dottie Oliver, Cynthia Schum



Award Winning Ideas



P.E.O.s and BILs from Chapter DK hosted a brat fry fundraiser

Brat Fry & Bake Sale

To capitalize on the popular and unique brat fry event that happens every weekend of the year in Sheboygan, Wisconsin, Chapter DK hosted a brat fry at a local meat market whose specialty is their grand champion bratwurst. Chapter sisters also sold homemade baked goods. The chapter raised in excess of \$1,800 for P.E.O. projects. Sisters also took the opportunity to promote P.E.O. and our projects at the event. This one-day event has proven to be successful, with all members contributing in many ways as well as the BILs who did the frying (local slang for grilling.) The chapter looks forward to doing this again in 2018.

Crazy Daisies Holiday Market

Chapter FV, Plano, Texas, started a group called Crazy Daisies in the 1980s. At first, it was a group of sisters



Chapter FV's Crazy Daisies group creates a Christmas craft

who got together to do needlework, have coffee and chat. The concept morphed into something more organized.

Groups now meet in various homes starting in January; a hostess selects a project for the group to work on, purchases the supplies for the project and makes

a prototype. If the hostess isn't the crafty type and just wants to make her home available to the group, then another sister comes up with the craft idea. From January to May, the group meets once a month; from June to November, they meet twice a month.

Crafts created throughout the year are then sold at the chapter's holiday market in November. Not only do they sell items that the entire group has crafted, but individual members contribute things that they make, from crocheted scarves and hats to expensive pieces of jewelry, home decorations and ornaments. In 2016, sales at the market earned \$5,288 for P.E.O. projects. Between this and the more than \$2,000 the chapter makes selling pastries each year, Chapter FV is able to make generous contributions to the Sisterhood. Chapter FV membership hovers around 75-80 members, so they have plenty of hands to help and lots of talent.

Cakes for Cottey

Sisters in Chapter DW, Nevada, Missouri, have found a fun and unique way to raise money for P.E.O. projects while also making connections with Cottey College students. For \$20, sisters will bake and deliver a cake to a Cottey student. It is a service to families and chapters who want to do

something for the women attending Cottey. The young ladies love the cakes, and the chapter makes money to donate to the projects. It is a win-win fundraiser. Last year, they made 92 cakes and are hoping to make 100 this year.

Pecan Queens

P.E.O. Chapter AP, Milledgeville, Georgia, crowned their "Pecan Queens" for top pecan sales. "Nuttie Queen," chapter president Connie Karpinsky, sold 103 bags of pecans and "Pecan Princess" Shari Daniel sold 96 bags. Selling pecans is Chapter AP's largest fundraiser of the year. The chapter earned \$3,691.76 to donate to P.E.O. projects from pecan sales.



Chapter AP Pecan Queens Connie Karpinsky and Shari Daniel

Pet Shower

P.E.O. Chapter CO, Yankton, South Dakota, held a "Pet Shower" for the care of animals awaiting "forever homes" at the Heartland Humane Society, which serves Yankton, Clay and Cedar counties. P.E.O. Member



From the left: Leta Levinger, Suzanne Preszler, Jane Bobzin, Linda Beulke, Mary Ellen Kline, Peggy Thompson, Karen Harmelink, Jeannette Warren, Liz Aanning, Lois Varvel, Berta Graham, Carolyn Gilster

Karen Harmelink, hosted the event in her home. Many items were donated from members as well as two themed baskets—one for cats and one for dogs—from a friend of the P.E.O. Chapter.

Afternoon Tea and Garden Tour

Chapter B, Shelton, Washington, hosted an Afternoon Tea and Garden Tour at the home of sister Enid Roberts. Enid, an avid gardener, has multiple gardens ranging from Japanese, to a Northwest garden, an English garden, Italian garden and several others. Guests roamed the gardens at their leisure and enjoyed tea as they visited. While visiting, guests gazed over the beauty of the trees and the salt water and beaches of South Puget Sound.



Chapter B's Afternoon Tea and Garden Tour

Guests were not only friends of Chapter B, but also sisters from a nearby reciprocity. Several women were introduced to what P.E.O. is. Besides the fun of sisters working together, Chapter B was able to earn \$3,000 for the P.E.O. International Projects.



First row, from the left: Jeannie Finkbeiner, Jean Sprouse, Eva McClintock **Second row:** Diane Pinkney, Debrah Miles, Brenda Penner, Ann Bales, Sunny Pedersen, Melanie Ryan, Sonja (the horse), Nancy Autio

Regatta Parade

Chapter DL, Astoria, Oregon, entered the Astoria Regatta parade with a Norwegian fjord horse pulling a cart. Members marched in P.E.O. t-shirts, holding P.E.O. signs, to raise awareness of P.E.O.'s mission to provide scholarships, grants and loans for women's education.

Operation T-Bone Fundraiser

What does a small chapter in a small town do to raise money to support P.E.O. projects? In Audubon, Iowa,

during the annual Operation T-Bone event in the summer of 2016 went so well we decided to do the same thing for the 67th annual T-Bone celebration this year. Once again, the chapter worked together to create another 60 wreaths, set up their canopy across from the city park and had another very successful sales day, with many repeat customers and multiple-wreath purchasers. The sales netted over \$500 this year and, besides selling wreaths and having



Chapter BJ sisters Sharon Winterboer and Judy Baker at the Operation T-Bone wreath sale

answer for Chapter BJ is, "Let's sell wreaths during Operation T-Bone!"

Sisters worked together to create over 60 beautiful wreaths, all different, using donated forms, artificial flowers and greenery, ribbon, pinecones, holiday ornaments and more. Sales

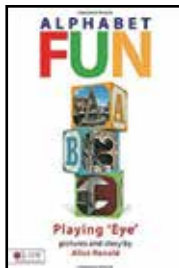
fun working together, the sisters were able to talk about P.E.O. and share information about our projects with many visitors and community members. 🌸

where Albert the Bull, the World's Largest Bull (concrete), stands near the south edge of town in tribute to the county's beef industry, the

P.E.O. Authors

Alice Ronald, BM, Portland, Oregon,

Alice Ronald, BM, Portland, Oregon, wrote "Alphabet Fun—Playing 'Eye'," a book that combines photos with text for a fun way of finding alphabet letters in unexpected and unusual places. The photos are of everyday objects, which can be viewed in part, upside down or sideways. Alice gathered photos at home and abroad. The combination of pictures and text teaches imaginative observation. Alice is a retired university chemistry teacher.



Sharon Vander Meer, H, Las Vegas, New Mexico,

Sharon Vander Meer, H, Las Vegas, New Mexico, wrote "25 Days of Christmas, An Advent Journey," to celebrate the birth of Christ through poetry. Words and phrases that evoke Advent, a time of expectant waiting for the Child of Wonder, inspired each poem. The accompanying scripture reflects on the promises of old, when prophets spoke of a Son, a King, a birthplace, a promise. The book includes white space entitled "Your Thoughts" where readers can add their own thoughts and prayers.

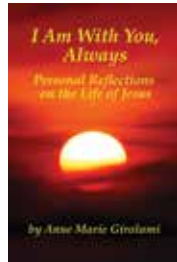


Sharon has spent much of her career as a freelance writer, reporter and editor. She lives in the northern mountains of New Mexico in the original Las Vegas, which has a history dating back to 1835. She enjoys her family, serving in her church and being a participating member of a vibrant P.E.O. chapter. She is working on her second poetry book and a novel about a family struggling with loss and betrayal.

Anne Marie Girolami, IW, Valrico, Florida,

Anne Marie Girolami, IW, Valrico, Florida, wrote "I Am With You, Always," a collection of emotional pieces written in response to various passages and stories from the gospels of the New Testament. They are her personal interpretation of what was going on in the minds of Jesus, His mother, His father, and His friends—as they took their personal journey to the cross.

Anne Marie has worked in various positions in a number of companies — most recently as an editor/writer for an educational publisher, which provides continuing professional educational material for universities, colleges, and various professional industries. Through an e-mentoring program, she has helped hundreds of students as they transition from junior high to high school and out into the adult world.



Allison Engel, EZ, Palm Desert, California,

Allison Engel, EZ, Palm Desert, California, co-wrote (with her twin sister Margaret) "Erma Bombeck: At Wit's End," a play published in June 2016, which made it available to regional and community theaters across the country. The one-woman play about the beloved humor columnist who was syndicated in 900 newspapers, had its premiere at Arena Stage in Washington, D.C., in its 2015-16 season as part of the Women's Voices Theater Festival. In April 2016, it was performed for attendees of the University of Dayton's Erma Bombeck Writers' Workshop—and the Bombeck family.

Allison lives in Indian Wells, California, and Los Angeles, where she works at the University of Southern California and helps direct the Los Angeles Institute for the Humanities.



Diana Barnett, CY, Grand Junction, Colorado,

Diana Barnett, CY, Grand Junction, Colorado, wrote "Landing That Professional Job: A Career Guide for College Students." A career counselor at Colorado Mesa University, Diana holds individual coaching sessions with students, offers workshops and facilitates career fairs to assist students with the entire scope of career planning, from choosing a major to applying for professional jobs.

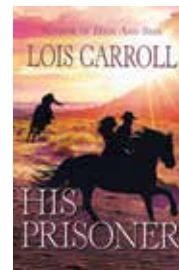
Her book has one simple goal: to help students get a job. Sections include: choosing the right major, creating a killer resume, adding polish with a cover letter, capitalizing on social media, discovering the right job openings, and dominating the interview. Each section ends with a Big Idea—the section's key takeaway. The guide is appropriate for high school and college students, as well as those currently in the work force who may be seeking another career.

Diana holds a Bachelor of Arts degree and a master's degree in education from the University of Montana and has written two other books. She and her artist husband, Brad, enjoy living in the country outside Grand Junction, with their dog and two cats.



Lois B. Schwartz, DI, Green Valley, Arizona,

Lois B. Schwartz, DI, Green Valley, Arizona, has written her 40th novel, "His Prisoner," under the pen name Lois Carroll. A hapless witness to a robbery takes the money from the robbers' stash for himself and his daughter Kate. Despite her objections, they plan their escape west to start a new life. Pinkerton agent Jake traces spent gold to her and her missing father. He holds Kate prisoner until she leads him to the gold but Kate wants to warn



her father. The real robbers want their gold back so Jake must hold her close, real close.

Lois had her first novel published in 1994; she now writes mostly historical fiction and romance set in the West.

Judie Mare, AS, San Jacinto-Hemet, California,

wrote "Hearsay," her third volume of poetry and stories of hope and discovery. The book is a collection of Judie's spiritual insights from life experiences in distinctive poems of faith and short stories of resolve and repentance.

Judie is retired from careers in public relations and medical management. She has been writing ever since she was a child—always poetry—she profoundly enjoys the ability of words to convey her inner thoughts and feelings. Judie is a 22-year member of P.E.O.

Heidi Martin, AK, Duxbury, Massachusetts,

is author of the novel "The Refuge." Anna Waters feels her life spinning out of control after a tragic accident takes the life of her unborn child.

The youngest partner in a Boston law firm, she works endless hours, distancing herself from family, friends and especially her husband. In quick succession, she finds herself divorced and jobless. Just when she thinks she has nothing left, a dream beckons her to take a life-changing journey. Completely alone, she leaves everything she knows and drives to the countryside of South Carolina. She first meets Clark, a kindred spirit who has confronted his own grief. He helps her deepen her understanding of spirituality, which sets in motion a journey of



self-discovery and hope. Along the way, she befriends an adorable girl named Lucita who not only captures her heart but also helps absolve the pain of never knowing a daughter. Her refuge isn't without complications—love triangles, alcoholism, jealousy and sickness. These difficulties force Anna to look deeper and deeper within her soul.

Heidi is a Minnesota native and has been an educator for the past 14 years. She has also written a children's book called "Treasure Hunt." She lives in Massachusetts with her husband and two children. Her website is heidimartinbooks.com.

Michele DeRosa, BA, Lancaster, Pennsylvania,

wrote "Solace Through Writing," a grief calendar that allows individuals the opportunity to journal to express the numerous emotions we experience. Michele has been a Licensed Funeral Director since 1980, and has worked with The Groff Family Funeral and Cremation Services, Inc., for over 30 years. She also spent three years working for Hospice and Community Care in Lancaster, serving as their Bereavement Coordinator for two years and one year as the Community Relations Manager before returning to Funeral Service. She has an extensive history of assisting families that have experienced loss. Her passions include helping families both at the time of the death and reviewing options before the need arises, facilitating grief support groups and community outreach and education.



Lois Lucas, EM, Scottsdale, Arizona, and Bonnie Huntley, EF, Minnetonka, Minnesota,



collaborated to create a children's book, "Reading to Hannah." This book follows a young girl's journey of reading experiences, from the laps of her parents and grandparents to bookstores and libraries.

The author, Lois, has been a bookseller for many years, often working in the children's department. With Bonnie's help, she was able to portray the magical way in which children learn to read—memorizing a book after hearing it countless times, then "reading" it as they turn the familiar pages. The adult must never change the words or skip pages—the child knows!

Bonnie is an award-winning artist, painting in oil still life and landscape. She also creates a calendar each year portraying small-town life to benefit the needs of others through Interfaith Outreach. That experience, along with time spent with her own grandchildren, helped her to bring the characters in "Reading to Hannah" to life. 🌸

Centennial Chapters



Chapter D, Tucumcari, New Mexico

Organized: February 2, 1917

Celebrated: February 25, 2017

First row, from left: Barbara Bowen, RuthAnn Litchfield, Michelle Farrow, Linda Griffen, Linda Cosner **Second row:** Sue Goldson, Sheri Morper, Deb Sloan, Gail Balzano, Pat Hansen, Holli Cantrell, Gigi Parker, Peggy Shipley, Norrie Maciel, Jeanette Maddaford



Chapter EZ, Anita, Iowa

Organized: February 20, 1917

Celebrated: June 17, 2017

First row, from the left: Donnis Dressler, Ruth Cullen, Janece Eddy, Rosalie Kopp, Jannes Aupperle, Gloria Turner, Lila Huff, Lillian Nichols, Phyllis Nichols **Second row:** Judy Neighbors, Judy Maas, Jody Rudolph, Ellen Kaufmann, Julie Pollock, JoAnn Poepppe, Sherry Waddell, Ruth McIntyre, Linda Sims, Judy Marnin **Third row:** Kathie Mailander, Sue Jessen, Carolyn Modrell, Debra Marnin, Jackie Bailey, Lynn Hockenberry, Helen Zimmerman, Nancy Brown, Karen Mathis, Cheryl Wessels, Jessie Meyer, Cheryl Bailey **Fourth row:** Beverly Johnson, Kay Hansen, Cheryl McCaskey, Pam Miller, Marcia Hockenberry, Kim Kopp



Chapter BL, Sacramento, California

Organized: April 24, 1917

Celebrated: April 22, 2017

First row, from the left: Mary Jane Delavan, Shirley Worthington, Lou Stewart **Second row:** Francine Gallawa, Linda Jayne, Lestelle Manley Nichols, Marilyn Empey, Carla Vincent, Monique Fasquelle **Third row:** Katie Honore, Sharon Schlesinger, JoAnn McTasney, Kathy Parker, Sherry Witt, Mary Jane Bryan, Pat Ronten, Lisa Schulze, Gail Finnegan, Virginia Woodside, Loni Reynolds, Helena Bennett, Barbara Reinhart



Chapter BM, Santa Clara, California

Organized: April 26, 1917

Celebrated: April 23, 2017

First row, from the left: Mary Thygeson, Gerry Danzl, Lavonne Marino, Mary Thomas, Maxine Beck, Peggy D'Ardenne **Second row:** Judy Etherington, Joan Gatto, Connie Hamrah, Mary Pat St. Marie, Linda Manry, Mary Swalen, Ann Marie Mix, Ann Monroe, Dianne Priest, Christina Janich, Audrey Dickey



Chapter N, Northfield, Minnesota

Organized: May 3, 1917

Celebrated: May 9, 2017

First row, from the left: Vicki Roller, Mary White, J. Rondestvedt, Solveig Bailey, Penny Cupp, Rosalee Forkner, Donna Maus, Laurie Brackee, Krista Sorenson, Anne Klinefelter **Second row:** Whitney Agrimson, Jolene Manzey, Carol Korda, Deborah Bohnhoff, Mary Boylen, Jeanne Martin, Gretchen Hardgrove, Sue Norsted, Rhonda Schwartz, Leslie Selvy, Sheryl Kleppe, Elinor Niemisto, Sharon Stoeck, Carol Cowles, Jan Stevens, Sandy Clayton, Joan Behr



Chapter AP, Idaho Springs, Colorado

Organized: May 21, 1917

Celebrated: May 7, 2017

First row, from the left: Jan Shirlaw, Rose Thomas, Karin Gibbs, Marion Anderson **Second row:** Deborah McInerny, Barb Stoffers, Sue Howell, Pattie Fraley, Pam Thomas, Julie Wohlers, Carolyn Snow, Linda Rae Havens, Linda Terry, Judy Murphy **Third row:** Julie Rutter, Lois Kruger, Mary Lou Rutherford, Kandace Lukow, Glenda Timmons, Sylvia Hoffman, Ellen Elliott, Sandy Jackson, Carolyn Heidorn, Patti Jo Tharp, Linda Goymereac, Ann Moore



Chapter BW, Orleans, Nebraska

Organized: June 14, 1917

Celebrated: June 21, 2017

First row, from the left: Trudi George, Dorothy Burd, Virginia Collins, Leanna Henry **Second row:** Charlene Hunt, Virginia Steenson, Susie Peterson, Susan Bose, Valerie Brady, Margaret McInturf



Chapter L, Lead, South Dakota

Organized: September 1, 1917

Celebrated: September 1, 2017

First row, from the left: Diane Monday, Debbie Vardiman **Second row:** Mary Ommen, Pam Palmer, Alice McNall, Colleen Ausmann **Third row:** Julie Kullborn, Barbara Blue Sharon Narem, Joan Irwin **Fourth row:** Regena Thrall, Virginia Eastmo, Barb Wansteadt, Cameon Jacobson-Wefso, Carol Reausaw, Jacque Fuller, Mim Hoff, Kay Hansen, Aloah Pahl, Fran Allen

New Chapters



Chapter JF, Viera, Florida

Organized: June 3, 2017

First row, from the left: Jenna Bradford, Cyndi Anderson, Ranell Schlatter, Karen Savage, Kathy Dixon, Donna LaRoche

Second row: Kim Wilver, Ree Nathan

Third row: Brenda Fox, Bonnie Rogers, Lillian Kohler, Jeanne Bedwell, Maxine Lauer, Angie Hartzler, Trish Loso, Jennifer Loso, Kathy Tomblyn, Debra Fay, Nancy Fuccillo, and Jean Schlatter

Chapter AC, Tupelo, Mississippi

Organized: August 6, 2017

First row, from the left: Katherine Marlar, Kimberly Allred, Rebecca Richards, Aislynn Wigginton, Taylor Neal, Emma James, Elizabeth Dodson

Second row: Alicia Asters, Susan Buchillion, Martha Thomas, Hannah Shempert, Joselyn Michelic, Lexi Parker, Anne Yost, Vallery Williamson, Amy Warner, Sarah O'Brien



Chapter JL, Loveland, Colorado

Organized: August 19, 2017

First row, from the left: Greta Zaring, Betty McKinley, Dottie Madden, Dianne Ebel, Susanne Evans, Ann Jens

Second row: Helen Wilson, Kathy Zavela Tyson, Kristen Ellis, Jinny Wood, Bridget Morse, Celinda Knight, Alice Hinkeldey, Barb Wilkinson, Julie Demaree, Sarah Kilbourn, Angela Snyder




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.

 **Protect your robes** and other fine clothing – 54" white light-weight vinyl garment bags decorated w/ the marguerite. \$90 ppd. for 7 bags sent to street address only. Ch. FR c/o Diann Rockstrom, 211 S. 78th Ave, Yakima, WA 98908. diann67@gmail.com

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.

Items for Sale

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 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.

Tervis tumblers w/ marguerite LOGO. Insulated, shatterproof tumblers that are safe for micro & dishwasher. Several sizes available. For prices/shipping, email: floridachapterfe@gmail.com.

Crystal nail file w/ hand painted daisy. 3 sizes, \$7-\$11. Ch AN c/o Connie Wilson, 11844 SW Windmill Dr, Beaverton, OR 97008. www.peochapteran.com.

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@ancofficeproducts.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.

 **Cottee 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

Items for Sale


 **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

 **New eyeglass/computer** cleaning cloth from durable microfiber. Cleans 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. KarenTreacarr@gmail.com to order.

 **Painted daisy notes** 5 1/2 x 4 1/4" pkg of 5 w/ envelopes \$9 ppd to Ch OI, 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 wreath magnetic 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.

I AM P.E.O. car window/door clings white, black and yellow with a daisy. 3.5"x3.5". \$3 ea or 2 for \$5 + postage. Larger orders available. Contact Rebecca Chapter DS/FL rebeccawilsonjfl@gmail.com

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.

Golden Star Ceremony – to honor 50 years and more members. Printed on parchment paper w/gold lettering. Space for recipient's name. Suitable for framing. \$5 each or five for \$20. Add \$1.50 postage/order. Email nyoungm@msn.com for mailing info. Checks made to Chapter HE P.E.O.

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 PI 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@Cacrewoods.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.

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: nrms04mckinney@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

Tech Terms: What do They Mean?

by Lucy Thoms, Digital Communication Specialist

Technology is ever-changing and it can be hard to keep up with the flurry of buzzwords flying around. We want to get back to basics to define some common terms and trends, while also providing examples of how they may be evident in your life.

Bandwidth – Bandwidth refers to the amount of information that something, like a connection to the internet, can handle in a given time. Example: Think of bandwidth like a freeway—the more cars on the freeway, the more room needed to keep them moving at an acceptable speed. The more data being accessed by your internet connection, the more bandwidth you need if you expect a certain speed.

Bluetooth – a standard technology based on radio waves for the short-range wireless interconnection of mobile phones, computers and other electronic devices. Example: Does your phone sync up to your car wirelessly? It's mostly likely done over Bluetooth.

Cookies – A small text file created by a website that is stored in order to recognize you and keep track of your preferences. Example: If you leave something in your cart when shopping online and it's still there the next day, that's because cookies kept track of it.

USB – Short for Universal Serial Bus, USB is an industry standard that defines cables and connectors between computers and devices. Example: If you plug anything into your computer or laptop, it probably uses a USB cord.

HDMI – Short for High-Definition Multimedia Interface, HDMI allows the transmittal of audio and video

between devices. Example: HDMI cords allow you to connect a laptop to a TV to view video content.

URL – Short for Uniform Resource Locator, a URL is the address of a specific webpage or file on the internet. Example: www.peointernational.org is the URL for the P.E.O. International website.

Phishing – Phishing involves spam emails sent to you by identity thieves to trick you into revealing private data. Phishing emails often come from what appears to be a legitimate sender (for example, your bank).

Hardware – Hardware refers to the physical parts of a computer or other electronic device. Example: A physical smartphone is hardware.

Software – Software refers to the programs and other operating information used by a computer or electronic device. Example: The operating system (ex. Apple's iOS or Google's Android) of a smartphone is its software.

Current Tech Trends

Artificial Intelligence (AI) – The development of systems that have intellectual processes characteristic of humans and the ability to perform tasks commonly associated with intelligent beings. Example: Systems

like Apple's Siri or Google's Alexa use AI to determine appropriate responses to queries.

Bots – A bot is a software application that runs over the internet, typically performing tasks that are both simple and structurally repetitive at a higher rate than would be possible for a human. Example: Many websites are starting to use bots, or "chatbots," for customer service.

Internet of Things – The interconnection via the internet of computing devices embedded in everyday objects, enabling them to send and receive data. Example: A heating or cooling system that can be controlled remotely.

Some Common P.E.O. Website Terms

Public website – The public website is www.peointernational.org.

Member website – When you click on Member Login from www.peointernational.org and enter your login credentials, it takes you to the member website.

Online ordering – Need supplies for your chapter? Visit the member website and then click on Online Ordering. You will need your member ID number to log in. 🌸



ADD A P.E.O. FRAME TO YOUR PROFILE PICTURE ON FACEBOOK!

For Founders' Day on January 21, 2018, add a frame to your profile picture on Facebook to share with others about P.E.O. It's a great way to virtually wear your pin! Watch for the frame to be available on Facebook in early January 2018.

Time to Pay Dues

Local chapter dues are payable February 1 for 2018-2019. If you are going to be out of town and unable to attend meetings, please remember to pay early or mail your check to your local chapter treasurer.

Although dues are not considered delinquent until March 1, as a courtesy to the treasurer, please pay them as soon as possible. This will ensure that all annual reports are filed by the local chapter officers in a timely manner and that you continue to be counted as an active member of P.E.O.

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

Pay Dues by Credit Card!

Chapters may use debit/credit card readers to accept payments, including dues. This policy is included in Instruction to Officers of Local Chapter.

Chapters may choose to use a debit/credit card reader (Square, Roam pay, Pay anywhere, etc.) to accept payment for:

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

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

When do Amendments Adopted at International Convention Go into Effect?

Amendments adopted at Convention of International Chapter that require a change in local chapter procedures are not to be implemented until the revised materials and/or instructions are received in the 2018 winter mailing (see Winter Mailing below).

Results of voting on the amendments are posted on the P.E.O. member website and in this magazine on page 14-17.

Mailings from the P.E.O. Executive Office Annual Reports for Local Chapters

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

Winter Mailing

This mailing to all local chapter presidents and s/p/d officers will be sent in January 2018.

Save the Date—Cotter Vacation College

You're invited to Cotter Vacation College for Vacation College! With a wide array of course offerings, Vacation College has something for everyone. For one week, Cotter College's dedicated instructors will provide you with an experience you will never forget. P.E.O. sisters, BILs, alumnae and friends of the College are all welcome to attend. Get the word out! Vacation College is scheduled for May 15 – 20, 2018. Class listings will be posted online in January. For more information about Vacation College, go to cotter.edu/peo/grow. Early Registration begins January 15 and ends March 15.

"After I donated to the 150 Fund, I lost 10 pounds, my skin cleared up and my hair looks shinier than ever!"



*results not typical, causation not proven

Donate to the 150 Fund—it's tax deductible!

Celebrate

PEO 150 Years!

To learn more, visit www.peo150.org or go to the member website peointernational.org, choose Resource Library then Sesquicentennial Celebration.

Did you know?

Cotter College is a fully accredited independent four-year liberal arts and sciences college and currently offers a bachelor of arts or bachelor of science in biology, business administration-management, criminology, English, environmental studies, health sciences, international business, international relations, liberal arts, organizational leadership, psychology, secondary education (with certification in biology, business, chemistry, English, social sciences, or speech/theatre), and women studies. In addition, Cotter offers four associate degrees and a variety of certificates and minors. 🌸

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 _____

Nothing
could have been
finer!

Thank you for letting us share our Southern
hospitality with y'all and for making the 2017
Convention of International Chapter in Charlotte
a great success!

