

THE P.E.O.

SEPTEMBER-OCTOBER

RECORD

**Susan Sellers
Installed as
International
President**

**Take the
All Member
Survey**

**Bed & Breakfast
Listing**



officers of INTERNATIONAL CHAPTER

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First Vice President Maria T. Baseggio

Second Vice President Beth Ledbetter

Organizer Sue Baker

Recording Secretary Brenda J. Atchison

Standing Appointments

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Cottey College

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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 ownership of a two-year women's college, Cottey College, 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 worthy 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 either pursuing a doctoral level degree or are engaged in postdoctoral research at an accredited college, university or institution.



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 a fully accredited liberal arts college for women in Nevada, Missouri, owned and operated 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 website under PROJECTS/PHILANTHROPIES.



Acceptance Remarks at Convention of International Chapter by Susan Reese Sellers, President, International Chapter

Invest in the Future

It is an honor and privilege to stand before you as the 68th president of International

Chapter. Thank you! My footsteps are now following the path of women I have never met, women I have only read about and women I know and have had the honor of serving beside. Each of them has served with distinction and true dedication to the objective of keeping our sisterhood as a viable and vital organization that will continue to impact the lives of the women sitting next to you today as well as women we have yet to meet.

Accepting the gavel at this 70th Convention of International Chapter in Saint Louis is especially poignant for me since I am a Missourian by birth and was initiated in the small, agricultural community of Lebanon, some 150 miles southwest of here. Lebanon is where my journey began in becoming a P.E.O.

As I have often read, every step forward begins with a foot firmly established in the past. When we actually take time to reflect on the historical accomplishments of P.E.O., our travel through history has been remarkable. History continues to reinforce that P.E.O. has adapted to changing times and planned for the future. As the oldest international community-based women's organization, we have withstood the test of time.

In 2007 the Noel Levitz survey elevated our thinking to new heights. It brought matters to the forefront that were necessary for consideration by our membership if P.E.O. was to remain a relevant and attractive organization for future generations. Sharing our mission, strengthening our membership, being more visible in the community and friendships that continue to support each other were emphasized. As a result:

- We have improved communications about P.E.O.—our mission, our projects and our organization—so as to attract those women with high ideals and purpose who share our interest and passion for the higher education of women.
- The STAR Scholarship was adopted as the sixth P.E.O. philanthropy that would further enlarge the scope of

our mission. We have again strengthened P.E.O. in the local community and widened our educational purposes.

- Working to strengthen our membership is a priority. The Coordinator of Membership Development has been on staff for two years and the four volunteer Regional Membership Representatives who assist states, provinces and districts are under her supervision.
- More than 17,000 initiates during the past biennium have multiplied friendships and support of sisters across North America.

P.E.O. is continuing to accept the challenge and invest in the future.

The 21st century has brought with it unprecedented changes and challenges to us as individuals and to our sisterhood. Today's life is very different than what was experienced by the young women in 1869. We live in a complicated and fast-paced world. Every one of us is experiencing change all around us; it's the same for our sisterhood.

When P.E.O. began, Alexander Graham Bell had just patented the telephone and today we have "smart phones" that go with us everywhere and instantly bring us communications from around the world. George Eastman began selling his simple box camera to consumers when P.E.O. was in its second decade of existence. Film has now been replaced by pixels and the transformed device slips into a purse or shirt pocket. The box with sound and pictures that everyone gathered around on Saturday night is now as large as a wall, there's one in every room and it beams world events as they happen; and that once anxious anticipation of a letter arriving in the mailbox is presently a "ping" announcing an email, tweet or text communiqué.

Like it or not—understand it or not, technology is here to stay. As with our world's technological achievements, P.E.O. has come a long way since its 1869 founding and our future is still before us. P.E.O., therefore, must continue to leverage the advantages that technology provides. We know from past experience that our purpose can grow even in the midst of an ever-changing world and this new biennium offers us the opportunity to pause and reflect—to review the past—to evaluate the present—to invest in the future.

Visualize the difference P.E.O. has affected since the first ELF loan of \$300 was realized in 1908. More than 85,000 women have been the recipients of more than

\$210 million dollars and that's not counting the more than 8,200 graduates of our Cottey College and the millions of dollars in gifts to Cottey since 1927. Just during this convention you have been witness to the generosity of our chapters and individual members who made possible, in one year's time, gifts totaling more than one and a quarter million dollars for our projects—all for the higher education of women. This is powerful and you did it!

But P.E.O. cannot stop and rest on past accomplishments. We cannot stop growing—not in numbers and places, nor in attitudes and ideas. Progress and change, even for a 142-year-old organization, are crucial for survival. Adjusting to changing times and the needs of its members is not a new concept for P.E.O.s to consider. References to such can be found in writings and P.E.O. Records beginning with the earliest decades. Our Founder, Franc Roads Elliott, spoke to this very subject in 1907, Laura Storms Knapp in the early 1950s, Joan Bradshaw in the 1980s and as recently as today. It is a concept that we must acknowledge on a recurring basis, and then act on it and follow through. Commitment to growth must be seen in action as well as words.

Historians have reiterated for centuries that the best predictor for the future is the past. Today we are the links between the ages, we are familiar with past memories and present success and we share the expectations of future promise.

P.E.O. has stressed ideals and values that have withstood the challenges that inevitably come from long life. It was once said to me, "change cannot destroy sound principles." The foundation is in place; it's how we build on that foundation which will determine the destiny of the Sisterhood. We must continue our dedication to the future of P.E.O.

But what is the key to our longevity? It is our membership—yours, mine, those who are nonparticipating, the inactive members of our chapters, our unaffiliates and the women we have yet to know and initiate. Membership is the life blood of P.E.O. Without members nothing can or will be accomplished. I encourage you and each and every sister to invest in the future of P.E.O. Let's pledge to give the best of ourselves and to do our part—attend chapter meetings, be an officer, pay annual dues, support P.E.O. projects, give a program, be a meeting hostess. In other words, invest in the future of P.E.O. by being engaged as a member of P.E.O.

The opportunity to realize our goals rests within the power of every P.E.O. chapter and its members. We won't be the P.E.O. we want to become without you. We need you as an engaged member to enhance the legacy that has been P.E.O. and help us meet the challenges of the future. If P.E.O. is to continue to be a vital, contributing organization in today's world, each and every member must invest in its future. We need you and women like you. P.E.O. will become what you make it.

Remember, you are P.E.O.!



"Let us welcome heartily whatever will make our friendship stronger, our social functions more endearing, our characters broader, so that if possible we will be drawn closer together, will know each other better and love each other more, and thus be stronger to help make the world purer and better."

—Mary Allen Stafford

September–October

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Submission of material to The P.E.O. Record is your consent to the right to edit and publish it either all or in part in the magazine or on the website. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear 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.

Born to be a Sister

One of the wonderful things about P.E.O. is that we all find our way into the Sisterhood through our own unique paths. Some women are brought in by dear friends, others by their mother, aunts or cousins and some seek out a P.E.O. chapter because they have heard of the good work we do. However, on very rare occasions when our star is aligned just right, a P.E.O. sister is born into a chapter. That's what happened on January 21 as Chapter BQ, Minneapolis, Minnesota, was preparing to celebrate Founders' Day.



Erin Wilkin, baby Sally and Sally Cederstrand

It was a particularly frigid morning with temperatures hovering around 15 degrees below zero, so we were all surprised to see Erin Wilken come through the door. Erin was just six weeks away from delivering her first child but, being a hardy Minnesotan, she wasn't going to let a little "chilly weather" keep her away.

Despite the bitter cold, 18 sisters were squeezed around the brunch table that morning. As the normal chatter spread throughout the room someone noticed that Erin was not at the table. Also conspicuously

missing were Stacey Hurrell and Barb Unga, the chapter's two nurses. Sisters began to wonder what was happening. We didn't have to wait long for an answer.

Barb reappeared and announced that Erin was in labor. Her doctor was called and waiting for her at the hospital but they had to leave right away. Barb drove Erin to the hospital and the chapter collectively held its breath. With six weeks left in the pregnancy, we all knew the complications that could occur. The meeting continued but our minds and hearts were with the newest member of our P.E.O. family.

The next day word was sent out that Erin had delivered Sally Lynn Wilken, named after her grandmother, Sally Cederstrand, who is a 60-year member of our chapter. Though small, newborn Sally was going to be fine. We believe she is destined to be a P.E.O. sister. Deciding to make her arrival on Founders' Day, while in the home of our most senior member with 18 P.E.O. aunties standing by and named after another life-long P.E.O., little Sally may very well be a future International president! Look for her name in about 30 years.

*Patty Ferris, BQ,
Minneapolis, Minnesota*

P.E.O. Tale of Hope

In all the devastation that Tuscaloosa, Alabama, suffered in the April 27 tornado, there is a hopeful P.E.O. tale. Peggy Lovin, immediate past chapter president, heard the winds of destruction hit and, leaving her safe place, discovered that her house, still intact, only sustained a foot-size hole in her roof from the tree that punctured through and some shattered windows. Looking at the garage, she began to laugh.

An unlikely object saved the garage door from completely collapsing into the unused bay. For years Peggy has, with a sigh of resignation, agreed to store the cumbersome, heavy metal rolling garment rack that our chapter uses in its garage sales. This rack, positioned behind the garage door, actually prevented major damage to the garage and is now elevated to a place of honor in our hearts and minds.

*Marilyn Mancini,
Past President, Alabama State Chapter*

Sisterly Love in Germany

I'm a military spouse; we are stationed near Ramstein, Germany. Upon arrival, my first piece of mail was a wonderfully welcoming, handwritten note from a P.E.O., Sandy Paige. She explained she has lived in Germany for 12 years and while there isn't a chapter per se, there have been get-togethers from time to time. Sandy is an absolute delight! She informed me that she also is a tour guide with the USO. I booked a tour with her right away and learned a great deal about the local Kaiserslautern area. Her knowledge of the area, warmth and spirit to help newcomers was amazing! Before I knew it, she was helping us move in—the parts nobody wants to do—scrubbing the floors, organizing the kitchen, bathrooms and bedrooms. She also hosted a wonderful dinner with two other couples, which was wonderful as we were all new to the area and in the same age range. My husband was in near amazement after each event and I would smile proudly and say "she's a P.E.O., through and through!" Really, I think of Sandy as my guardian angel.

*Melinda Vail, FY,
Omaha, Nebraska*

Meet the President—Susan Reese Sellers

by *Georgan Reitmeier, ES, Houston, Texas*

Susan Sellers has lived in Houston, Texas, for the past 30 years, but her roots come from Lebanon, Missouri, a small farming community in the heart of the Ozarks with a population of 10,000 (plus or minus). Her collegiate years began with two years at William Woods College; she completed her formal education at University of Missouri, Columbia, earning a degree in elementary education. Susan subsequently taught kindergarten, second grade and private preschool prior to working in administrative capacities for two Houston-based energy companies.

As a third generation P.E.O., Susan received a treasure passed on through her paternal grandmother, her mother Bonnie and shared with her three sisters, Cindy, Katherine and Elizabeth! Her father John Reese is still serving others as a 60-year practicing pharmacist in Lebanon, Missouri. The Reese family is rich with P.E.O. heritage involving grandmother, daughters, sisters, cousins and aunts!

Susan was initiated into Chapter EO, Lebanon, Missouri, in 1966 and is a current member of Chapter ES, Houston, Texas. She is a former member of Chapter CN, Ponca City, Oklahoma, and was a charter member of GK, Spokane, Washington. As Susan's P.E.O. journey began she could not have known what adventures and offices would be in her future! She has served P.E.O. at the local, state and International level. Susan was President of Texas State Chapter 1989-1990, having served all state offices. She began her



P.E.O. International responsibilities with membership on the Nominating Committee 1991-93, the Board of Trustees, P.E.O. Scholar Awards where she served as chairman in 1997-99 and as a member of the Special Committee on Electronic Communication 1997-99. Susan was elected to the Executive Board of International Chapter in 2003, beginning as recording secretary and subsequently serving in all offices. She served as chairman on the Ad Hoc Committee to Streamline the Work of State Chapters in 2007-2009 and chaired the Special Committee to Study P.E.O. Ceremonies and Meeting Procedure in 2009-2011.

As a member of John Wesley United Methodist Church in suburban Houston, Susan's activities include Chancel Choir, flutist in the orchestra and member of the hand bell choir. She also stitched a beautiful needle-

point kneeler for the church altar rail. In addition to her church activities and her volunteer work in P.E.O., Susan's community outreach includes project chairman for the Cypress Woodlands Junior Forum. As project chair for the Keep Pace Early Childhood Intervention program, she initiated and organized the first playgroups for special needs children. She also served as chairman of the Keep Pace Advisory Board.

Collections of stars, needlepoint, quilts and other art fill her home. Reading, antiques, travel, family and friends fill her life. But Susan is also passionate about P.E.O., its history, its purpose, its ideals and its future. She recognizes that the P.E.O. of today faces challenges which are quite different from those faced by its Founders in 1869, but the history of P.E.O. confirms that the Sisterhood's purpose and ideals can grow stronger in an ever-changing world. Susan knows that change will not destroy sound principles and P.E.O. can continue to attract women with high ideals and purpose who share our passion and interest for the higher education of women.

Susan's leadership emits her keen abilities. As a life-long learner, she expends the effort to meet the challenges ahead. Dedicated to P.E.O. and its future, she pursues information, seeks wise counsel and then does the work at hand. The P.E.O. Sisterhood can expect a bright and productive future with Susan, her executive board and the members of the leadership team of International Chapter. 🌸

New Leadership

Welcome to those who have accepted appointments to serve on the leadership team

Mathilda Hatfield Hulett, BE, Conway, Arkansas
Cotley College Board of Trustees

Peggy Bottorff, TJ, Del Mar, California,
Cotley College Board of Trustees

Marilyn Book, MJ, Fairfield, Illinois,
Educational Loan Fund Board of Trustees

Glynda Samford, V, Albuquerque, New Mexico,
International Peace Scholarship Fund Board of Trustees

Lucinda Jensen, FZ, Eugene, Oregon,
Program for Continuing Education Board of Trustees

Linda Davidson, BO, Tyler, Texas,
P.E.O. Scholar Awards Board of Trustees

Kathryn Bayne, X, Frederick, Maryland,
P.E.O. Scholar Awards Board of Trustees

Eleanor Huey, W, Beaufort, South Carolina,
P.E.O. STAR Scholarship Board of Trustees

Jo Ann Fetterman, II, Bainbridge Island, Washington,
P.E.O. Foundation Board of Trustees

Lou Ireland, HD, Pembroke Pines, Florida,
Finance and Audit Committees

Susan Holman, BW, Wexford, Pennsylvania,
Study and Research Committee

Jeanette Mooney, JB, Paola, Kansas,
Study and Research Committee

Mary Short, BR, San Antonio, Texas,
Parliamentarian

Sandy Booth, AB, Salem, Oregon,
Nominating Committee

Kay Duffield, BQ, Missoula, Montana,
Nominating Committee

Kathie Herkelmann, ET, Rochester Hills, Michigan,
Nominating Committee

Cathy Moss, E, Louisville, Kentucky,
Nominating Committee

Diane Todd, FF, Urbana, Illinois,
Nominating Committee

Janet D. Litterer, AB, Fairfield, Connecticut,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

Pamela Jean Estes, AU, Pine Bluff, Arkansas,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

Deborah H. Taylor, AY, Vancouver, British Columbia,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

Frances D. Becque, KL, Carbondale, Illinois,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

Donita Mitchell, FA, Enid, Oklahoma,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

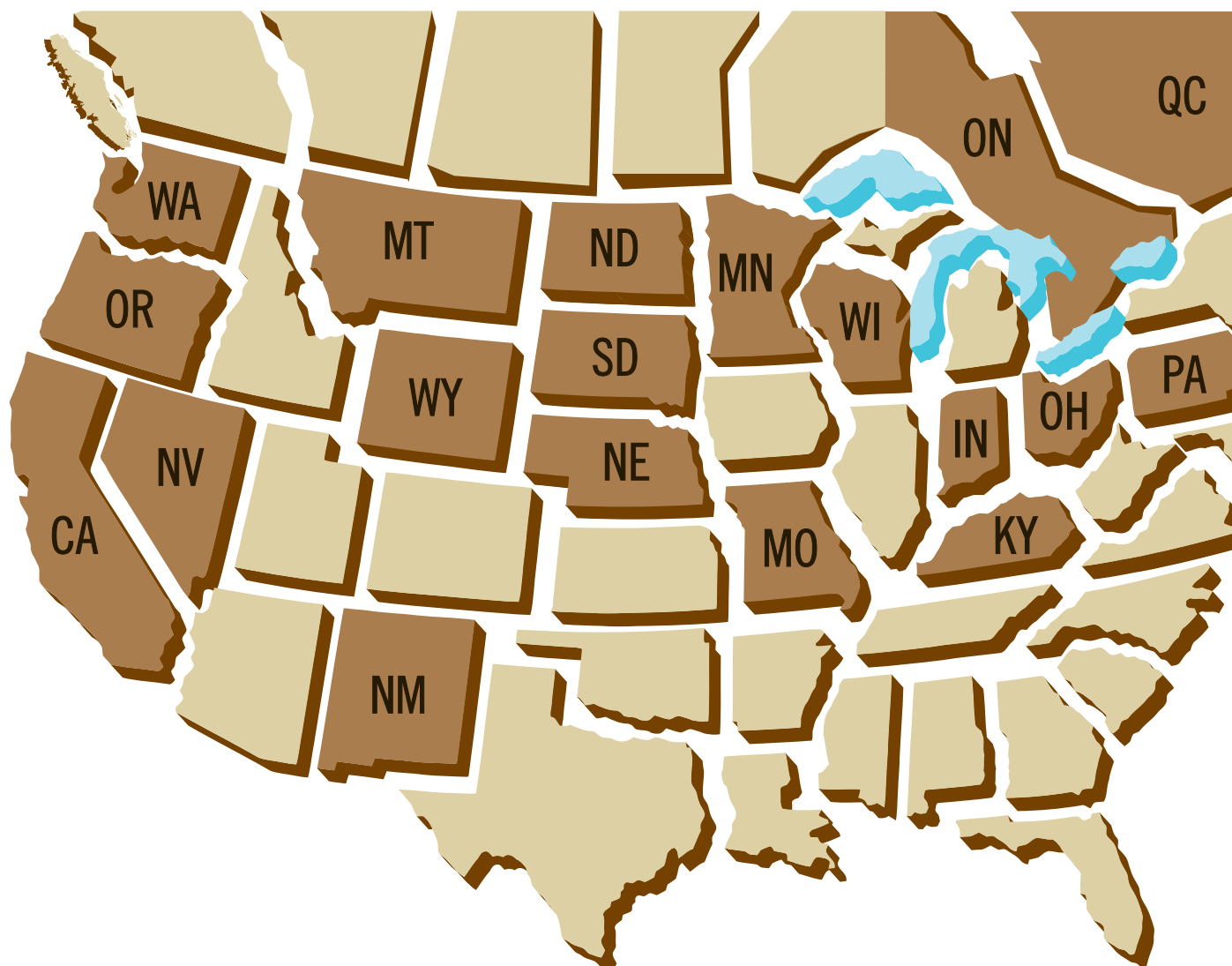
Jill Brink-Lemnah, NL, Los Angeles, California,
Special Committee to Study P.E.O. Ceremonies
and Meeting Procedure

We appreciate their commitment, talents and wisdom. 

YOU CAN MAKE A DIFFERENCE

Make an individual gift to the Foundation
or to any one of the P.E.O. philanthropies.

Gallery of PRESIDENTS



Shirley L. Bowen

California

Carpe Diem



Born and raised in New Mexico, Shirley Bowen attended Cottey College before transferring to the University of Oklahoma where she earned her bachelor and master's degrees in library science. After graduation Shirley joined the Marine Corps as a communications-electronics

officer. Retiring from the Marine Corps with the rank of Colonel in 1998, Shirley accepted a position as a high school librarian, from which she retired in June of 2010.

In 1987 Shirley and her husband Robin moved to Huntington Beach after being stationed all over the United States and Japan. The gift of P.E.O. was given to her in 1988, when she was initiated into Chapter HX, Huntington Beach, where she is still a member. She has held all offices in her chapter with the exception of treasurer, and served as president three times.

Over the years Shirley has volunteered as an office manager for the Navy Relief Society, MCRD San Diego for three years, a Cub Scout leader for seven years, VIP volunteer and School Site Council member for her children's schools

for 14 years, and was a leader for the Orange County 4-H Guide Dog Puppy Program for 12 years.

Shirley's husband is also a retired Marine officer and recently retired school district administrator. They have three children: Ashley, also a member of Chapter HX, is married to Peter Chang; David, who lives in San Francisco; and Joshua and his wife Courtney who live in San Diego. Shirley and Robin have one grandchild, Sophie Chang.

Shirley's favorite activities include reading, crocheting, knitting, crafts and traveling. Prior to coming on the executive board she enjoyed playing in the handbell choir at church.

Caran Kolbe McKee

District of Columbia

P.E.O.s Have Heart!



Caran Kolbe McKee grew up on a cattle, corn and soybean farm in Lake View, Iowa.

P.E.O. runs in her family—her grandmother, mother and two sisters are P.E.O.s. Now a member of Chapter U, District of Columbia, Caran was initiated into her mother's chapter, BI, Sac City, Iowa, in 1982.

In 1985, Caran married her college sweetheart Chris McKee and together they have two children: son Kolbe, a senior in high school; and daughter Anya who is in 6th grade.

Caran graduated from Iowa State University in Ames where she met her husband who is also an Iowan. He attended law school at George Washington University and the couple has lived in the D.C. metro area ever since.

Now a busy full-time volunteer, Caran worked 15 years for U.S.

Senator Chuck Grassley in the press arena. She is active in her children's schools and at Mount Olivet United Methodist Church in Arlington, Virginia, where she taught children's Sunday school for 16 years. Caran also enjoys helping in the kitchen on Youth Habitat for Humanity mission trips, and last summer she and her son spent 10 days in the Czech Republic teaching English to adults and children.

In her spare time, Caran enjoys reading, cooking, wine tasting, spending time at Deep Creek Lake, hiking, seeing live music of all kinds and attending productions of Shakespearean theater. She says being with family and friends at home is best of all.

Susan Wautelet

Indiana

STAR POWER: 21st Century Renewable Energy



Susan was initiated into Chapter DG, South Pasadena, California, in 1973. From there her P.E.O.

journey took her to Chapter MA, Naperville, Illinois (twice), Chapter G, Ridgefield, Connecticut, and currently to Chapter CO, Plymouth, Indiana. She has served in most local chapter offices as well as ELF Promotion Chairman for Indiana State Chapter.

Susan and BIL John met while attending UCLA in 1969. Susan graduated with a bachelor's degree in English and John went on to work in the financial software industry. They lived in many memorable places, raised three children, countless pets and made life-long friends.

Matthew is the oldest son and lives in Aurora, Illinois. Megan is a member of Chapter L, Lafayette, Indiana, where she lives with her BIL Adrian and teaches special education. Youngest son Ethan is relocating to Boston with fiancée Heather, following careers in finance and non-profit art organizations.

Newly retired from the medical insurance field, Susan enjoys reading, quilting and planning trips she and John will take in the future.

Mary Elliott **Kentucky** **All You Need is Love**



Mary Elliott is a native of Lebanon, Kentucky, but has lived in Glasgow, Kentucky, since

she was 17; she was initiated into Chapter Y, Glasgow, Kentucky, in 1999. Education is Mary's passion, and she says P.E.O. has afforded her the opportunity to grow and make a difference.

Mary graduated from Glasgow High School and earned three degrees in library science from Western Kentucky University, Bowling Green, Kentucky. She worked as an elementary school librarian for 33 years until her retirement in June 2011, and was an adjunct professor at Western Kentucky University for 10 years teaching children's literature.

Mary has been married more than 33 years to husband Tommy, who is also an educator. She has served as president of two other education organizations: Kentucky third District Education Association and third District School Library Media Association. She earned the Kentucky School Media Association Outstanding School Librarian State Award in 2010.

Mary is a member of Saint Helen's Catholic Church, has taught religion classes for third grade students, and has served in the church's Ladies Auxiliary.

In addition to a fulfilling work schedule, Mary has been actively involved in local Relay for Life activities for 10 years. Her hobbies include reading, golf, antiquing and being with family. After retirement, Mary plans to travel with her husband.

Leslie Hazelton **Massachusetts** **Nurturing Our P.E.O. Garden with Love**



Leslie Hazelton was born in San Diego, California, and moved to Connecticut at age 10. For

the last 25 years she has lived in Dalton, Massachusetts.

Leslie was initiated into Chapter T, Pittsfield, Massachusetts, in 1992. She is active in the First Congregational Church, UCC where she co-chaired the pastoral search committee and in October 2010 called the first woman senior pastor to the church. Leslie continues involvement there in various duties.

In 1972 Leslie completed radiologic technology training at the Hospital of Saint Raphael in conjunction with South Central Community College in New Haven, Connecticut. After marriage and family, Leslie switched careers to be home with her sons and opened a day care. After 32 years in day care she continues taking courses to keep up with the modern trends in early childhood education.

Leslie met her husband Siward working at Milford Hospital in Connecticut. They have three sons—Eric and wife Sarah, in Logan, Utah; Brian and wife Mariana and children Lucia and Matteo, in Great Barrington, Massachusetts; and Peter and wife Angela in Athens, Georgia.

When she is not busy with P.E.O. fun and obligations Leslie enjoys gardening, quilting, reading, church activities and family—especially spending time with grandchildren and training her dog.

Kathy Blais **Minnesota** **Celebrate God's Love and the Love Between Sisters**



Kathy Blais was initiated into Chapter AV, Cloquet, Minnesota, in 1977 by her childhood best

friend's mother. Kathy's mother was a former member of Chapter AV but belonged to another chapter at the time of Kathy's initiation.

Kathy grew up in Cloquet, Minnesota. She graduated from the University of Minnesota in Saint Paul with a degree in dietetics. For the past 23 years, she has been employed by Carlton County Public Health as coordinator of the Women, Infants and Children Program.

Kathy's husband Tim was employed as a child protection social worker for Carlton County for 32 years, retiring in 2009. Their children are Jill, who lives with her husband Mike in Superior, Wisconsin, and Patrick, who lives in Cloquet. The newest addition to the family is grandson Ahti John, born on March 31, 2011.

Tim and Kathy are avid college hockey fans. They have a cabin on an island at Rainy Lake in Canada for summer relaxation. Kathy belongs to Our Saviors' Lutheran Church in Cloquet and has volunteered as a confirmation teacher, reader and usher. Any free time Kathy has after the workday and P.E.O. duties are completed is spent walking or reading.

Lee Curnow **Missouri** **P.E.O.—Gifts Tied with Heartstrings**



Lee Curnow was born in Maine, where she spent the majority of her early life. A graduate of

Maine Medical Center School of Nursing, University of Maine, Portland, Maine, she worked as a pediatric intensive care nurse at Children's Hospital in San Francisco, California; at Children's Hospital in Denver, Colorado; and at Children's Mercy Hospital in Kansas City, Missouri.

Currently a member of Chapter LH, Liberty, Missouri, Lee was initiated into Chapter KO, Liberty, Missouri, in 1976. She also does volunteer work with Saint James Church in Liberty and is a court appointed special advocate for children with Clay County juvenile court.

Lee's BIL, Dick Curnow, is an orthopedic surgeon in Liberty, Missouri. They have five sons—four who live and work in the Kansas City area; one is in the Army and is a combat medic serving in Afghanistan. Lee and Dick enjoy spending time with their nine grandchildren—six boys and three girls—at a second home on their farm, an hour north of Liberty. Lee loves to play golf, knit and read. She says she hopes to get her golf game “back under control” after her term as president.

Anne Stapleton **Montana** **Go Wild for P.E.O.**



Traveling around the world is not just a passion for Anne Stapleton, it was a 40-year career in the

travel industry that began soon after graduating from Shattuck/Saint Mary's Hall in Faribault, Minnesota, with Northwest Airlines and ended in 2005 when she retired from her own travel agency in Billings, Montana.

Anne has a B.S. degree in business administration from Montana State University-Billings; holds a graduate certification from the Institute of Certified Travel Agents in Wellesley, Massachusetts; and a Master Certified Cruise Counselors certification from Cruise Lines International Association

in Miami, Florida. She served on numerous national travel industry boards during her career.

Born in Minneapolis, Minnesota, and raised in Billings, Anne was initiated into Chapter AN, Billings, Montana, her mother's chapter, in 1965 where she is still a member.

Anne has one son, Paul (Jenni) and a grandson, Chase. She shares her home with a pretentious Balinese cat, Willy.

Anne has volunteered as a patient advocate at Saint Vincent's Hospital since 2005. In addition, she has been an active member of Soroptimist International since 1993, and was named Soroptimist of the Year in 1998-1999.

In her free time, Anne enjoys traveling, wildlife photography, whitewater rafting and golf.

Joyce Victor **Nebraska** **Playing the Keys of P.E.O.**



Joyce Victor has been an active member of P.E.O. since 1974. She was initiated into her mother's P.E.O.

Chapter BD, Ashland, Nebraska. Joyce has been a member of Chapter K, Lincoln, a charter member of Chapter HW, Lincoln, and currently is a member of Chapter HJ, Grand Island.

Joyce was born in Des Moines, Iowa, and moved to Ashland, Nebraska, with her family when she was three years old; she lived there until she left to attend Wayne State College where she received a degree in medical technology. Following college, Joyce worked as a medical technologist for 25 years.

Joyce and her husband Tim have been married 36 years. They have been active participants of World-wide Marriage Encounter/Engaged Encounter since 1981. They have one daughter, Katie, who is a third generation P.E.O and works in the family business. She will be getting married in late August 2011.

Joyce loves to play the piano and has played since she was four years old. She also enjoys cross stitch, knitting and crocheting. Gardening and walking are outdoor activities she enjoys. Joyce loves to travel and says spending time with family and friends is one of the best uses of her time.

A couple of Joyce's favorite P.E.O. memories are being a teller at the International Convention held in Omaha, Nebraska, in 1991 and a page for International Convention in Vancouver, British Columbia, in 2005.

Sharon Wieczorek **Nevada** **Sisters, A Gift of P.E.O.**



Born in northern Minnesota, Sharon Wieczorek considers Saint Paul her original hometown, but

for the last 24 years Boulder City, Nevada, is the place she calls home. This is where she first learned about P.E.O. and was initiated into Chapter K, Boulder City. She celebrated her 20th P.E.O. anniversary this year.

Family is important to Sharon. She enjoys “helping” her husband Bill with his old cars and radio collection. Most of her family remains in Minnesota but Bill's daughter Nancy and her husband Bill visit often. Nancy is a member of Chapter FN, Stillwater, Minnesota. Sharon claims two grandsons, Michael in Saint Paul and Patrick in Denver.

Sharon served 10 years on the local hospital board of directors; currently serves on the board of directors of The Homestead Assisted Living and Grace Community Church where she also chairs the Staff Parish Commission. She also takes on care-giving projects to special people in her life.

With her love for helping others, Sharon found it difficult to work and do the things she loves. Before moving

to Nevada, she worked for an electrical supply company in Saint Paul as administrative manager until she retired to relocate to Boulder City in 1987. She found P.E.O. in 1991. In 1999 her church needed a volunteer to help find an officer manager. That volunteer position became a paid position that lasted seven years until Sharon retired again so she could enjoy her time on the Nevada State Board.

When she isn't busy with P.E.O., Sharon enjoys reading, playing bridge, exercising at Curves and antiques with her husband.

Jann B. Weems

New Mexico

Imagine



A native of Colorado, Jann B. Weems was initiated into her mother's chapter, A,

Denver, Colorado, in 1964 with her childhood friend, Sally Wilson Domsalla. She chose New Mexico for college—her heart belonged to the high desert of New Mexico and Damon, her husband of 42 years.

Jann began teaching high school world history, economics, government and student leadership in 1971 and retired in 2005 as chairman of social studies at Farmington High School. She was honored as the New Mexico Student Government Advisor of the Year in 1998, and her student senate won eight successive New Mexico state championships based on their contributions to their school and community. In 2006, Jann was inducted into the Farmington High School Hall of Honor.

Jann serves on the board of the Farmington Public Library Foundation and served 20 years on the board of the Farmington Civic Center Foundation for the Performing Arts. She attends Saint John's Episcopal Church.

The joy of Jann's life is her family. Sons Dathan and Derek follow in the

family legacy of lawyers including their father, grandfather and great-grandfather. Available free time is divided between her two grandsons, born of Dathan and daughter-in-law, Jessica, AU, Albuquerque, New Mexico, and her passions for art quilting, water-color painting and road trips with her Chapter AP, Farmington, New Mexico, sisters. Most treasured is the time spent with her family and three dogs in their adobe home.

Judy McDaniel

North Dakota

Renewed Energy in P.E.O.



Initiated into Chapter J, Wahpeton, North Dakota, in April 1997, Judy has experienced

tremendous energy in P.E.O. and is in awe of the dedication and commitment to our projects, our members, our giving nature and our own Cottey College.

Born and raised in a rural community near Tioga, North Dakota, Judy graduated with a B.S. degree from Minot State University, Minot, North Dakota, with a major in business education and a minor in German. Her career includes tutoring and teaching several business and German classes at small junior and senior high schools in North Dakota before beginning her 31-year tenure at the North Dakota State College of Science (NDSCS) in Wahpeton. After earning her master's degree in educational administration at the North Dakota State University, Fargo, North Dakota, in 1994, Judy served as chair of the office administration department at NDSCS while continuing to teach several business and medical classes until her retirement in 2006. She was granted full professorship in 1999.

In addition to her teaching career, Judy has also held many administrative assistant positions

in the banking, legal and education professions and has presented motivational/informational workshops and seminars locally, regionally and statewide.

The joys of her life include two grown sons and their families: Lance and his wife Becky have two little boys—Luke, 4, and Logan, nearly 2. Layne has a son—Dakota, age 7.

Judy's extra time is filled with volunteer work at the local hospital, church activities, quilting, walking and other exercise, reading, gardening, other professional and educational organizations and grandchildren.

Carolyn Dunkin

Ohio

P.E.O. A Prism of Opportunities



Carolyn Dunkin was born in Pennsylvania and has also lived in New Jersey,

California, West Virginia and Ohio. She grew up reading her grandmother's P.E.O. Record. Her official P.E.O. life began in 1980 when she was initiated into her mother's chapter, M, Huntington, West Virginia, while working on her master's degree at Marshall University, Huntington, West Virginia. She currently belongs to Chapter EA, Marysville, Ohio, and had also been a member of Chapter DM, Lima, Ohio.

Carolyn met her BIL, Dave, while attending Wittenberg University, Springfield, Ohio. They are amazed that their paths crossed as they spent the majority of their time on opposite sides of campus, he as a pre-med major, she as a music major. They married 28 years ago. They are proud parents of James, whom they home-schooled through high school and who has recently completed his graduate degree.

Carolyn currently directs the handbell choir and a handchime group at church. She also enjoys

playing violin in the Cardinal Health Orchestra in Dublin, Ohio, which visits local elementary schools and retirement centers. In her spare time she enjoys sewing, counted cross-stitch and reading.

Muriel Guthrie

Ontario-Quebec

Reach Out—Share the P.E.O. Spirit



Muriel Guthrie was born and raised on a farm near Port Elgin, Ontario. She received a bachelor's

degree in history and English and later a bachelor of education from the University of Western Ontario, in London. After marrying Peter, her high school sweetheart, she lived in Cambridge, Massachusetts, for three years, followed by a year in Princeton, New Jersey, where their daughter Heather was born. Since then they have lived in London, Ontario, where son James joined the family. Heather and her husband Matthew Phillips live in London, James lives in Burlington, Ontario. Muriel was initiated into Chapter G, Ontario-Quebec, in 1988.

Muriel had a wonderful 25-year career in elementary education where she especially enjoyed teaching reading to first and second grade students. Her last five years were devoted to teaching pre-reading skills to kindergarteners and junior kindergarteners. After retirement she volunteered for seven years in a second grade classroom. Recently, she started tutoring some young friends in math and writing.

Traveling has been very important to Muriel and her BIL Peter. For their 25th wedding anniversary they traveled around the world. This year another lifelong dream will be realized with a visit to the Hermitage in Saint Petersburg. Other interests include gardening, hiking, reading, theater and chamber music.

Jennifer Heiss

Oregon

Sisters...Bouquets of Love



Jennifer Heiss was initiated into Chapter BV, Eugene, Oregon, in 1981, later transferring to Chapter FP,

Roseburg, Oregon. She was raised in La Canada, California, and moved with her husband to Oregon in 1974 for graduate study at the University of Oregon. She has a bachelor's of science in accounting and an MBA from California State University, Los Angeles. Son Jason was born in 1975 and daughter Janet in 1977.

Jennifer became a stay-at-home mom, devoting her time to PTA, Camp Fire, church and the local school district. Her husband Jim worked at the University of Oregon for 28 years assisting students with loans and other financial aid. He was a CPA who loved students and also was Scout Master for their son's troop for many years. Jennifer served on her local school board for 14 years, served at president of the Oregon School Board Association and continued with various committees at the state and local level. In 1995 Jennifer combined her love of public education with her accounting and went to work in a local school district as business manager. She has served in four school districts and is immediate past president of the Oregon School Board Association.

Jennifer is a widow and retired in June to spend as much time as possible with her grandchildren and P.E.O. Her son and daughter-in-law Leah have four children and live in southern California. Her daughter and son-in-law Isaac have two children and live in Bozeman, Montana. Daughter Janet is a current member of Chapter BF, Bozeman, Montana.

Jennifer loves to garden, read, knit and the outdoors.

Vicki Covey

Pennsylvania

STAR Power Help it Grow!



Vicki Covey was initiated by her mother, Alice Bamford, into Chapter BX, Haxtun, Colorado, in

1969. Since then, Vicki has been a member of Chapter BL, Rochester, New York, and is a charter member of Chapter BP, Downingtown, Pennsylvania.

Born and raised in Haxtun, Colorado, Vicki graduated with a bachelor's degree in education from the University of Northern Colorado in 1971, and a master's degree in education from Nazareth College of Rochester, New York, in 1976. She taught second grade and was the elementary school librarian at Brooks Hill Elementary in Fairport, New York. Moving to Pennsylvania in 1985, she obtained her current teaching position as the elementary school librarian at Lionville Elementary School in Downingtown. She has been active in her school district as a curriculum leader and staff development trainer for technology.

In June of 1971 Vicki married her very supportive BIL, Jerry. They have two sons, Nathan and Jeff. Nathan and his wife Chrissy have one son, Barrett, and they live nearby. Son Jeff is pursuing a musician's dream and lives in California.

One of her favorite activities is playing in her church handbell choir. She also enjoys reading, traveling, genealogy, crafts and spending as much time as possible with her grandson and family.

Judith Jencks

South Dakota

P.E.O. Starship to Discovery



Born in Rapid City, South Dakota, Judith (Judy) Jencks considers Sioux Falls her hometown.

She has been

a P.E.O. for 18 years, supported by her BIL, Tony, and their children. Son Corey is a pilot and first lieutenant currently serving in the Air Force. Daughter Britney works with mentally challenged adults as support personnel.

In 1979, Judy graduated from the University of South Dakota in Vermillion with a degree in elementary/special education.

Judy was a learning disabilities/gifted teacher for 13 years, until health issues forced her to retire. Volunteering in the community is her current passion; she has worked in the surgery waiting room at the local hospital for the last 13 years. She is also active in her church and has served on the local arts council. Judy has been very involved with community theater, both on and off stage.

When not busy with P.E.O. Judy enjoys going to the family's lake cabin, reading mysteries and spending time with family and friends.

Nancy Stannert

Washington

Happy is the Heart that Shelters a Friend



Nancy was initiated into Chapter W, Anacortes, Washington, as a stay-at-home mother and then transferred into

Chapter H, Mount Vernon's evening chapter when she returned to work. Four years ago she transferred back to Chapter W and is excited to be celebrating Chapter W's 100th anniversary this year.

After growing up in Culver City, California, Nancy attended Washington State University where

she earned a BS degree in social sciences and in education. She taught at the elementary level and pursued graduate work in special education at Seattle Pacific University. Her love of interacting with people who have special needs lead her to become a special education teacher and a Special Olympics swim coach. Substitute teaching and being involved in her children's activities kept her busy until she returned to work for a company which creates baby gifts where she was employed in public relations, marketing and editing. She is the author of three published children's books. She also has pleasant memories of working as a television teacher/producer for PBS-TV.

Nancy and BIL Paul are delighted that their daughter Kristina and grandson, and son Kyle, his wife Carrie, HW, Snohomish, Washington, and two granddaughters live within an hour's drive. Nancy enjoys long walks each morning, Bible study, golf and counting her blessings.

Jeanne Herder

Wisconsin

P.E.O. = Multiple Equations



Jeanne Herder grew up in Elgin, Illinois, graduated from Larkin High School and went to the University of

Colorado in Boulder to complete her degree in mathematics with a minor in Russian. She has taught in public schools and at the University of Wisconsin, Stevens Point, since 1975; her passion is teaching mathematics to college students.

Jeanne is a charter member of Chapter EM, Stevens Point, Wisconsin. She served as president and treasurer of Chapter CB, Stevens Point, Wisconsin, where she was initiated in 1996.

Jeanne and her husband John have three daughters—all P.E.O.s—Rachel Herder, CB, Stevens Point, Wisconsin; Elizabeth Herder, DU,

Eau Claire, Wisconsin; and Laura Herder, BL, Rochester, New York. Jeanne's mother, Shirley Bilisoly, is a recent initiate into Chapter EK, Sun City West, Arizona.

In the summer of 2010 Jeanne and her BIL traveled to Alaska on an adventure to celebrate their 30 years of marriage. Her diverse hobbies include walking, skiing, playing bridge, golfing and flying a small plane.

Nancy Reed Holm

Wyoming

P.E.O....A gift that inspires and keeps on giving



Nancy Reed Holm has been a resident of Wyoming all her life—born in Greybull and raised in Cody. She

was initiated into her mother-in-law's chapter, D, Cody, in 1981. She transferred to Chapter P later that year after moving to Powell and became a charter member of Chapter BF, Powell, in 2000.

After attending Northwest College in Powell, Wyoming, and the University of Wyoming in Laramie, Nancy met Glen and they have been married for 41 years. Their daughter, Sydney, was born in 1981 and in March of 2011 became a member of Chapter BF, Powell, and a third-generation P.E.O.

Nancy has worked as a bank and business bookkeeper. Glen and Nancy have been in business together for 35 years, the last 30 in the hardware store they started in Powell in 1981, where she co-manages the business and keeps the books.

Nancy is a member of the United Methodist Church in Powell and the Chamber of Commerce, and has been a member of the Northwest College Alumni Association Board of Directors since 2007. Nancy enjoys her P.E.O. involvement, spending time with Sydney, traveling, taking road trips with Glen in the car or on his Harley, reading and doing puzzles. 🌸



Chapter AA-AB, Victoria, British Columbia Merged: March 10, 2011

First row, from the left: Catriona Kaufman, Frances Blandy, Carol Masters, Norma Mickelson, Eileen Wilson, Netta Burkmar **Second row:** Brenda Lax, Ruth Laing, Julie Lemery, Shirley Child, Margaret Parker, Barbara Pettenuzzo, Marilyn Clarkson, Margaret Garner



Chapter T, London, Ontario Organized: April 9, 2011

First row, from the left: Carrol Lumsden, Brenda Kay, Becky Dennett, Heather Joyce **Second row:** Donna Kay, Val Valdron, Kim Dwyer, Wendy Bower, Victoria Hathaway-Scrivens, Joan Richmond **Third row:** Carly Lumsden, Kate Hathaway, Julie Priest, Shira Krieger, Anna MacDonald, Judi Walker, Jenn VandenBroek, Linda Campbell, Nancy Little



Chapter JK, Maple Valley, Washington Organized: March 12, 2011

First row, from the left: Becky Bartlett, Heather Flynn, Lynlee Torklep, Donna Stoufer, Wilma Monson, Annie Hobbs, Yolanda Edsinger, Shirley Miller, Danita Cochrane **Second row:** Rebecca Downer, Claire Chapman, Pam Stanley, Heather Weiss, Jill Pace, Amy Croan, Sydnie Sheets



Chapter IY, Frisco, Texas Organized: September 18, 2010

First row, from the left: Lea Jost, Nancy Zimmer, state organizer Myra Milsapps, Tamela Lanier, Mary Martha Stinnett **Second row:** Sharon Rankin, Carolyn Chrono, Pat Dorcy, Sue Kempton, Barbara Camp, Lydia Mullens, Nancy Reiser, J. Sue Topping, Jill Brooks **Third row:** Dotty Bollner, Ginna Farris, Mary Pat Lebeck, Michele Higbee.



Chapter W, Sterling, Kansas

Organized: May 26, 1910

Celebrated: June 5, 2010

First row, from the left: Jessica Schmidt, Gladys Heter-Sargent, Marilee Kruse, Carol Bingle, Janiece Rowland, Anne Willis, Norma Johnston, Diane Wilson
Second row: Ginger Reed, Maxine Hayes, Ann Mosier, Betty Jayne Smoot, Mary Lou Sanders, Betty Calderwood
Third row: Jill Rowland, Bev Bronleewe, Lynn Royer, Fira Stout, Margie Schmidt, Kim Richter, Amy Brownlee
Fourth row: Linda Calderwood, Kristin Robson, Faye Steffen, Peggy Williford, Margaret Calderwood, Pat Wagler, Diane DeFranco-Kling



Chapter AC, Dixon, Illinois

Organized: April 22, 1911

Celebrated: April 25, 2011

First row, from the left: Betty Russell, Faye Nicklaus, Ruth Miles, Beverly Halford, Carol Wadsworth
Second row: Mary Reigle, Marge Moine, Beverly Weber, Beverly Power, Donna Lutyens, Beth Tarvin, Loreata McNally, Amy Shaw
Third row: Mary Mobarak, Martha Semetis, Joan Culley, Toni Vella, Judy Magdich, Patricia Hughes



Chapter AF, Long Beach, California

Organized: March 23, 1911

Celebrated: March 5, 2011

First row, from the left: Marilyn Reed, Barbara Bostwick, Beverly Marks, Alice Blackwell, Phyllis Poper, Jean Crampon
Second row: Chris Zion, Virginia Kesler, Monica Kelly, Donna Marks, Ruth Whitcomb, Marcia Easton, Melissa Beck Pugh
Third row: Cheryl Shaw, Carol Timerous



Chapter U, Hamilton, Illinois

Organized : October 19, 1908

Celebrated: October 13, 2008

First row, from the left: Marilyn Nelson, Kay Schmitz, Vivian Hanlin, Gene Lowman, Janet Jones, A.J. Bolton, Candy Berquam, Barb Cochran, Rosemary Postle, Chris Hinton
Second row: Carol Coulter, Marsha Froman, Caroline Helenthal, Judy Marshall, Marilyn Gerdes, Barb Foster, Jeannie Serfass, Lynn Miller, Marlys Miller
Third row: Jolane Bachman, Marlene Piggott, Joni Morris, Laura Plowman, Cindy Dupree, Alice Mae Buckert, Connie Gooding, Marty Hopp

Creating a New Comfort Zone

by Lydia Bangert, EF, Brighton, Michigan, with Deb Skinner, Chairman, P.E.O. Educational Loan Fund Board of Trustees

The comfort zone—even the words sound soothing. Does this phrase evoke a comfortable chair next to a roaring fire? Does it make you think of being with P.E.O. sisters who appreciate you and your efforts? Do you think of a job you have which you know you do well? The comfort zone means many things to many people. I think it is something we all desire and strive for in our daily lives.

What was my personal comfort zone? I was a wife and a mother of four with a part-time job. Although I love the challenges and rewards of motherhood, my part-time job as a clerk in a hospital was unchallenging and unfulfilling. What caused me to leave my comfort zone? I dreamed of having a job I enjoyed where I felt I was contributing to a greater good as well as having an impact on the lives of other people. I found these characteristics in radiation therapy—the treatment of cancer patients with a variety of radiation modalities; I knew I needed to go back to school.

Going back to school to further my education meant leaving my comfort zone. I remember feeling apprehensive about taking notes, tests and writing papers again. I was lucky to have instructors who were available for questions and guidance and who made me feel welcome.

Learning to study again and to balance my schoolwork with my job demands and my home life were definite challenges. A greater challenge for me was the extensive clinical rotation portion of the Radiation Therapy program. Students work alongside registered therapists at various clinical sites. The practical experience gained as a student during these rotations is invaluable. This part of my training was emotionally challenging for me.



The Bangerts, from the left: Peter, Annaliese, Karl, Lydia and August


The clinical rotations were similar to a constant daily job interview or at least similar to starting a new job.

The positive side to that stressful situation was that I was directly affecting the lives of patients—one of my original goals. I had an impact on patients by helping to cure their cancer and by making their journey a bit easier and less stressful. The lessons I retained from my clinical experiences shaped how I perform as a radiation therapist, a caregiver and a mentor for future students.

Throughout my journey I received much support from my chapter sisters. They always asked me about school, consoled me when I had a bad day and celebrated all of my successes. During my second year of the program, our family finances became a bit tighter as our oldest son went off to college. In addition, my class and clinical schedule made it impossible for me to continue working. My P.E.O. sisters stepped in and nominated me for an ELF loan.

I was thrilled to receive an ELF loan in the amount of \$9,000! What a relief to have this financial assistance to help pay for my classes. What a blessing to have sisters who are so supportive and caring, who are willing to act when they see a need.

In May 2010, I graduated with high honors from the radiation therapy program at the University of Michigan-Flint. A few weeks later I passed the national radiation therapy certification exam and became a fully certified radiation therapist. Last July I started the next step of my journey in my new career at Saint Joseph Mercy Hospital in Ann Arbor, Michigan.

I know that the support I received from so many sources (family, friends, instructors, P.E.O. sisters and ELF) carried me through two years, which were not always easy, but definitely worth the effort. This encouragement made possible my voyage to another place where I am comfortable with new knowledge, a new career, and new goals—a new comfort zone. 



A Message from the Cottey President

by Judy Rogers, Ph.D., President, Cottey College



Have you visited Cottey College? I encourage every P.E.O. to come to campus to see and learn about the College that the P.E.O. Sisterhood

owns and supports. Many who come for their first visit are surprised by the size and beauty of the campus.

Our campus includes 14 buildings on 11 city blocks and a 33-acre wooded recreational area with a lodge. BIL Lodge is used frequently for events such as family weekend picnics, staff retreats or suite sleepovers. President's House is approximately three blocks from campus on Cherry Street. The College has owned the large Victorian house since 1941. It was used mainly for faculty housing until 1952 when it was occupied by Dr. Blanche Hinman Dow and became known as President's House. There are generally more than 1,000 guests annually who visit and tour this historic home. The Helen and George Washburn Center for Women's Leadership is just south of the main campus. This distinctive house was also originally a Nevada family residence.

In 2007, the College commissioned Gould Evans, a national architectural firm, to develop a campus master plan that shows how the campus physical facilities should be maintained and expanded to serve additional students as the College grows over the next 20 years.

Cottey employs 179 full-time and part-time faculty and staff members, and our workforce is characterized by longevity, stability and excellence.

Our annual budget is just over \$15 million. We focus on using technology in both teaching and the provision of services to our campus community. The current insured value of the campus facilities and infrastructure is estimated at \$69,632,000. Here is an interesting distinction of our College: Cottey is debt free.

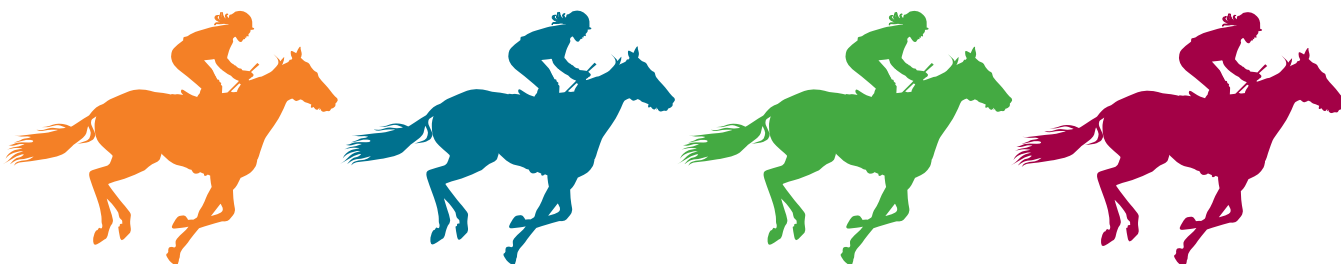
The director of the physical plant and his technical personnel focus on energy management and conservation, helping Cottey evolve as a "green" campus. Our energy cost and consumption comparisons over a six-year period show significant improvement: water and sewer usage totaled a 33 percent decrease. With focus on energy conservation measures, electric and gas cost increases have been minimized by the College's reduction in consumption. Over the past six-year period, consumption of electricity was down 17.83 percent, gas was down 1.11 percent, water was down 15.10

percent, and sewer was down 16.53 percent. This is important for our budget and for the preservation of our Earth. The recent accreditation of an environmental studies academic program will generate even more interest in environmental issues.

Cottey has a strong, positive impact on the local community as the second or third strongest draw for visitors to Nevada. There are more than 6,000 visitors to our annual regular events. Many of Cottey's lectures and cultural events are open to the local community.

All of these features contribute to a vibrant college campus. They are, however, only a part of the reason that visitors are impressed when they visit Cottey College. The most important features of our College are the students, faculty and staff who are devoted to our mission as an excellent liberal arts college for women and are engaged in a dynamic learning environment. 🌸





..... AND THEY'RE OFF!

by Karen Martin Blair, Chapter Challenge Chariman

The Chapter Challenge horses have taken the field and your team is already running for the winner's circle. Once around each of four race tracks, cross the finish line and your team could be standing in the winner's

circle on September 27, 2013. To find out which course your horse is currently on and where your team is in the overall standings, visit the competition website at campaign.cottey.edu/chapter-challenge.

The Chapter Challenge competition—"An Old Fashioned Horse Race," was announced on September 30 at International Convention of the P.E.O. Sisterhood in Saint Louis, Missouri. This challenge to every local P.E.O. chapter is just one aspect of A Defining Moment: the campaign for Cottey College. The campaign, which began in January 2009, is an effort to raise \$35,000,000 to support the following five areas of Cottey life;

- Increased scholarship endowment—\$10 million
- Faculty chairs—\$3 million
- Construction of a new Fine Arts Instructional Building—\$9 million
- Library enhancements—\$3 million and
- Unrestricted funding—\$10 million

There are two distinct yet equal purposes of the chapter challenge

1) To raise funds in support of the Defining Moment Campaign through donations by local P.E.O. chapters, and
2) To strengthen the local P.E.O. chapter through the enthusiasm and deeper friendship bonds that form when chapter members work and have fun together in order to achieve a common goal.

The chapter challenge is different from any previous campaign

For the very first time, electronic communication and the internet are allowing P.E.O. sisters to connect in

real time, creating the opportunity for an international competition. To this end, all of P.E.O. has been divided into four regions. Every region has 30 teams comprised of approximately 50 local P.E.O. chapters. No longer constrained by geography, everyone is just "one click away" from the other members of their team. Through the C3 Sister Network, news and information, competition updates, fun fundraising ideas and links to audio and video presentations will all be available on the Internet—and access to it is absolutely free!

There are two ways to win
THE REGIONAL WINNER will be the region with the highest overall **CHAPTER** donations and will be announced at the 2013 Convention of International Chapter in Dallas, Texas. The winning region will be celebrated throughout all of convention, with special treats and advantages—plus bragging rights for years to come.

THE INDIVIDUAL TEAM WINNER must complete the full course and make it into the "Winners Circle" to be eligible. A team finalist from each region will be determined based upon the highest **CHAPTER** contributions and the team with the highest contribution overall will be declared the **WINNING TEAM** with permanent recognition on the Cottey campus.

ONLY CONTRIBUTIONS MADE THROUGH THE CHAPTER'S TREASURY WILL BE COUNTED IN THE CHAPTER

CHALLENGE. The mission of the Chapter Challenge is to both support Cottey College **and** strengthen local P.E.O. chapters. Individual giving is highly appreciated and will forever be depended upon. However, it is through the shared enthusiasm of working toward a common goal that our chapter members are inspired, their commitment to P.E.O. is reaffirmed, and they more fully enjoy their participation in P.E.O. life. Having fun together builds stronger P.E.O. chapters. Stronger P.E.O. chapters are better equipped to support all of the P.E.O. philanthropies. And the P.E.O. philanthropies encourage, enhance and enable the education of women everywhere.

Is there anything else we need to know?

Additional news, information, and links to videos will be coming to your email box through the C3 Sister Network. Each month YOU will have the opportunity to see what's happening at Cottey as the campus comes to life on your computer screen. For the complete rules of the competition and other information, please visit our website at campaign.cottey.edu/chapter-challenge... and let the fun begin. They're off! 🌸

INTERNATIONAL PEACE
SCHOLARSHIP FUND

“You Loved Me Even Before You Knew Me” IPS Recipient Returns to Malawi Ready to Serve

by Georgiann Potts, AE, Monroe, Louisiana

When International Peace Scholarship (IPS) recipient Linda Banda returned to Malawi this past July, she carried with her more than just a master's degree in social work from Grambling State University. She carried with her invaluable personal experience gained from living and learning in America, thanks in large measure to P.E.O. She also carried the best wishes, heartfelt prayers and deepest affection from Louisiana Chapters AE and D, Designated Award chapters who co-sponsored her during the past year.

Once settled back in her home country, Banda's professional goals are to work with organizations that help individuals—especially widows and orphans plagued by the HIV/AIDS pandemic. She wants to work with particularly vulnerable groups such as the “street children” by helping them to restore or enhance their capacity for social functioning. She will strive to be a role model to other women in Malawi so that they can have hope for bettering their lives, too. As she was leaving for home, Banda said, “I know the widows and orphans I plan to serve will not know P.E.O. directly, but my hope is that they will meet P.E.O. through me. I pray that I will make an impact

in their lives just as you have made in mine.”

It's impossible to say who gains the most from these partnerships.

Banda received monetary support from IPS and emotional support from Louisiana P.E.O.s.

She experienced firsthand both the generosity and the hospitality of women who truly care that she succeeds. This exposure to P.E.O. values in action deeply impressed her.

When Banda spoke at a Founders' Day luncheon this past winter, she noted that P.E.O.s “...loved me even before you knew me”—a simple, but altogether profound observation. This stranger from Africa had found true friends among women who reached out to make her feel welcome and secure. She was educated in her field of study, but more importantly, she was “educated” in our way of life.

As Banda explained, “The biggest challenge was not knowing how things work and where to go for what. Everybody expected me to know the system and I had no clue.” The P.E.O.s quickly stepped in and helped “translate” the American culture for



IPS recipient Linda Banda with Loura Barr, Past President, Louisiana State Chapter

Banda. In the process, they demonstrated that Americans truly do care about others around the world, even those they hardly know.

The P.E.O. sisters gained something very important, too. They enjoyed that special satisfaction of helping a woman they hardly knew reach for the stars. Chapter AE's IPS coordinator Tency Tarver probably says it best, “It is hard to explain the feeling you get from just being with these young ladies, hearing their stories, learning about their lives in their native countries, and what has affected them most while in this country.”

Tency continued, “Some of the stories are funny, some are sad, but all so interesting that you can never forget them. P.E.O.s who don't get involved with the IPS program are missing out on a golden opportunity.” 🌸

A Partnership for Change: You and PCE

by Mary Ann Langston, Chairman, P.E.O. Program for Continuing Education Board of Trustees

The past three biennia have brought us “PCE: the Gift of Possibilities,” “The Power of PCE” and “Be Part of It” as themes that pointed all P.E.O.s to areas of increased involvement in the ongoing success that the P.E.O. Program for Continuing Education has been for 38 years. Each biennium brought something new to the application procedure—whether it was where application forms were found or how much money was needed to create a PCE Named Grant, and each time P.E.O.s cheerfully adjusted to the requirements for a successful PCE application.

Here we are at the beginning of another biennium and PCE has embarked on its greatest adventure yet. As of July 1, 2011, PCE applications are now a completely electronic procedure. In the July–August 2011 issue of The P.E.O. Record, the PCE article urged all P.E.O.s “To Seek Growth in Computer Knowledge” and we are grateful that you have accepted the challenge. Since September 1, paper applications are no longer accepted and all data is to be entered online.

“A Partnership for Change: You and PCE” is our way of reaching out a helping hand—and anticipating an answering hand as we venture forth together. There are great tools ready and waiting for submitting new applications. Each chapter is encouraged to go to the PCE portion of the P.E.O. International website, set up your chapter’s account and try out the tutorial that is available. Yes, this is a change, but every chapter is capable. There is an Eligibility Worksheet to aid




in early stages of interviewing and determining if the applicant is right for a PCE grant. The chapter will once more be the main source of information about the applicant and though it will be in a different format, prepare the Chapter Letter of Recommendation with care. In upcoming issues of The Record and on the P.E.O. website, there will continue to be articles and helps and ideas as the new process unfolds.

Right now, there is much focus on the new procedure, the opportunities presented and the changes that result. However, there are other ways that individual P.E.O.s, chapters and states/ provinces/ districts can accept the helping hand and return the favor in partnership with PCE.

■ Direct fundraising efforts to focus on the International P.E.O.

philanthropies so that many more women benefit from the change education brings.

- Make a change and join with others to create a \$3,000 PCE Named Grant.
- Realize that a change in donations can be the difference in increasing the budgeted amount available for grants.
- Think of the change that can be made in a woman’s life, with even a partial grant, and find that special applicant who is truly in need.
- Accept change with a willingness to try something new!

As with any partnership, there is an expectation of equal effort and action on the part of all. Let us strive toward that equality with “A Partnership for Change: You and PCE.” 



Opening Doors to Brilliant Futures

by Ginny Petersen, Chairman, P.E.O. Scholar Awards Board of Trustees

The P.E.O. Scholar Awards Board of Trustees takes great pleasure in introducing the 10 young women who have been selected as recipients of Endowed P.E.O. Scholar Awards for 2011-2012. The Scholar Awards trustees thank the donors of these awards and extend congratulations to each of the recipients. Scholars were selected for this additional honor based on their outstanding academic achievement and their potential to make a difference in their chosen field.

By underwriting the amount of a P.E.O. Scholar Award, donors of Endowed and Named awards are "Opening Doors to Brilliant Futures," helping talented women with the potential to change the world realize their dreams. The same is true of all P.E.O.s who support the P.E.O. Scholar Awards individually or through their local chapter gifts. Together we can and do support the academic goals and dreams of 85 outstanding women

engaging in doctoral level studies or postdoctoral research.

Biographies and photos of all 85 Scholar Award recipients can be found on the Scholar Awards page on the P.E.O. International website at peointernational.org. These biographies make wonderful Scholar Award reports at local chapter meetings.

With your ongoing support, P.E.O. Scholar Awards will continue "Opening Doors to Brilliant Futures." 🌸

2011-2012 Endowed and Named Scholars

Carrie Ellen Brubaker Mary Louise Remy Endowed Scholar

Postdoctoral Research in bioengineering (biomaterials in immunoengineering)
Ecole Polytechnique Federale De Lausanne, Lausanne, Switzerland
Chapter CR, Long Beach, California



Carrie Ellen Brubaker graduated Phi Beta Kappa from the University of California, Los Angeles, with a B.S. in biochemistry and a B.A. in French. She received an M.S. and Ph.D. in biomedical engineering from Northwestern University. Carrie is presently doing her postdoctoral

research at the Ecole Polytechnique Federale De Lausanne in Lausanne, Switzerland, where she is working to develop further expertise in polymeric materials for future engineering of nanoscale polymer particles that will activate natural immune cells to promote the destruction of cancer cells. Her Ph.D. research explored polymer-based medical adhesives or super glue for our bodies. Carrie has been awarded numerous honors, grants and awards including being named as a 50 for the Future awardee by the Illinois Technology Foundation and a Christine Merzayan fellow by the Science and Technology Policy National Academy in Washington, D.C. Her goal is to continue to do research as a professor at a leading research institution. Her recommenders

believe her research is powerful and among the most innovative they have seen in the past 10 years in this area.

The Mary Louise Remy Endowed P.E.O. Scholar Award was the first endowed award and was established through gifts from California State Chapter in honor of Mary Louise Remy who presided at the Convention of International Chapter in 1991, the year that Scholar Awards was adopted as the fifth project of the P.E.O. Sisterhood.

Stephanie Cassandra Yarnell Jane B. Smith Endowed Scholar

Medical Scholar, M.D., Ph.D. microbiology
University of Florida, Gainesville, Florida
Chapter HL, Homosassa, Florida



Stephanie Yarnell holds three B.S. degrees from the University of Georgia in biology, microbiology and ecology, graduating Phi Beta Kappa and summa cum laude. She is now enrolled in a dual M.D./Ph.D. program at the University of Florida. The focus of her research is on

mass and emerging diseases, with special interest in the epidemics of communicable diseases. Stephanie has developed a molecular assay for the detection and identification of nontuberculous mycobacteria. Her procedure removes the requirement of weeks to months of

culturing time, allowing for quicker diagnoses and treatments. Her university will be filing a patent application for this innovation. She will pursue a residency in infectious disease with a fellowship in tropical medicine, leading to the ultimate goal of employment with a governmental agency such as the Center for Disease Control and Prevention or the United Nations.

The Jane B. Smith Endowed Scholar fund was established in 1995 by gifts from Florida state chapters in honor of Jane B. Smith for her many years of service to the P.E.O. Sisterhood. Jane served as President of International Chapter during the 1999-2001 biennium.

Janet G. Yang **Helen G. Shull Memorial Endowed Scholar**

Postdoctoral Research in chemistry and chemical engineering
California Institute of Technology, Pasadena, California
Chapter QH, Arcadia, California



Janet Yang is a postdoctoral scholar in chemistry and chemical engineering at the California Institute of Technology. Her B.S. degree, Phi Beta Kappa, magna cum laude, is from Yale University in molecular, cellular and developmental biology, and her Ph.D. degree is from the

University of California at San Francisco in biochemistry. Her Ph.D. research centered on the movement of nutrients, toxins and other molecules in and out of the cell and her current work aims at regulating the environment inside cells by understanding the mechanisms of cellular membrane transporters. Janet aspires to become a professor who will provide excellent classroom instruction as well as a constructive and collaborative laboratory environment. She is also committed to the greater inclusion of under-represented scholars in her field and is pursuing this goal through participating in minority recruitment and direct mentoring of junior colleagues.

The Helen G. Shull Endowed fund was established in 1998 in her memory by her family. Helen, a 48-year member of P.E.O. was an educator whose specialty was mathematics. Her legacy is the wish that women continue to have the opportunity to be touched by education in all areas of life.

Laura Cote **Annabelle B. Bush Memorial Endowed Scholar**

Ph.D. in materials science engineering
Northwestern University, Evanston, Illinois
Chapter CV, Evanston, Illinois



Laura Cote graduated as a James Scholar with highest honors from the University of Illinois at Urbana-Champaign with a B.S. degree in materials science and engineering. She is currently doing her Ph.D. work at Northwestern University in materials science engineering. Laura is a

materials scientist whose work involves transforming grapheme oxide, a cousin of ordinary pencil lead, into a highly conductive material. Applications include cheap solar cells, or thin, flexible computer screen displays. In medicine, she will test to see if this same material can work as a patch to heal broken organ membranes. Laura has extensive publications including two cover stories in two different journals. She received a National Science Foundation Graduate Research three-year fellowship. She is the first author to write an invited review on grapheme oxide for the "Pure and Applied Chemistry" journal. One reference wrote that Laura's intellect is "off the chart."

The Annabelle B. Bush Memorial Endowed Scholar fund was established in 2006 by members of the Bush family. Annabelle served P.E.O. as the president of California State Chapter in 1983 and was a very dedicated and committed member of P.E.O.

Brigid DeCoursey **Annabelle B. Bush Memorial Endowed Scholar**

J.D.
Stanford University, Stanford, California
Chapter I, Little Rock, Arkansas



Brigid DeCoursey is a Phi Beta Kappa graduate of the University of Tulsa where she earned dual B.S. degrees in biochemistry and environmental policy. She is currently working toward her J.D. degree at Stanford University focusing on government regulation

law with emphasis on environment and energy. Brigid has been honored as a Truman Scholar, German Congress Bunderslag Scholar, Morris Udall Scholar, and Coca-Cola National Scholar among others. She worked for three years

as an Environmental Policy analyst for the U.S. Department of Transportation before deciding to return to school for a law degree. Brigid recently completed a law clerkship with the U.S. Department of Justice environmental crimes division. She is the executive editor of the Stanford Environmental Law Journal and is a member editor of the Stanford Law Review. Her future plans are to return to Washington, D.C., to work within her interests of law, science and the environment. Brigid is a third generation P.E.O.

The Annabelle B. Bush Memorial Endowed Scholar fund was established in 2006 by members of the Bush family. Annabelle served P.E.O. as the president of California State Chapter in 1983 and was a very dedicated and committed member of P.E.O.

Erin Schoenfelder **Legacy Endowed Scholar**

Ph.D. in psychology
Arizona State University, Tempe, Arizona
Chapter EN, Sun Lakes, Arizona



Erin Schoenfelder graduated Phi Beta Kappa and summa cum laude from Santa Clara University with a B.S. degree in psychology. She then earned an M.S. degree in psychology from Arizona State University where she is currently completing her Ph.D.

dissertation. Erin's research focuses on family-based programs to promote children's mental health. She is particularly interested in increasing the effectiveness of programs to prevent mental illness in high risk children and adolescents who have experienced the stress of life adversities such as poverty, divorce or a parent's death. Erin's work has been supported by a pre-doctoral fellowship from the National Institute of Mental Health and has been disseminated widely through journal publications and conference presentations. Her career goals involve integrating research and clinical work; she is also committed to bridging the gap between institutions and communities.

This endowed fund was established in 2001 by the Van Vlack Family in memory of their mother, Frances Van Vlack and grandmothers, Ruth Van Vlack and Laura Runnells who were all P.E.O. members. These women were committed to providing educational opportunities for women.

Felicity Vabulas

Marian K. Hume Memorial Endowed Scholar

Ph.D. in international relations and public policy
University of Chicago, Chicago, Illinois
Chapter LG, Arlington Heights, Illinois



Felicity Vabulas graduated magna cum laude from the University of Illinois at Urbana-Champaign with a degree in business administration. Following her B.S., she received an M.S. degree with honors in public policy from the University of Chicago where she has

remained to pursue a Ph.D. with an emphasis on international relations from the Harris School of Public Policy Studies. Her dissertation is a case study analysis of the interaction between intergovernmental organizations (IGOs) and non-governmental organizations (NGOs). Her data collection will include interviews of key activists across the United States and Western Europe. Felicity's research will shed light on the role of NGOs working with IGOs to promote international cooperation. Her ultimate professional aspiration is to be a professor who can combine innovative research projects with a clear focus on mentoring and shaping the lives of her students.

This award was established by a generous bequest from Marian K. Hume. Marian was a 56-year member of P.E.O. She served as president of Ohio State Chapter in 1955. She was a great traveler and enjoyed meeting women from different countries and learning about their work. Her legacy to P.E.O. was to continue to help bring higher education to women students. Marian died in 1998.

Sharon Kessler

Idagrace Guy Endowed Scholar

Ph.D. in anthropology
Arizona State University, Tempe, Arizona
Chapter AL, Tempe, Arizona



Sharon Kessler graduated from Vassar with a degree in anthropology and pursued this interest at Arizona State University, earning her master's degree on the way to her Ph.D. She is researching the perceptual and cognitive processes underlying primate social behavior.

She is using mouse lemurs to model how kin recognition may have been the foundation for our social systems, humans and lemurs being the only two species that practice cooperative breeding and parenting. Sharon spent half

a year working with some of the world's top researchers in primate vocalizations and mouse lemur genetics in Hannover, Germany. As a National Science Foundation Fellow, Sharon co-taught an elementary school science class, and since being in the field in Madagascar, she has created a website where she provides updates and pictures and uses video/phone conferencing to keep the students informed about her current work. Sharon's goal is to be a university professor and continue to combine research, teaching and conservation education, mentoring other young women as she has been mentored.

The Idagrace Guy Endowed Scholar fund was established in 1997 by Arthur M. Guy in memory of his wife. Idagrace was initiated into Chapter AA, Evansville, Indiana, in 1961, and in 1970 transferred to Chapter BV, Jackson, Michigan, where she remained an active member until her death in 1995.

Taylor McLachlan **Betty Cook Karrh Endowed Scholar**

Ph.D. in materials science and engineering
Georgia Institute of Technology, Atlanta, Georgia
Chapter B, Atlanta, Georgia



Taylor McLachlan is a magna cum laude graduate of Washington & Lee University with degrees in chemistry and physics. As a Ph.D. candidate at Georgia Institute of Technology, she is majoring in materials science and engineering. Her research focuses on

two distinct areas: to improve bone implants by enhancing cell adhesion (a collaborative project with researchers at Georgia Tech and in Germany) and engineering new solar cell structures to improve energy affordability by lowering the cost and increasing the power generation per solar cell. She has made substantial contributions in both of these areas and has been named an "Air Force Scholar," a special recognition given only to a few select students. Taylor states that her career goals are to develop affordable renewable energy and promote human welfare wherever she can—primarily through teaching and researching at a leading liberal arts university.

This award was established in 1997 by Bruce W. Karrh Sr. in memory of his wife, Betty. Betty was a member of Chapter E, Wilmington, Delaware, for only two years before she died in 1997. Bruce wished to recognize her love for P.E.O. in her short time as a sister. A native of Alabama, Betty was an honors student who majored in chemistry.

Lauren Fitzsimmons **Ventura Neale Endowed Scholar**

Ph.D. in biology
Carlton University, Ottawa, Ontario, Canada
Chapter O, Ottawa, Ontario



Lauren Fitzsimmons is an honors graduate of Queen's University, received her master's degree from the University of Windsor and is pursuing her Ph.D. in biology from Carlton University under the guidance of a former P.E.O. Scholar. Her studies

have been funded by the prestigious Natural Sciences and Engineering Research Council of Canada, and she is the recipient of a number of significant awards for her scholarship. Her Ph.D. research on social and communication networks is an exciting new field in behavioral ecology. She studies acoustic communication and mate choice using spring field crickets, using a custom designed acoustic recording system. Her publications have been described as "ground breaking" and her presentations are garnering national and international acclaim. Lauren is passionate about continuing her teaching and research and demonstrating to her students that a collaborative approach to research can result in a productive, fulfilling career.

This fund was established in 2003 from the Ventura Neale Trust. Ventura was initiated by Chapter AE, Madison, Wisconsin; she later joined chapters in New York and Michigan before transferring to Chapter M, Miami, Florida, where she remained a devoted member until her death in 2003.



STAR Points

by Patricia Anderson, Past Chairman, STAR Scholarship Board of Trustees

Like interesting and well-written publications, there is an art to crafting effective scholarship applications which are easy to understand and hold the reader's attention.

A polished scholarship recommendation is not difficult to achieve if you'll just follow a few simple suggestions ...

Educating Guidance Counselors

Do your homework—become familiar with the STAR Scholarship materials and updated information on the website. THEN, visit with high school guidance counselors and others who have frequent interaction with students. By providing information and eligibility criteria and answering their questions regarding the P.E.O. STAR Scholarships, you will enable these contacts to more accurately identify the most qualified students.

Getting To Know Your Applicant

Once you have found a potential applicant, spend time to get to know her. This time investment will pay dividends—allowing you to more thoroughly highlight her capabilities, accomplishments and potential for future success. Your chapter letter will be more compelling and a more personal reflection of her distinguishing characteristics.

Preparing Your Application Packet

Work with your applicant to ensure that her essay provides a clear and concise

explanation of her future goals or career path. Help her showcase her innovativeness, leadership and accomplishments in complete, organized and legible activity charts.

When writing your chapter's recommendation letter—don't leave the trustees guessing! Include complete and detailed information that defines your student—outline her unique qualities, proven leadership ability and achievements. YOU have the firsthand knowledge, put it to work!



You're ready... Get set...Get going!

Before submitting your packet, review all required materials. Use the Chapter Checklist to ensure your packet is complete and ready to mail by the November 30 postmark deadline. 🌸

P.E.O. STAR Scholarships – Named and Endowed Scholarships

One-time named scholarships may be designated in honor or memory of an individual or chapter.

Funds must be received no later than December 1 for awarding in the ensuing academic year.

Endowed scholarships may be established in honor or memory of an individual or chapter.

These are specially designated funds held in the P.E.O. Foundation.

Take an interest in their dreams by investing in their futures!

All Member Survey

The Special Committee to Study P.E.O. Ceremonies and Meeting Procedure has developed an All Member Survey to assist in its work. We value the opinions of the Sisterhood and your responses will be kept confidential with the research firm, On Point Strategies. The Committee has not taken a position on any of the survey questions but looks forward to using the results to identify and address members' needs.

We ask that members take the survey online. This will help us manage our budget most

efficiently, as each paper survey will add an extra cost. Please visit the P.E.O. International website at peointernational.org for a button on the What's New page of the members' website that will take you right to the survey. You will be asked to provide your Member ID number (a prompt will assist with your ID if you don't have it handy). This is just to ensure quality control for survey distribution and compilation.

If you do not have access to a computer, you may complete this paper survey and mail to:

**Tamara Kenworthy
On Point Strategies
1204 S. 46th Street
West Des Moines, IA 50265**

The online survey will close on Wednesday, November 30, 2011, at midnight, and paper surveys must be postmarked by this date.

Thank you for taking quality time to complete this very important survey for P.E.O. International. Findings from this survey will be shared with the Sisterhood at a later date.

After the first question, the survey has two topical sections: Chapter Meeting and Ceremony of Initiation.

1. Do you believe that all local chapters of the Sisterhood should follow the same procedure and have the same options for the Order of Chapter Meeting and Ceremony of Initiation?
 - ☐ Yes
 - ☐ No

Procedures for Chapter Meeting

2. How important is the password at Chapter Meetings?
(Select only one answer.)
 - ☐ The password should be part of all chapter business meetings.
 - ☐ The password should be required only at meetings where initiation and/or balloting will be conducted.
 - ☐ The password is not necessary at any chapter meeting.
3. Currently, the Chaplain conducts devotions at the opening of a chapter meeting. Devotions include: Scripture reading with references, P.E.O. Prayer and Lord's Prayer. How important is it to have devotions at chapter meetings? **(Select only one answer.)**
 - ☐ The devotions should be mandatory at the meeting.
 - ☐ The devotions should be optional at the meeting.
 - ☐ The devotions should not be included in the meeting. **(If third box selected, SKIP to question 8. Do not answer questions 4 through 7.)**

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4. Which of the following would be your preference for the reading? **(Select only one answer.)**
 - ☐ A Scripture reading from the Bible.
 - ☐ An inspirational reading from any source.
 - ☐ Chapter has option of either above.
5. Which prayers would you find acceptable during the chapter meeting? **(You may select multiple answers.)**
 - ☐ Lord's Prayer
 - ☐ P.E.O. Prayer
 - ☐ A prayer offered by the Chaplain
6. Currently, the P.E.O. Prayer and the Lord's Prayer are used together at the opening of chapter meetings. Below are various options for prayers at the chapter meetings. Please rank all options in order of preference—your 1st preference would be ranked 1, your 2nd preference would be ranked 2, etc. If you find any of the options unacceptable, please mark it as such.

	<u>Ranking</u>	<u>Unacceptable</u>
A. Only the Lord's Prayer	_____	_____
B. Only the P.E.O. Prayer	_____	_____
C. Only a prayer offered by the Chaplain	_____	_____
D. P.E.O. Prayer and Lord's Prayer	_____	_____
E. Lord's Prayer and a prayer offered by the Chaplain	_____	_____
F. P.E.O. Prayer and a prayer offered by the Chaplain	_____	_____
G. P.E.O. Prayer, Lord's Prayer and a prayer offered by the Chaplain	_____	_____
7. Would you like to see chapters have a choice in which prayers are used at chapter meetings, based on the options listed in Question 6?
 - ☐ Yes
 - ☐ No
8. When balloting on membership, which of the following options is your preference?
 - ☐ Written ballot
 - ☐ Open ballot (i.e. voice vote or show of hands)
9. Do you believe there should be a unanimous ballot for membership?
 - ☐ Yes **(If yes selected, SKIP to question 11. Do not answer question 10.)**
 - ☐ No
10. Which of the following do you believe should be considered for a positive vote? **(Select only one answer.)**
 - ☐ One con vote
 - ☐ Two con votes
 - ☐ Favorable majority
11. What additional suggestions do you have about the Chapter Meeting procedure?
12. What would you NOT want to see changed about the Chapter Meeting?

Ceremony of Initiation

13. Do you believe that officers in all chapters should be dressed uniformly for the Ceremony of Initiation?

- ☐ Yes
☐ No **(If no selected, SKIP to question 15. Do not answer question 14.)**

14. Below are apparel options for officers in all chapters to wear for the Ceremony of Initiation. Please rank all options in order of preference – your 1st preference would be ranked 1, your 2nd preference would be ranked 2, etc. If you find any of the options unacceptable, please mark it as such.

Ranking Unacceptable

- | | | |
|-------------------------------------|-------|-------|
| A. All white | _____ | _____ |
| B. White blouse/black skirt or pant | _____ | _____ |
| C. Apparel agreed upon by chapter | _____ | _____ |

15. Should the Ceremony of Initiation be inclusive of all religious faiths that have a belief in God?

- ☐ Yes
☐ No

16-18. *If we were to update the language for the Ceremony of Initiation, would you find the following options acceptable? (Please answer each question separately.)*

16. Update the current language so it is modern usage (easier to read, 21st Century-speak).
☐ Yes ☐ No

17. Update the current language so it is gender-neutral.
☐ Yes ☐ No

18. Update the current language so a woman of any religion, who believes in God, can hear the Ceremony and be comfortable with it.
☐ Yes ☐ No

19. Currently, the chapter Bible is used for the Ceremony of Initiation. Do you believe an initiate should be able to use her own Bible during her initiation?

- ☐ Yes
☐ No

20. Do you believe it should be acceptable for an initiate to use the holy book of her faith during her initiation?

- ☐ Yes
☐ No

21. What additional suggestions do you have about the Ceremony of Initiation?

22. What would you NOT want to see changed about the Ceremony of Initiation?

For quality control purposes and for your survey to be tallied, please **provide your Member ID number here:**

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Demographic Questions

This last section of questions is for demographic purposes only. These questions will assist us in gaining a better picture of the composition of our membership. All individual responses will be kept confidential.

23. Please identify the state, province or district where you are a member.

24. From the following, please select your age range.

- | | |
|--------------------------------|---|
| <input type="checkbox"/> 18-29 | <input type="checkbox"/> 70-79 |
| <input type="checkbox"/> 30-39 | <input type="checkbox"/> 80-89 |
| <input type="checkbox"/> 40-49 | <input type="checkbox"/> 90+ |
| <input type="checkbox"/> 50-59 | <input type="checkbox"/> Prefer not to answer |
| <input type="checkbox"/> 60-69 | |

25. How many years have you been a member of P.E.O.?

- | | |
|--|---|
| <input type="checkbox"/> Less than 5 years | <input type="checkbox"/> 40-49 years |
| <input type="checkbox"/> 5-9 years | <input type="checkbox"/> 50-59 years |
| <input type="checkbox"/> 10-19 years | <input type="checkbox"/> 60-69 years |
| <input type="checkbox"/> 20-29 years | <input type="checkbox"/> 70+ years |
| <input type="checkbox"/> 30-39 years | <input type="checkbox"/> Prefer not to answer |

26. What is your ethnicity? **(You may select multiple answers.)**

- ☐ White
- ☐ African-American
- ☐ Hispanic, Latina, Spanish
- ☐ Asian/Pacific Islander
- ☐ American Indian, Eskimo, Alaska Native
- ☐ Prefer not to answer
- ☐ Other _____

27. What is your religious affiliation?

- ☐ Buddhism
- ☐ Christianity
- ☐ Hinduism
- ☐ Islam
- ☐ Judaism
- ☐ No formal religion
- ☐ Prefer not to answer
- ☐ Other _____

28. Do you have further comments or concerns regarding your membership in P.E.O.?

Optional—We'd like to expand our email database.

Please provide yours here:

Name: _____

Email: _____

Again, we THANK YOU for taking time to respond to this very important survey for P.E.O.

**What would P.E.O. look like
if every member introduced one
woman to her chapter sisters?**

Let's find out!

Join your sisters for the second annual International
“Let's Go find the Others” month in October.

For ideas and “how to” information on conducting a
“Let's Go Find the Others” month in your chapter,
visit the online Membership Tool Box.

Membership Initiatives panel:

“Let's Go Find the Others” month:
Membership Program for the Local chapter

Hot Spot panel:

“Let's Go Find the Others” issue

**“Let's Go
Find the
Others”**



- Build P.E.O. for future generations.
- Honor the legacy of our Founders.
- Increase the amount of loving care and support we have to give each other.
- Enlarge our circles of influence and find more women in need of our assistance.
- Strengthen our vital philanthropies.



Whom Do You Know Who Will Make a Good P.E.O.?

Second annual “Let’s Go Find the Others” event encourages each sister to introduce one friend to P.E.O.

by Debbie Clason, Coordinator of Membership Development

March 2, 2011, was my mother’s P.E.O. initiation day. It was then she became a sister to more than 240,000 other women—including me, her oldest daughter. Now the members of Chapter HB, Texas, have a wonderful new sister and my mother Dawn King has become part of one of the oldest, most philanthropic women’s organizations in North America.

Mom’s information was one of five I sent last August on an Introduction of a Woman Who is Not a P.E.O. form. Three went to Indiana, one went to Arizona and Mom’s form went to Round Rock, Texas. After I put the forms in the mail, I shared my excitement with the other members of International Chapter’s membership team. What if every member of P.E.O. sent in just one form, we wondered. And

so, “Let’s Go Find the Others” month was born. Last October local chapters all over the Sisterhood participated in the first annual membership initiative designed to intentionally grow our sisterhood.

As a result of your participation, initiations rose to 9,019 in 2010; a 7 percent increase from 2009.


“We took The Record article to heart”

Jeanne Herder, Chapter EM Wisconsin, said the “Let’s Go Find the Others” initiative inspired her sisters. The five year-old chapter has almost doubled in size. Three of their new members were initiated in November following the “Let’s Go Find the Others” membership initiative.

“Just the quote itself prompted our sisters to think of others in the community,” Jeanne said. Chapter

EM meets at 4:30 in the afternoon to accommodate working professionals and those with young children. They enjoy great age diversity; members range from women in their 30s to those in their 70s. Their activities range from kid-friendly picnics in the park to dinners after meetings.

“Membership is something we do naturally”

As a result, each generation introduces their good friends to their P.E.O. sisters. “When we went to ‘go find the others’ we pinpointed dear friends in our community who were already involved in philanthropy,” Jeanne said. “We enjoy getting together so much, our sisters want their friends to become a part of it. In our chapter, membership is something we just do naturally.” 

Second Annual “Let’s Go Find the Others” Month

Here are a few suggestions for participating in P.E.O.’s second annual “Let’s Go Find the Others” month.

For the Chapter

1. Visit the online Membership Tool Box and download the “Let’s Go Find the Others” flyer from the Membership Initiatives panel. Agree to participate as a chapter.
2. While you’re there, download the special “Let’s Go Find the Others” Hot Spot for suggestions on having a “Let’s Go Find the Others” event.
3. Ask your membership committee to conduct a “Let’s Go Find the Others” program. A program template is available in the Membership Initiatives panel of the online Membership Tool Box.
4. If you decide not to have a “Let’s Go Find the Others” membership program, download FRANC’s list worksheet and the Introduction of a Woman Who is Not a P.E.O. form for each member of your chapter. Distribute them as part of your membership committee report and ask everyone to bring completed forms back to the next meeting.
5. At the next meeting, discuss ways

to meet women listed on FRANC’s list. Offer help to sisters who want to send introduction forms for friends or relatives.

6. Follow up. If your chapter participates in this initiative, you have a head start on realizing the membership goals you’ve set for the year. Continue meeting, proposing and initiating those women who share our values and support our mission.

For the Individual Member

1. Visit the online Membership Tool Box and download the FRANC’s list worksheet from the programming panel.
2. Once you’ve completed the worksheet, consider how you will introduce these friends, relatives, acquaintances, neighbors and children’s friends to your P.E.O. sisters.
3. If some of the women on your list live in another community, download the Introduction of a Woman Who is Not a P.E.O. form from the Membership Forms panel and send the completed document to the appropriate state, province or district. Tips for sending

a successful Introduction of a Woman Who is Not a P.E.O. form are included in this article.

4. During Suggestions for the Good of the Chapter, tell your sisters what you’ve been up to. Encourage them to join you.
5. Talk about P.E.O. Wear your P.E.O. pin all month. Develop a 30-second “speech” explaining P.E.O. and its projects. Use it when P.E.O. comes up in conversation.
6. Follow up. Continue inviting your friends to P.E.O. socials and activities. If October isn’t the best month for your chapter to participate in this initiative, choose a different month. Membership is a three-legged stool: we need to nurture those sisters we already have, we need to help unaffiliates find a new P.E.O. home and encourage inactive sisters to reinstate and we need to grow. All three legs are necessary to reinforce P.E.O.’s firm foundation, for when our membership is healthy and thriving, we are better equipped to serve our projects.

Tips for Sending a Successful Introduction of a Woman Who is Not a P.E.O. Form

Some of the women we’d like to introduce to P.E.O. don’t live close enough to attend our own chapters; however, that shouldn’t prevent you from introducing them to the P.E.O. sisters where they live. You can do that by sending the Introduction of a Woman Who is Not a P.E.O. form.

The form is located in the Membership Forms panel of the online Membership Tool Box on the P.E.O. website. Here are some tips for successfully introducing your friends and family with this form.

1. Provide accurate information. Take the time to confirm their correct email address and telephone number. If you are not completing this form online, write legibly. Provide phonetic spellings of potentially hard-to-pronounce

names. In short, be sure the information you provide will aide in making the initial contact a smooth one.

2. Use the reverse side of the form to write a personal note. “Take time to write a paragraph or two about the woman you’re introducing,” Freda Cronemiller, California State Chapter membership committee member suggests. “Without it, it’s just a cold call and it takes more time to get acquainted. The additional information makes it so much easier for chapters to reach out and, hopefully, make these friends a sister.”
3. Send it to the appropriate people. Consult the link for local chapters in the Directory of Presidents located on the P.E.O. website and send the

form directly to each chapter as well as to the state, provincial or district (s/p/d) organizer. If there are numerous chapters in her area, send the form directly to the s/p/d organizer. She will distribute it to the appropriate chapters.

4. Follow up. Chapters receiving your form are asked to complete and return the bottom portion to you as a courtesy. If that doesn’t happen in a timely fashion, don’t be afraid to follow up. Each s/p/d has its own way of handling introduction forms. It may be longer for some to process the forms than others. “Sometimes it takes at least six months,” Freda said “especially during the summer months when many chapters don’t meet.”

Bed & BREAKFAST

Members may access the full Bed & Breakfast listing on the members website at
<https://members.peointernational.org/resource-library/listings-directories/bed-breakfast-listings>

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. Payment shall be made to sponsoring chapter, not to an individual. Reader ads are available to members only and must include chapter identification. Send all information to mknee@peodsm.org three months preceeding the month of issue.

Rates and Billing:

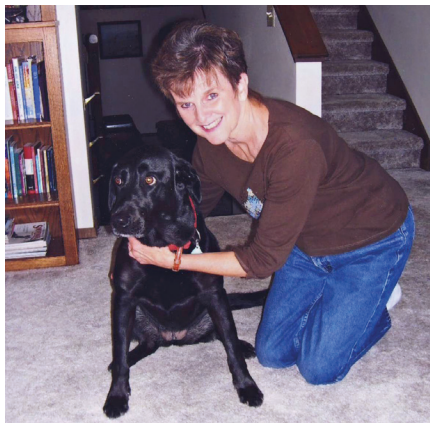
\$5 per line, per insertion, to be billed after publication. Chapters running insertions for a year or longer may submit a digital photo to appear on the website with the information at an extra cost of \$10 per year.



identifies ads with photographs on the members' side of peointernational.org

Members may view all Items for sale at

<https://members.peointernational.org/news-events/record/items-sale>



Pat Coffield and her therapy dog Jeta



Pat and Jeta visit P.E.O. sister Jennie Kocer

Patricia (Pat) Coffield Chapter M, Hot Springs, South Dakota Initiation date: May 17, 1972

Pat Coffield taught for 26 years—mostly second and third grade—at schools in Michigan, Colorado and South Dakota. After retiring from teaching, she and her black lab, Jeta, became certified pet partners. Jeta received training to be a therapy dog—unlike a service dog that assists people with physical disabilities, a therapy dog just spreads cheer and helps people feel better. Pat's P.E.O. sisters say Jeta is loyal, kind and loving enough to be a P.E.O. sister herself.

Where did you grow up and go to school?

I grew up in Oley, Illinois, attended Oley High School and earned my B.S. in elementary education from Murray State in Murray, Kentucky.

Who introduced you to P.E.O.?

Several friends were very supportive and enjoyed P.E.O. and thought it was something I would fit into.

What's the best part about being in P.E.O.?

I enjoy the variety of people, the different occupations they have and what each person brings to the meetings. It's fun to listen and share. I like the friendship and camaraderie. When I was diagnosed with breast cancer my sisters were phenomenal—they were supportive and came with meals every day.

How did you get involved with the Delta Society Pet Partners?

When I retired, my husband gave me my black lab, Jeta, as a gift. I knew right away I wanted her to be a therapy dog. My niece and her dog were involved with Delta with great success. Jeta and I both went for training—Jeta was evaluated in nursing home and hospital settings. She knew all her commands and easily handled being bumped around. Based on her performance, she became a certified therapy dog. I had

to take a written test and became an official Delta Society Pet Partner.

We have visited nursing homes, churches, hospitals and the South Dakota State Veterans' Home. Jeta and I have visited the Rotarians, Masons and of course P.E.O.s! I also take Jeta to schools and let children read to her—that has been especially fun for me, being a retired teacher. I still enjoy working with children.

I just completed a course for Hospice training. Jeta and I have not yet been called, but we are ready to work as a team with a hospice patient.

How old is Jeta? Does she enjoy her work?

Jeta is 10 years old. When we put her vest on, she loves it. She loves to meet people and be petted. Some people we visit aren't mobile so Jeta gets in bed with them. One nursing home patient hadn't spoken in a long time, but when Jeta got into bed with her the patient started to talk.

What do you like to do in your free time?

I like to spend time with family. Bill is my BIL of 44 years. Our daughter Kathleen Bach lives in Rapid City, South Dakota. She is a member of P.E.O. Chapter M. Our son lives in Denver. We have four grandchildren.

I love to hike, garden, read and travel—we recently took a Mediterranean cruise with the whole family.

I'm also involved with Reach for Recovery—a support group for breast cancer survivors and I run Barely Used Boutique—a store I started after I retired. With community support, the boutique provides free clothing to people who are re-entering the workforce. 🌸

International Convention

Results of voting on amendments presented at the recent Convention of International Chapter in Saint Louis will be posted on the What's New section of the website. Remember that any adopted changes for local chapters requiring revised materials and/or instructions will not be implemented until these are received in the 2012 winter mailing.

P.E.O. Dues

Dues to the International, state and local chapters of the P.E.O. Sisterhood are not generally deductible as **charitable** contributions for United States income tax purposes. However, those portions of dues allocated for organizations qualified as charities under United States IRS Code, Section 501(c)(3), such as Cottey College, are allowable as itemized charitable contributions.

Local Chapter Credit/Debit Cards

Debit cards and credit cards are not to be issued or held using the name or tax ID number of a local chapter. All disbursements of a local chapter are to be approved by chapter vote prior to payment. The treasurer shall pay all bills of the chapter by check. Cards that are automatically issued in conjunction with a bank account should be destroyed and not used.

Supply Department Materials

Orders for the **P.E.O. Constitution** and **Roberts Rules** will not be shipped until after January 1 when updated versions are available.

New Member Guide—This is included with the New Member Gift and also as a separate order from the Supply Department. The booklet "Now You Are a P.E.O." will no longer be available.

Social Media Sites

Social media sites such as Facebook or Twitter provide networking opportunities for P.E.O.s joining these groups. International Chapter recognizes that many groups have been started by individual members and/or chapters. While these groups provide networking with other P.E.O.s they were not started, nor are they monitored or supported, by International Chapter. Members join at their own discretion.

Members who join any of these groups should

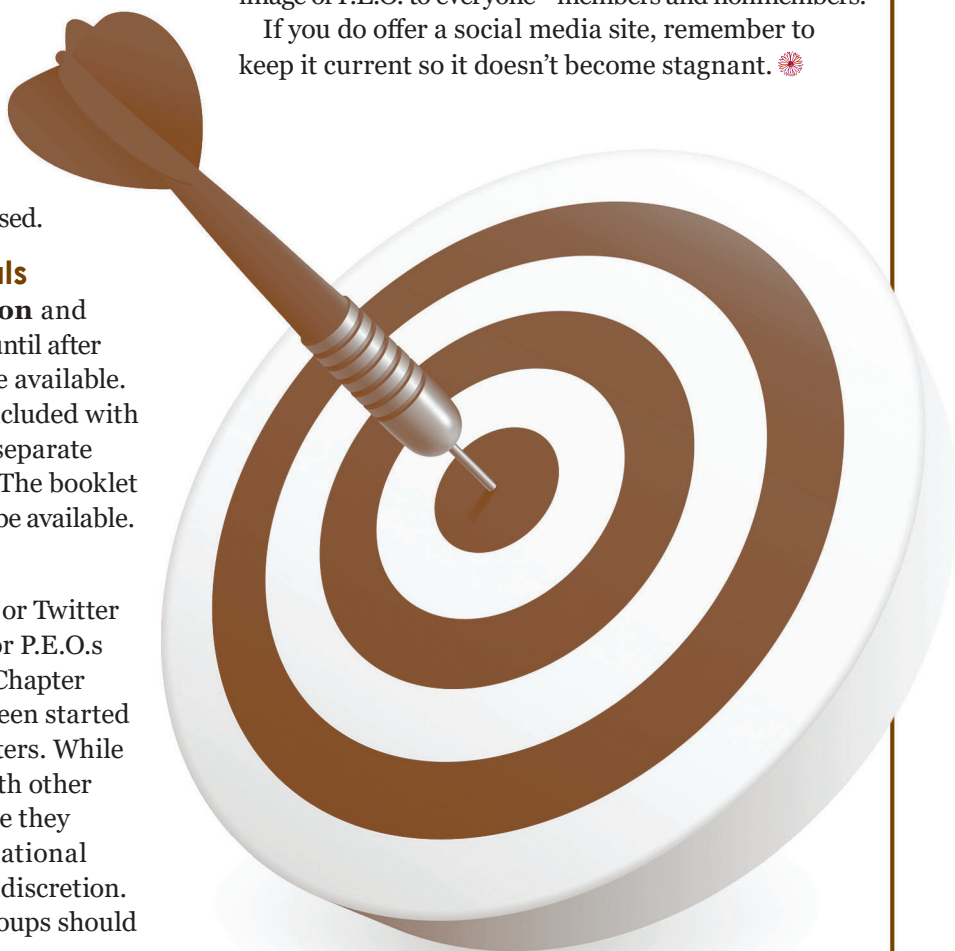
be reminded that they must abide by Standing Rule #2—Circularization and not use any of these groups for the purpose of promotion of International Chapter projects or circularizing opinion on any subject without the permission of the Executive Board of International Chapter. (See Constitution SR #2 paragraphs 2 and 3).

There are various networking sites on the Internet and with the above caution members may join at their discretion. P.E.O. members still need to reference the P.E.O. International Chapter website for official information.

Authorization is not required for social correspondence and/or routine reciprocity business among member chapters. However, advertising on these social media sites is not permitted.

When creating a social media site do NOT use the official P.E.O. insignia (the star, letters P.E.O. and Greek key design). The new informal logo with the yellow and pink daisy, a rendering of the emblem, stylized stars or marguerites may be used. Be cognizant that the appearance of your social media front page portrays an image of P.E.O. to everyone—members and nonmembers.

If you do offer a social media site, remember to keep it current so it doesn't become stagnant. 🌸



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 (click on address change form)

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

Address or Name Change (please print)

Chapter letter(s) _____ State _____ Date Address Effective _____

Name _____

Street or Box Address _____

City _____ State _____ Zip Code _____

P.E.O. SCHOLAR AWARDS



Announces a NEW Chapter Recognition Program

Become a Laureate Chapter in 2012 by either:

- Nominating a Successful Scholar or
- Contributing \$500 or more to Scholar Awards

Receive Recognition as a Laureate Chapter:

- At s/p/d conventions and in s/p/d/ newsletters
- At the PSA booth at Convention of International Chapter in 2013
- On the Scholar Awards webpage
- Watch for surprises!

Check the PSA webpage for all the details on this program.