

THE P.E.O. RECORD

Philanthropic Educational Organization

JANUARY / FEBRUARY 2021



ARTIST
ELIZABETH BARLOW
REMINDS US

TO

"Let the Sunshine In"



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

Family Reunions

by the Executive Board of International Chapter,
The P.E.O. Sisterhood

Growing up we all had traditions in each of our families; celebrating birthdays, holidays, graduations and an occasional “once in a lifetime” or perhaps yearly family reunion.

As families grew, each new member brought their new traditions into the mix: special meals with all the fixings, reunion themes, favorite games and family discussions. Childhood traditions made way for a new set of familial celebrations of milestones and special events.

At times, our memories of the past bring back a longing for what was. As we enter our 152nd year since the founding of P.E.O., our minds take us back to that family reunion of sisters with the organization of Grand Chapter in 1883. Fresh in our minds, we are swept back to September 2019, the Sesquicentennial Celebration and the 74th Convention of International Chapter held in Des Moines, Iowa.

P.E.O. truly is family—some of us have family members who are P.E.O. sisters, and others have P.E.O. sisters and their significant others who have become our family. We love the idea of seeing sisters, family, from all over Canada and the United States every two years and each Convention of International Chapter has been a family reunion for many of us. We rejoice! We have lively debate and discussions with the nurturing and loving concern from our sisters as one of the foundations upon which P.E.O. is built—and upon which we rely. Just like that family reunion, our differing backgrounds and experiences also allow us to help each other grow. It is that loving concern for our sisters and your health and safety which has led the Executive Board of International Chapter to make the following historic decision.

On December 2, 2020, the Executive Board of International Chapter approved by unanimous vote that, due to the COVID-19 pandemic emergency, the 2021 Convention of International Chapter will be held using a virtual format and in a manner pursuant to which the members of convention with voting privileges have the opportunity to see, read or hear the proceedings substantially concurrent with the occurrence of the proceedings, contemporaneously vote on matters, pose questions and make comments.

As with family reunions, there are many plans that need to be made, keeping traditions in mind yet looking at possible silver linings such as increased attendance for many of the events, no room capacity limitations, no travel days and expanded participation from sisters throughout the United States, Canada and the world. Our sisters of Oregon State Chapter will be sharing their talents too.

A few tears have been shed and we are saddened to think that we will not be able to see you in person and to give each other a personal and sisterly hug. We miss our personal interactions with each other and with you, our local chapter sisters, and members of our state, provincial and district chapters.

The biennial theme “Build Your Legacy! Make History” will guide us as we celebrate our Sisterhood together at the 75th Convention of International Chapter during the week of September 20, 2021. Please plan to join us virtually at this historic convention which will shape the legacy of P.E.O. and the future of our amazing Sisterhood.

OUR LOVE TO EACH OF YOU,
Brenda, Patti, Cathy, Alix and Kay



Growing up we all had traditions in each of our families; celebrating birthdays, holidays, graduations and an occasional “once in a lifetime” or perhaps yearly family reunion. As families grew, each new member brought their new traditions into the mix: special meals with all the fixings, reunion themes, favorite games and family discussions. Childhood traditions made way for a new set of familial celebrations of milestones and special events.

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"Let the Sunshine In"
by Elizabeth Barlow

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CONVENTION OF INTERNATIONAL CHAPTER

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A Virtual Convention to Make History!

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Find resources, including a new video, on the P.E.O. member website.

[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/FOUNDERS](https://members.peointernational.org/founders)

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your LETTERS



P.E.O. Abbie White with IPS student Jane Kalu

Jane Kalu is a P.E.O. International Peace Scholarship (IPS) student earning her M.F.A. in creative writing at the University of New Mexico. This summer, because of the pandemic quarantine, which threatened to cause the cancellation of her classes and job, her future in Albuquerque was looking uncertain. Unable to return to Nigeria, what was she to do? When Chapter AH became aware of her dilemma, they helped her resume her teaching duties, helped her financially and, most importantly, provided a respite from her student housing to spend time on weekends working on her dissertation in the lovely home of a member. A true bond has been formed. As one sister said, "It is how I would want my own daughter to be supported in a difficult situation." Special recognition should be given to chapter members Abbie White and Cindy Youngs for going above and beyond demonstrating the spirit of P.E.O.

— Elaine Prentice, AH, Albuquerque, New Mexico

STRONGER BONDS FORMED WITH IPS STUDENT THRU PANDEMIC ADVERSITY



Gifts from the heart from Chapter AO



Chapter AO members painted rocks



Whitney Anderson

Celebrating a Chapter Rock Star

Whitney Anderson was sponsored by our chapter as a P.E.O. Program for Continuing Education recipient; she then became a member of our chapter! In May of this year she completed her degree. We wanted to have a social event to celebrate, but that was not within COVID-19 safe practices. We didn't want her accomplishment to go unrecognized, so we painted rocks to memorialize her accomplishment. We consider Whitney our rock star and a delightful sister. Sisters found talent they didn't know they had in them and our small COVID-safe painting groups had fun.

— Norma Andreoli, AO, Alamogordo, New Mexico

Editor's Note: The P.E.O. Record attempts to present all viewpoints in response to published content. Responses published in Your Letters are limited to the single issue following the issue in which the material in question was printed and, as with all submissions to The Record, are published at the editor's discretion and dependent upon available space.

"It's All in the Shirt"

This is what the young woman said when I asked if she was a nurse, due to the t-shirt she was wearing. It turns out, she was an LPN planning to return to school to complete an RN degree. This prompted me to provide information regarding our PCE grant. Since she does not live in our area, I referred her to the internet to learn more about the project.

This was not the first time a t-shirt prompted me to provide information regarding our projects. Our chapter has sponsored two PCE recipients as a result.

You may wonder where this happens—I work part-time at our local Cracker Barrel retail store. We are encouraged to interact with our guests, so I am able to advertise more than just the displayed items!

— Carol J. Weingart, Past President, Northeast District Chapter



SOME DAISIES DO TELL

I made this yard art—messages of encouragement during COVID-19—to let my sisters know I'm thinking of them.

Janis Kautz, H, Mount Vernon, Washington

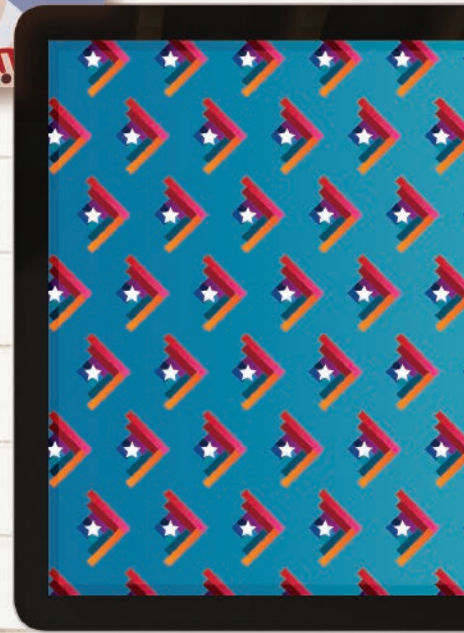
2021 Convention of International Chapter

A **VIRTUAL** CONVENTION TO MAKE HISTORY!

The Executive Board of International Chapter has determined that, due to the COVID-19 pandemic emergency, the 2021 Convention of International Chapter will be held virtually!

Join us the week of September 20, 2021, from the comfort of your own home, for the first ever **VIRTUAL** Convention of International Chapter!

Watch for more details in mailings from International Chapter, on the website members.peointernational.org, on our Facebook page and in future issues of The P.E.O. Record. ★





P.E.O. INTERNATIONAL WELCOMES NEW DIRECTOR OF MEMBERSHIP

International Chapter of the P.E.O. Sisterhood is pleased to announce **Jennifer Chittenden** has joined the Executive Office staff in Des Moines as the Director of Membership

Jennifer graduated with a bachelor's degree in communications studies from the University of Iowa. She comes to P.E.O. International after serving as the executive director of the Des Moines Downtown Chamber of Commerce for nine years.

Jennifer's background in membership retention and growth will make her a great asset to the Executive Office team and to the Sisterhood as a whole. Jennifer said, "I'm excited to be learning about the remarkable work of P.E.O. and how it impacts the lives of so many. Equipping leaders and chapters with the tools and strategies for inviting new members, re-engaging inactive members and member retention is among the primary focuses. This will result in increased opportunities to advance women in their personal goals and, ultimately, more women working together for the betterment of our world."

Jennifer and her husband, Aaron, have been married 18 years. They have two children, Danté (age 16) and Alexandria (age 14). ★

SEEKING P.E.O.S FOR CHAPTER IN KAUAI, HAWAII

Aloha from Kauai, Hawaii, dear sisters!

by Susan Carlson, AB, Jamestown, North Dakota

Do you know any P.E.O.s or someone who would be a valuable member of a chapter who lives on Kauai? Did you know there is no P.E.O. chapter on our island? My goal is to form an active chapter here. There is a Kauai P.E.O. Group that I've met with over the years. They are so welcoming to visitors and, as with all P.E.O. Groups, it's a good way to meet other P.E.O.s who reside on Kauai and the many island visitors.

As a long-time visitor to the island and now a full-time resident, it seems evident to me that our island's women would greatly benefit from P.E.O. philanthropies and our vision of lifting up women through education. It's also clear to me the opportunity we have to develop and grow an active P.E.O. Sisterhood on Kauai. The Hawaiian Islands have a long, rich P.E.O. history with 11 active chapters on Oahu, Maui and the Big Island, yet we are not a chartered state nor has Kauai ever had an active chapter. In my search for P.E.O.s who are residents here who want to be part of our new chapter, it's becoming evident there are only three of us. That means when we reach our required 15 people to form a new chapter, it will be comprised mostly of new members.

If you know of someone to recommend, please complete the "Introduction of A Woman Who Is Not A P.E.O." form and email or mail to me. The form can be found at: <https://members.peointernational.org/peointroduction>.

Mahalo nui loa. Thank you very much.

Susan Carlson, AB, Jamestown, North Dakota
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"Ode To August," Oil
on Linen, 18" x 24"

ELIZABETH
BARLOW
CHOOSES
TO LET
THE

Sunshine In

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



Elizabeth's
studio, looking
out into the
church garden

EVERY DAY ELIZABETH BARLOW, HT, Pacific Grove, California, walks, accompanied by her toy poodle, Chanel, from her home in Carmel by the Sea, to her art studio inside the Church of the Wayfarer. The church rents unused space to local artists, creating a community of artists-in-residence. Elizabeth, who approaches her art like a spiritual discipline, finds it especially meaningful to have her studio inside a sacred space.

continued on page 8...

(Continued from page 7) The uplifting, spiritual nature of Elizabeth's work shines through her paintings, like the one gracing this issue's cover—the piece is titled “Let the Sunshine In,” which, she explains, is more than just a name. “‘Let the sunshine in’ is a statement,” she says, “We have to choose to let the sunshine in.” This hopeful refrain feels notably appropriate as we all continue to look for ways to cope with life during the global COVID-19 pandemic, but for Elizabeth, this has been the direction of her art for several years. She is all about living in the moment and taking time to notice the beauty that is all around.

“The pieces I've created—like ‘Let the Sunshine In’—I paint them as a reminder for myself,” she says. “If we stop and look at this flower and admire its beauty, its resilience and its determination, then it centers us and, and least for me, it brings me back to the place where I want to be living my life from.”

She continued, “Art can be used as social or political activism—sharing your voice about something that really matters to you for change in the world. I admire that, but with my art, I've always wanted to share what beauty can bring us. If you take time to notice something is beautiful—a crumpled leaf on the ground, a flower, a stone—if you notice something is beautiful you have to stop, you have to notice. It requires us to be in that moment.”

Elizabeth working in her studio
Photo credit: Ethan Pines



Elizabeth didn't start out wanting to be an artist although she grew up in a household surrounded by art and going to galleries and museums with her late father, who was an artist himself, in Salt Lake City, Utah. With dreams of wanting to be an actor, she studied theater at the University of Utah. She then became interested in writing and went on to earn a master's degree from the University of Virginia where she studied Jeffersonian history. Throughout the years, Elizabeth found she did have a desire for painting and drawing and always played around with it. About 25 years ago she told her dad, “I think I really want to start painting seriously.” He was supportive and told her, “You have to study and find the best teacher and take it seriously.” She followed his advice and studied painting through the University of California Berkeley extension program. She was a serious student and completed the baccalaureate program. She recalls more words of wisdom from her late father that helped as she worked to hone her skills. He said, “In every art class you're in, look around and see who the best student is. Rather than be intimidated by them, go sit next to them and learn as much from them as you do from the teacher. Dare to think that someday you'll be where they are.”



“Gatsby” Oil on Linen, 12" x 12"

After completing her art studies, and with a portfolio of work, Elizabeth was able to start showing her work in the Bay Area. With a full-time job at the San Francisco Opera, she would get up at 5 a.m. every day to go to her art studio in her apartment to paint or draw for an hour before going to work. On the weekends, she spent her days working in the studio.

In 2006, Elizabeth and her husband, Stephen McClellan, decided it was time for her to be a full-time artist. She quit her job with the opera and has been showing her work ever since. In 2016 the couple moved from San Francisco to Carmel by the Sea near Monterey, where they happily reside now. Elizabeth and Stephen have an active social life and love to travel. Elizabeth says, “My marriage to my husband is my number one priority. I'm extremely devoted to our home life and our extended families.”

FINDING CONNECTIONS IN P.E.O.

Elizabeth was aware of P.E.O. from a young age. Her mother, Bettie Barlow, and her aunts were members of Chapter R, Salt Lake City, Utah, the same chapter where her sister-in-law Suzanne Barlow is a member now. Elizabeth says, “I grew up knowing all these wonderful women who were members of P.E.O.”

In 2010, while living a glamorous, big city life in San Francisco, Elizabeth recalls, “I yearned for a community of women who all knew each other and were connected because of a particular cause. I wanted to know women of all ages—women younger than myself and, more importantly, women older than myself. All of a sudden, I thought ‘I'm ready’ so I joined an evening chapter, EN, in San Francisco. What was really special in this chapter was there were wonderful older members—50-year-members, women in their 80s and 90s, and a lot of women in my age group—professional women. It was just wonderful and perfect for my lifestyle.”

After moving to Carmel by the Sea, Elizabeth transferred her membership to Chapter HT, Pacific Grove, California. She describes it as “a really active chapter with a lot of social groups and a nice age range.” Chapter HT is now staying in touch via Zoom meetings and emails. Elizabeth says, “I'm the social chair and I'm very social so (pre-pandemic) we've been doing cocktail parties with food and BIL parties—it's great to get BILs to get to know each other. I'm so thrilled with this chapter.” ★

Rising from the Ashes

Elizabeth Barlow Captures Hope on Canvas

by Renee Brincks, Carmel Magazine, Spring/Summer 2020
Reprinted with permission



Elizabeth and
"The Phoenix Rose"

The piece is an example of Barlow's signature Portrait in Absentia style of work. Rather than painting her clients and their families, she shines a light on their treasured personal belongings—coins, toy cars, books, shoes, skates and, of course, flowers—to tell a significant story about their lives.

To outline plans for the Ellis painting, Barlow sifted through hundreds of photos of the rose that were captured both before and after the fire.

"Instead of creating a literal portrait of the original plant, the painting presents an idea about this rose bush," she says. "The narrative of the painting is one of beauty coming out of devastation. The rose literally grows from the ashes of this devastating fire. And, the painting will be installed in the new home that he's building, which is also a symbol of hope emerging from tragedy."

After Barlow and Ellis discussed initial design concepts, she ordered a custom easel big enough to accommodate such a large canvas and went to work. She painted each individual rose first—some are the size of dinner plates—and then tackled the detailed leaves and sky. Though she refrained from sharing full photos of the completed piece until Ellis saw the final product, Barlow did post work-in-progress images on social media.

"I had so many positive responses. I think that people want to see things that give some sense of possibility in the world. We're so consumed by the news, and we certainly need to be informed and aware, but I also think people are deeply touched when they see something that is just uplifting for the spirit," she says.

Crews are currently working on a new house that will sit near the site of Ellis' former home. He anticipates a fall completion date. Barlow's painting will be installed on a long bedroom wall, facing a view of the sunset.

As he settles in, Ellis will decide whether to replant his original rose bush in the yard or keep it in a pot on the deck. He'll also determine the best location for a few of his wife's hydrangeas that survived the fire.

"I was always more into roses and she was more into hydrangeas, but this particular rose was one that we marveled at together," Ellis says. "I think she'd be very pleased to know that it's still living with me." ★

Hydrangeas, roses and wisteria flourished on the Sonoma-area property where Bob Ellis and Jane Bernstein lived as the Tubbs Fire took hold in 2017.

One evening, with flames roaring across the surrounding vineyards, a friend encouraged them to depart for safer ground.

By the time the Tubbs Fire ended, it had scorched nearly 37,000 acres and thousands of homes—including the one owned by Ellis and Bernstein. Six months later, Bernstein passed away. As Ellis mourned the loss of his wife, he set about rescuing and repotting a few scorched plants that he thought might have survived the flames. He was especially hopeful about a unique shrub rose that had long grown against a stone wall in the yard.

While discussing the fate of the cherished rose with his friend, Carmel artist Elizabeth Barlow, Ellis asked if she would commemorate it in a painting. This March, six months after first putting paintbrush to canvas, Barlow presented him with a six-foot commission called "The Phoenix Rose." Fourteen flowers in shades of pale pink and peach bloom across vibrant emerald leaves and a rich, blue-sky backdrop.

"It's filled with luminous roses at various stages of opening, and they have this dramatic way of changing color. She's surrounded them with beautiful leaves and an amazing colored sky, which is not so different from the way our Sonoma sky looks on a good day," Ellis says. "Elizabeth has created a wonderful version of this rose that I can enjoy and it's a great reminder of how you can find your way back from the tragedies and terrible things that happen."

20
21

NEW YEAR INSPIRATION

by Meredith Kimbell, AZ, Herndon, Virginia

10 PRACTICES FOR SUCCEEDING WITH ENERGY TO SPARE®

1. Gratitude
2. Focus
3. Honesty
4. Do What You Love
5. Accept the Hard Days/Learn from Your Stress
6. Forgive Fast/Recover Rapidly
7. Set Healthy Boundaries
8. Stay Curious/Develop an Appetite for Differences
9. Self Care/Self Respect
10. Express Yourself, Generously and Creatively



Meredith Kimbell, AZ, Herndon, Virginia, is a 30-year plus P.E.O. member and served on the P.E.O. Leadership Development Initiative. She is the founder and president of a consulting company. ★

BUILDING A LEGACY OF LOVE AND ACCEPTANCE IN



by Michelle Aldridge, Pamela Maimer and Fran Nessen, Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.

Founder Franc Elliott Roads said, “And will you allow me to say a word about precedents? Do not try to preserve them because of sentiment, for new times demand new needs. Evolution and growth mean life to organizations as well as individuals.” As members of the Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O., we interviewed local chapter officers from Canada and the United States to find out how their chapters have become diverse and inclusive. We learned that as needs arise, P.E.O. continues to grow and evolve.

Mary Vargas, GR, San Francisco, California, is the chairman for her local chapter Committee for Inclusion. She believes if we choose to change some of our practices, we will lose nothing. **P.E.O. will become a richer organization by welcoming new perspectives and grow by adding space for those whom we see as different.** In Ottawa, they build relationships through cultural-based programs. Jackie Hardcastle, president of Chapter O, Ottawa, Ontario-Québec, is proud of how **poems, prayers and food bring to life the diversity reflected in her chapter.**

Give the gift of P.E.O. to someone who is different than yourself. Janice Dowd, president of Chapter R, Teaneck, New Jersey, also encourages us to go to our state, provincial and district conventions to help us understand the bigger picture of P.E.O. Jane Byerley, president, Chapter F, District of Columbia, reminds us that you need to speak up when you hear something said that is potentially offensive. **Ask yourself, “What is keeping me from inviting women who are diverse into my chapter?”**

Sarah Beatty, Chapter U, District of Columbia, chose a chapter that reflects the diversity of the area where she lives. **Through her connections, many diverse young women were able to attend Cottey’s Summer Workshop and one eventually became a Cottey College student.** Chantel Lovato, president, Chapter BU, Santa Rosa, New Mexico, believes **inclusion, diversity and equity will propel us into the future because we need to value different opinions.** Similarly, Dru Mort Sampson, Chapter JU, Lawrence, Kansas, stated that right from the beginning of organizing her chapter, diversity and inclusion were at the heart of each member’s actions. **Chapter JU has members from many faiths and backgrounds.**

Making purposeful statements and actions to become an anti-racist chapter was a crucial first step made by Chapter CO, Brooklyn, New York, says Lauren Harms, president. Their chapter decided to reach out to members of their communities who can share P.E.O. resources with more diverse applicants. Chapter CO set an intention to **encourage chapter members from historically underrepresented groups to take on roles such as president or vice-president within their chapter.**

P.E.O. chapters can build a legacy of trust and strengthen the bonds of sisterhood by reaching out to women who come from historically underrepresented groups in our communities. Be part of the caring majority by standing up for the rights of others. Invite women of all walks of life to P.E.O. events. Encourage all members to create an environment where it is safe to ask questions. Add space in our chapters so that all P.E.O.s can have a deep sense of belonging.

Please share what steps your chapter is taking to become more inclusive, diverse and equitable for the future growth of P.E.O. Write to us at peofeedback@peodsm.org. We will continue to share your ideas and programs with our Sisterhood. ★

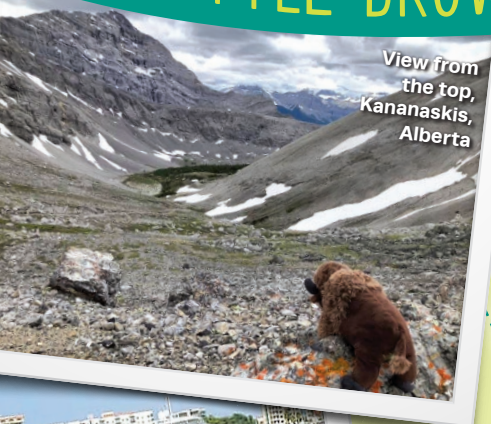
#TOBIETOUR2020



A LITTLE BROWN BISON KEEPS SISTERS CONNECTED

Wine Tasting Program, Alabama

by Sheri Bailey, Past President, Manitoba–Northeast Ontario Provincial Chapter and Michelle Aldridge, Past President, Alberta–Saskatchewan Provincial Chapter



View from the top, Kananaskis, Alberta



Bayfront Park, Florida



Tobie



Missouri Sunset

Over the years, Facebook has allowed the Past Presidents of the Class of 2018 to share our joys and journeys in both our personal lives, as well as our P.E.O. lives. We have often been each other's biggest fans—ready to celebrate our successes, as well as being each other's support system—ready to listen and sympathize with a good dose of sisterly love.

Upon hearing that Tobie, the little brown stuffed bison, was retired as the Manitoba Northwest–Ontario Provincial Chapter mascot, the Past Presidents of the Class of 2018 quickly adopted him as our own. Through Tobie's many adventures, the Class of 2018 has found a way to stay connected. Pictures and stories of Tobie's travels have been celebrated on the Class of 2018's closed Facebook page. Our favorite BIL (Bison-in-Law) isn't even half-way through his #TobieTour2020. This adorable stuffy still has so many places to be and sisters to see. Many of us have had to put our travel plans on hold until it is again safe to move freely across the country and around the world. 2020 is a wonder, and we have decided to ride out the COVID-19 pandemic with Tobie as our traveling ambassador. He keeps the sisters of the Class of 2018 connected while spreading P.E.O. cheer.

In July, Tobie embarked on his epic #TobieTour2020 to travel North America visiting and helping us to #staysafewhilestayingconnected. He has traveled through Canada and the United States sharing his adventures on Facebook. The rules are simple: Tobie must follow the local health authority regulations regarding COVID-19 safety and social distancing in each state or province he visits. And, so he doesn't wear out his welcome, which we think is the mark of a good guest, Tobie stays no longer than a week, after which he is sanitized, packed up and sent on to a new host. The pictures and stories shared are as different and unique as the sisters who are posting them. It has been exciting to see what Tobie has been up to each day. He has been to the Canadian Rockies, hiking to the top of a mountain and sharing pictures of the view. He kayaked along the Tombigbee River in Mississippi one week and he then educated us on the white squirrel population of North Carolina the next week. Through Tobie, together we visited the birthplace of Elvis, the Presidential Library and Museum of President Dwight D. Eisenhower and relaxed on Florida's Bayfront Park while learning about the living seawall.

Our families have also embraced him as he participated in birthday parties, camping trips and cheering on football-playing grandchildren. He has been engaged in homeschooling at the early year's level, after which he quickly moved on to the School of Law at Mizzou. Tobie has even been a part of our chapter life joining in on virtual programs, attending hybrid meetings and participating in social distancing driveway gatherings. With Tobie's help, we've also learned how P.E.O. chapters have left their mark and influence on our communities.

The Class of 2018 looks forward to the day we can be together again in person and revel in the strength of the connections made through sharing the story of our lives with a little brown bison named Tobie. ★

Women helping women reach for the stars

Boating in Florida



A Letter of Introduction...

Tobie has been retired by the MB-NWON Provincial Executive. Like many retirees, Tobie thought he would like to travel the world. He noticed the Wonder Women of the Class of 2018 were a special group of ladies who really enjoyed staying connected and supporting each other.

So...Tobie is on an epic journey to visit as many of these lovely Wonder Women as he can. He knows that due to COVID 19 these ladies can't travel and visit each other, but he can travel for them! (Bison are immune apparently).

Tobie hopes you will take him around some of your favourite local spots (following your local social distancing rules of course) and take pictures of him and post them on the Class of 2018 FaceBook Page.

Once he has finished visiting you, please help him move on to the next Wonder Woman. He shouldn't stay any longer than a week because he wants to be a good guest and not overstay his welcome.

Tobie hopes his adventures with the Class of 2018 will help to keep everyone connected until such time as we can actually be together again.

Stay Safe and Let's Stay Connected.

L.I.P.E.O.

Tobie's "Mom"

Letter of Introduction



In July, Tobie embarked on his epic **#TobieTour2020** to travel North America visiting and helping us to **#staysafewhilestayingconnected**. He has traveled through Canada and the United States sharing his adventures on Facebook.



Hybrid Meeting, Kansas



Tombigbee River, Laurie Tinsley Chilcutt, Mississippi



Book Club, Alabama



Beetle Bailey, Missouri



Texas Welcome Center, Betty Mammen Thomas



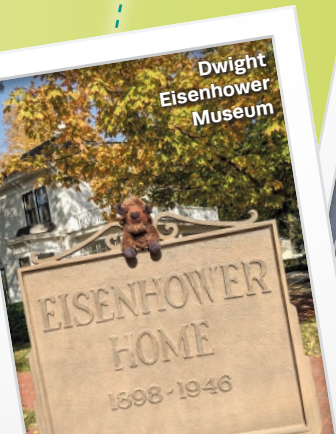
Kathy Boyer, North Carolina



Elvis's birthplace, Laurie Tinsley Chilcutt, Mississippi



Korner's Folly, North Carolina



Dwight Eisenhower Museum



Ready to hike the Rockies with Michelle Aldridge, Alberta-Saskatchewan





PAY YOUR P.E.O. DUES BEFORE FEBRUARY 28!



IT'S IMPORTANT TO KEEP UP YOUR DUES BECAUSE:

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



SUBMIT DUES TO YOUR LOCAL CHAPTER TREASURER BEFORE FEBRUARY 28, 2021

NOW, MORE THAN EVER, WE NEED TO KEEP OUR SISTERHOOD CONNECTIONS STRONG AND ACTIVE TO PROVIDE HELP AND SUPPORT TO EVERY ONE OF OUR SISTERS. Paying your dues—and checking in with your sisters to make sure they pay theirs—is the first step in making sure these connections are fortified for another year. As we've adjusted to a life of physical distancing, we've learned the importance of maintaining a sense of community for our mental and emotional well-being.

Coordinate with your chapter treasurer to reach out to all the members of your chapter—those who participate and those who don't—and stress the importance of submitting their dues on time next year. As the pandemic has limited chapter activities, including in-person fundraisers, maintaining (or growing!) our number of active members is imperative as we forge ahead on the path forward together. ★



WHERE DO OUR DOLLARS GO?

Why Paying Dues and Remaining an Active Member of the Sisterhood is Paramount to Our Mission

Last May I received a handwritten note in the mail that touched my heart. This was from a dear older sister whom I'll call Mary. Mary was writing to me, as chairman of the Membership Committee of International Chapter, to request that I remove her from the list of active members and place her on the inactive list. She said that due to advanced years (92) and lessened mobility and hearing, she was no longer able to support the Sisterhood as she once did. She said, "I truly believe in the purpose of P.E.O. and held several offices as a member of [my chapter]. However, it is time for me to move on." She has been a member since 2013.

I immediately picked up the phone and called Mary. She said she was just getting ready to eat and would call me back. I thought "Hmm, she doesn't want to talk to me." But she called me back very shortly. (She's living in a retirement facility and their eating schedule is regimented.) We had a delightful conversation and it was an eye opener for me. First I explained that I could not place her name on the inactive list. That would only happen if she failed to pay her dues by next March 1. Then we talked about why she was wanting to go inactive. She had the impression that this was what she needed to do because she could no longer participate like she once did. I explained to her that was absolutely not true. Simply paying her dues is the most fundamental level of participation and it is very important. We talked about all the good that money does in supporting our mission of helping to educate women and better their lives. She was surprised and delighted to hear that she didn't need to go inactive.

This made me realize there might be hundreds, maybe thousands of our members who think they need to go inactive because they can no longer participate. We need to get the message to them that paying their dues is paramount.

This made me realize there might be hundreds, maybe thousands of our members who think they need to go inactive because they can no longer participate. We need to get the message to them that paying their dues is paramount. Those dollars are used to cover the cost of administration, operations, maintenance of our International offices and production and distribution of The P.E.O. Record. Because those expenses are covered by our dues, 100% of our donations to the projects, the Foundation and Cottey College can be awarded to recipients. They should be proud to be continuing to support the Sisterhood's mission of educating women.

We want to say thank you to all of our members who haven't been able to be as active as you once were or who aren't attending meetings for whatever reason, but still believe in our mission and are keeping your membership active. You are appreciated more than you know, and we encourage you to keep supporting our beloved Sisterhood through the simple act of paying your dues. We need you, we are here for you and we thank you! ★

*by Jan Loftin,
Chairman,
International
Membership
Committee, in
collaboration
with the Finance
Committee*

The Same Ceremony of Initiation as Our Founders... Or is it?

by Kate Westercamp, Director of Communications and Historian, International Chapter of the P.E.O. Sisterhood

Note: this article pertains to the Ceremony of Initiation. We are looking forward to a time when we can return to welcoming new members in this special way. In the meantime, new members are coming into our Sisterhood through the meaningful Initiation by Affirmation.

One of our most beautiful traditions is the Ceremony of Initiation. Each of us (before the COVID-19 pandemic) came into P.E.O. through this custom. While each chapter may have their own customs, becoming a sister through our Ceremony of Initiation is one of the bonds of Sisterhood that unites each of us together.

Like many of the traditions families enjoy, our Ceremony of Initiation custom has evolved over time. Sometimes the evolution and change is rapid, like the COVID-19 pandemic, and sometimes it is gradual.

improvement and a devotion to P.E.O. Stories written later by the Founders agree that Ella Stewart read the first oath to Alice Bird, then Alice in turn read to each of the other six.

The oath was used to initiate prospective members until May 12, 1877, when a sentence was added concerning pins of expelled members.

Then those two sentences, or oaths, were used until the regular ceremony was written in late 1881 and approved in January 1882. Before the adoption, Chapter A made two

The oath consisted of 35 words and was a simple pledge of secrecy, promise of self-improvement and a devotion to P.E.O. Stories written later by the Founders agree that Ella Stewart read the first oath to Alice Bird, then Alice in turn read to each of the other six.

According to the "Oral Report of the Special Committee to Study P.E.O. Ceremonies and Meeting Procedure" as part of the 2013 Convention of International Chapter (Nov-Dec 2013, The P.E.O. Record) "The Ceremony of Initiation has undergone revisions—at least seven—from the simple oath through several iterations of the star ceremony. Although Chapter Original A, Mount Pleasant, Iowa, was allowed to keep early documents, we do not have wording of every successive change because, for uniformity, local chapters were instructed to destroy copies of the old ritual when changes were made and because archived P.E.O. documents stored in the home of the Recording Secretary of Supreme Grand Chapter were lost in a fire in 1907. We do know when the revisions were adopted, since mention is made of them in minutes and proceedings."

As stated in "Out of the Heart," the first ceremony was the oath, written by Alice Bird on the day P.E.O. was founded, January 21, 1869, and used that afternoon for the initiation of the seven Founders. The oath consisted of 35 words and was a simple pledge of secrecy, promise of self-

changes in the ceremony: Hope was changed to Justice and Fidelity to Truth.

The same committee members who had revised the Constitution and bylaws were asked to prepare an initiation ceremony for consideration by Chapter A. According to Alice Bird it was (Penelope) Nellie Ambler Campbell, Chapter A, a member of the committee, who was largely responsible for the writing of the ceremony.

In 1886, Effie Hoffman Rogers went to convention in Washington, Iowa, and presented, rather unexpectedly, an enlarged ceremony, which was adopted. This ceremony brought into use the words "Faith, Love, Purity, Justice and Truth" according a January 1944 issue of The P.E.O. Record.

Miss Ida B. Johnson, Chapter KI, Lincoln, Nebraska, was the originator of the star ceremony. With the help of several members of Chapter K, the proposed ceremony was demonstrated before the convention of Nebraska Grand Chapter in 1897. It was met with warm and instant approval by the Nebraska delegation.

Officer roles

From the beginning there were four officers—president, vice president, secretary and treasurer—elected for six-month terms. Chaplain was added in 1871, followed by guard in 1881. In 1889, with the advent of The P.E.O. Record, each president was to appoint a “journalist” to contribute news of the chapter.

When the convention of Supreme Chapter met in Chicago in 1899, Chapter A of Chicago initiated a real candidate using the newly suggested star ceremony in the initiation service. The plan was approved and a committee appointed to unify its use in all chapters.

A surprise revision was presented to the convention of Supreme Grand Chapter in Brookfield, Missouri, in 1907. The executive board had recognized the need for certain revisions to the ceremony, and Mrs. M. Lou Weber, president, appointed a committee for that purpose. Mrs. Carrie M. Peterson of Nebraska, chairman, was assisted by two past presidents of Supreme Grand Chapter, Mrs. Walter Campbell and Mrs. Flora C. Herring. The revised ceremony was exemplified and adopted. There was a revision of the ceremony, and the password was changed.

In 1919 at Convention of Supreme Chapter, a Revision Committee of three scholarly members was appointed.

Somehow the three ladies from Iowa, Nebraska and Colorado communicated, and in 1921 at the Convention of Supreme Chapter in Kansas City, Missouri, the new version of the star ceremony was presented and approved, and the password reverted to the original one (and the one we use today).

This version of the initiatory ceremony, with minor grammatical changes made in 1939 and some small wording improvements made in Conventions of International Chapter, is what we use today.

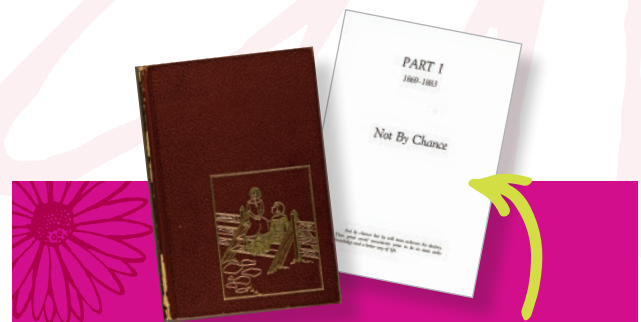
Fast forward, through the work of the Special Committee to Study the Ceremony of Initiation and Meeting procedure, the ceremony could be read from official booklets and conferred upon one-to-three candidates at a time in 2009.

After the 2013 Convention of International Chapter, an Appendix entry was added to the President’s book allowing for those dressing for initiation to wear plain white tops, black skirts/pants and black shoes. A vote of convention was not required as the instructions are included in the President’s Book.

With nearly 6,000 chapters and more than 221,000 active members, it’s natural details and perceptions are stretched as information is shared. According to the “Oral Report of the Special Committee to Study P.E.O. Ceremonies and Meeting Procedure” as part of the 2013 Convention of International Chapter (Nov–Dec 2013, The P.E.O. Record), in the all-member survey they conducted, one of the greatest misconceptions they received was the P.E.O. Founders wrote our Ceremony of Initiation and it has not changed since 1869. As this article explains, both of those thoughts are not accurate.

Our beautiful Ceremony of Initiation is just one of the items that unites us in the bonds of sisterhood. ★

Special appreciation to Janet Litterer, Past State President, Connecticut, and Joyce Perkins, KN, Des Moines, Iowa, who served as Historian from 2005–2016, for completing research used for this article.



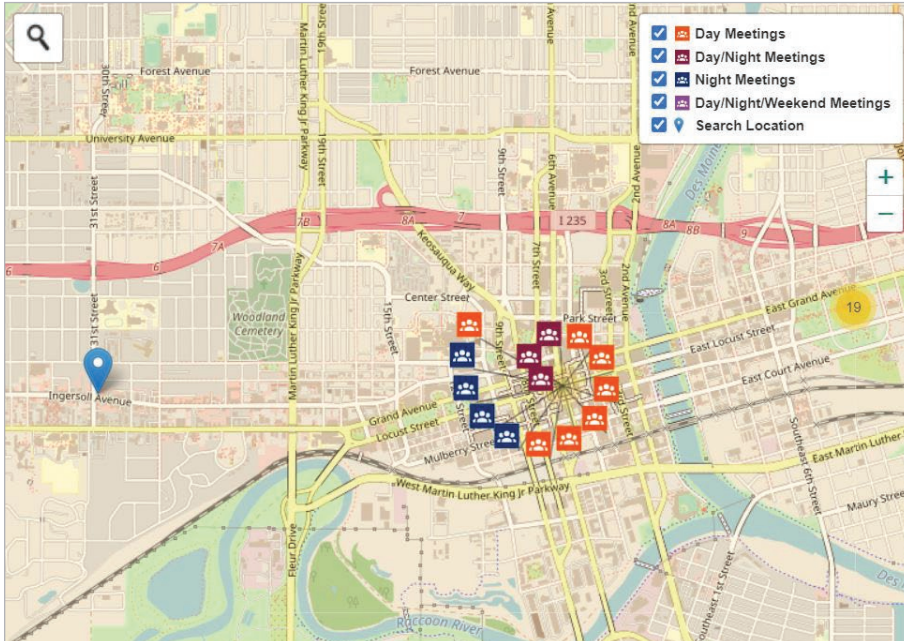
INTERESTED IN LEARNING MORE ABOUT THE HISTORY OF THE CEREMONY OF INITIATION?

“Out of the Heart,” the historical book published in 1969 is available online
[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/OUTOFTHEHEART.](https://members.peointernational.org/outoftheheart)
 The November-December 2013 P.E.O. Record is also available within The P.E.O. Record archive on the member website.

Announcing THE P.E.O. CHAPTER MAP TOOL



by Jennifer Chittenden, Director of Membership, International Chapter of the P.E.O. Sisterhood



The local chapter is the heart of P.E.O. and being connected is important for members to experience the bonds of sisterhood and strengthen local chapter vitality. Members now have a new interactive tool to find a P.E.O. chapter anywhere!

Since 1869, over \$369 million in educational grants, loans, awards, special projects and stewardship of Cottey College has benefited nearly 114,000 women.* P.E.O. members make a difference in the lives of women all over the world, and this tool allows you to open even more doors. ★

SIX SIMPLE CONNECTIONS:



1. Have you moved or has your schedule changed? Determine which chapters are in your area and reach out to the chapter president to find a new P.E.O. home.



4. Have you discovered your friend or colleague is a P.E.O., but isn't connected to a local chapter? Look for a chapter in her area and bring them together.



2. Do you know a P.E.O. sister who moved? Let her know you care by sending her the Chapter Map link to help her find a new chapter and remain active in P.E.O.



5. Do you want to grow the impact of P.E.O.? Use the tool to link prospective members to local chapters.



3. Are you going on vacation or live elsewhere during the year? Identify chapters located in your temporary destination so you can keep growing your P.E.O. spirit while traveling.



6. Do you wish your chapter was closer to your home? Evaluate the area and see if it makes sense to start a new chapter!

The P.E.O. Chapter Map tool is available to all active P.E.O. members.

Explore by visiting the P.E.O. International Member Website at

[HTTPS://MEMBERS.PEointernational.org/Map](https://members.peointernational.org/map)

*As of June 30, 2020

Sharing the P.E.O. Sunshine

ONE YARD, WINDOW, DOOR SIGN, BUTTON AT A TIME

by Carolyn Smith-Ochoki, IR, Lombard, Illinois

CHAPTER IR, LOMBARD, ILLINOIS, HAS GONE SIGN CRAZY! It began when we created our second Chapter Vitality Goal: We will utilize a variety of activities to “share the P.E.O. sunshine” by celebrating milestones and events in our sisters lives such as birthdays, anniversaries, honors and recognition received by activities such as:

- Congratulatory banners, signs in yards or on doors/windows
- Sidewalk chalk notes of love and support
- Social media shout outs on our Chapter IR Facebook page
- Drive/walk-by parade sing-along of favorite hymns or songs

We joyfully celebrated a sister’s birthday this summer with a yard sign decked out with marguerites and star balloons, which resulted in sister Cher Herlache suggesting that we celebrate our love for P.E.O by displaying custom-designed yard and window/door signs. Fellow sister, Pam Forsberg, was inspired to create a design that incorporates the many facets of P.E.O., which evolved into a fundraiser for the projects. We were fascinated when Pam explained how she strategically positioned elements of the design to capture attention, draw in the eye, and to speak to “core why” values and our pride in being a P.E.O. Door and window size versions of the sign were created as another option for raising awareness of P.E.O. in our neighborhoods. Because the sign speaks to the universal values of P.E.O., we realized it could be marketed to a wider audience—to chapters in our area and beyond.

We are especially excited to also market a wearable button that is part of the main sign design that says, “Ask Me About P.E.O.” The button can also be attached to a door decoration in senior living residences that have uniformity guidelines. In the process of determining a suitable sign for our local Beacon Hill community sisters, we discovered a circle of P.E.O. women who will have future opportunities to meet for lunch and programs!

With valuable input from her fellow sisters, Pam fast-tracked her artwork to a trusted local print shop and to another competitively-priced vendor for lamination of our window/door signs. Our glorious sunshine yellow and royal purple signs are ready to be distributed this fall by our chapter’s ace team of volunteers. If the signs are taken in over the winter, they should last for 3–5 years.

We have taken a step of faith and have reached out to promote our custom design artwork in The P.E.O. Record’s Fundraising Marketplace and our chapter president, Marti Seaton, has reached out to other local chapters in our area to encourage their joining our marketing drive of “Ask Me About P.E.O.” Won’t you join us in sharing the P.E.O. sunshine!? ★



Vice president of Chapter IR, Lombard, Illinois, and designer of the sign artwork, Pam Forsberg.



Uplift Any Meeting with These 3 Questions

by Debbie Kotecki, P.E.O. Leadership Development Committee

IN THE WAITING AREA NEAR THE AIRPORT, A GROUP OF YOUNG CHILDREN JUMPED UP AND DOWN SHOUTING, “Up! Up! Up!” as they watched a huge jet roaring down the runway. As the heavy tube of metal lifted to the skies, flying up and out of sight, the children’s joy was contagious to all who saw them!

Wouldn’t it be great to feel as excited as those children when we attend meetings? A meeting can occasionally feel like an overloaded plane, rumbling along and not quite lifting for take-off. Sometimes participants’ attention wanders, enthusiasm wanes or the atmosphere feels a bit dull.

Whether you are leading the gathering or are an attending member, whether the meeting is in-person or virtual, and whether this is a P.E.O., workplace, community organization or even a family meeting... you can choose to be an UPLIFTER and infuse positive and productive energy on the spot! An “uplifter” is a person who can raise, boost, brighten and improve the mood wherever she is.

To get off the ground, a plane needs the dynamic force of lift, and likewise, an uplifter can use the dynamic force of simple questions to boost a lumbering meeting to elevate and soar! Using these three questions, a leader or a participant can enhance productivity and move things forward in an uplifting way.

UPLIFTER QUESTION #1: HOW CAN I BE AUTHENTICALLY PRESENT?

- Start with yourself. Be there with your body and mind invested, rather than elsewhere planning dinner or worrying about another event.
- Remember that you have something unique and valuable to offer and that diversity of backgrounds and points of view are strengths in any group.
- Model that it is safe to be genuinely present and engaged. Watch how others follow and are more at ease and encouraged to fully participate.

UPLIFTER QUESTION #2: HOW CAN I HELP US FEEL CONNECTED?

- Use appropriate opportunities to encourage sharing what is happening in your personal lives.
- Listen carefully to what is being said as well as the tone and body language. Acknowledge everyone’s contributions (especially those that may be offered timidly) and suggest that ideas be further explored at another time to help the meeting to move on.
- Recognize and utilize people’s skills. Sisters feel appreciated when their talents are valued. Remind everyone of Nancy’s strength in organizing a project. Connect tech-savvy Bonnie with someone else who says she feels insecure about getting into a virtual meeting.

UPLIFTER QUESTION #3: HOW CAN I LIGHT UP OUR PURPOSE AND MISSION?

- Uplift by re-centering on the “why” behind your meeting. Relay a short anecdote to remind the chapter, committee, work team, community group or family of how their mission has made a positive difference.
- Share a time you saw a sister, colleague or committee member illustrate the best of the organization’s purpose through her actions.
- Offer to set up a program speaker who exemplifies what the success of your group’s mission does for others.
- Equip yourself with these three questions to serve as an uplifter and get that meeting off the ground! Up! Up! Up! ★



LEADERSHIP TIP

Allowing a few minutes of personal sharing that is guided and within set time boundaries can make all the difference in the success of any gathering. Plowing directly into formal business can stifle the rest of the meeting’s communication flow. Building connection time into virtual meetings is easily forgotten, yet just as critical as the business at hand.

View the complementary Leadership Development resource “Be an Uplifter: Three Questions to Infuse Positive Energy Into Any Meeting” on www.peointernational.org and consider it for a chapter program. ★



Growing Our Gifts

Chapter Stays Connected, Learns New Skills

by Barb Hagen, BZ,
Helena, Montana

In the fall of 2019, I began thinking about our chapter's theme for 2020. The theme I chose as president of Chapter BZ is "Growing our Gifts" and, as we began signing up for committees, hosting and co-hosting meetings and beginning to think about our slate of officers for the new year, I encouraged everyone to try something new for 2020.

Little did I know—little did any of us know—all of the challenges that 2020 would bring. We would all be trying new things, sometimes against our will! Using Zoom, working from home and more. Trying to learn how to work, worship and meet and be together in new ways has been challenging, sometimes discouraging and some days just plain hard.

Since we stopped being able to gather or meet, we had a Zoom painting class where we learned to paint a marguerite and three sisters did a Zoom cooking class for us where we learned to make paella and sangria.

We had a "sharing our gifts" Zoom meeting. One sister sang and played the piano, one sang acapella and one showed us the Christmas stockings she has started making. Then we had a slideshow featuring pictures of our gifts—quilting, weaving, making soap, fly fishing, crocheting, making masks (a newly acquired 2020 skill), dried flower arranging, scrapbooking, photography, tile work and cooking/food arranging. Each sister who contributed pictures shared a story about her gift. So, we also learned a little more about each other, which is also a gift. We finished with an art show of our marguerite paintings.

All of this is risky. Sharing our gifts, discovering and trying new gifts. Trying Zoom for the first time can be intimidating. Putting our work out there for others to see can be scary. But, P.E.O. is a safe place to do so. It is a place where all are accepted and expressing a loving concern is one of the things we do best.

In our chapter this year, we had sisters who had deaths of parents, a grandchild and one sister whose father had a stroke. It was difficult not to reach out in our usual ways. P.E.O.s excel at feeding each other and lending a hand however needed. We did what we could. We sent cards, flowers, called and texted. We prayed for one another. One of my favorite ways we reached out was from a request from the sister whose father had a stroke. He didn't like the food where he was and she requested cookies. Sisters stepped up and made cookies for him, which brightened his day and theirs as well.

In true P.E.O. fashion, we are doing all that we can at all times and under all circumstances to express a loving concern for each sister.

Our Objects and Aims are important but when I first thought of our theme for this year, I thought of other ways of stretching and growing. I did not know we would have challenges in expressing a loving concern. That part has always been easy for us. But this year, nothing is easy. But I know that P.E.O.s all over the world are continuing to express a loving concern in new ways and I am so grateful and proud to be a P.E.O. ★

PICTURED ABOVE: Chapter BZ celebrated Founders' Day together before the pandemic. *First row, from the left:* Mo Leo, Marta Ernst, Barb Hagen, Nanci Schoenfelder, Vickie Kemmerer, Mary Patrick, Kristina Kenning *Second row:* Shannon Schoenfelder, Jill Sallin, Cori Krick

CONNECT WITH YOUR SISTERS and Promote P.E.O. on LinkedIn

by Annie Jenkins, Digital Communications Specialist, International Chapter of the P.E.O. Sisterhood

What is LinkedIn?

LinkedIn is a social media network focused on professional networking and development. On Facebook and Instagram, your friends probably post pictures of their pets or family get-togethers, but LinkedIn is better suited for posting job updates, professional successes, articles about your industry and other professional development and leadership oriented content.

How can I add P.E.O. to my LinkedIn profile?

A LinkedIn profile is like an expanded digital resume where you list professional accomplishments, career history, education, volunteer experience, skills and more. It is also a good idea to list any organizations you are involved with, which of course means P.E.O.!

Your profile is divided into different sections and in the Background section, there is a place to enter volunteer experience where you can highlight your involvement with P.E.O.

After you click to add volunteer experience, you will see a screen where you can enter all the relevant information.

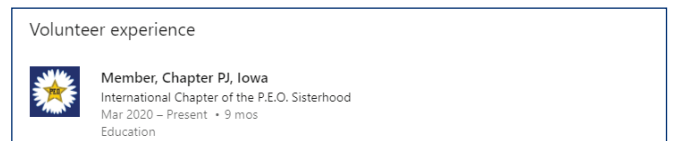
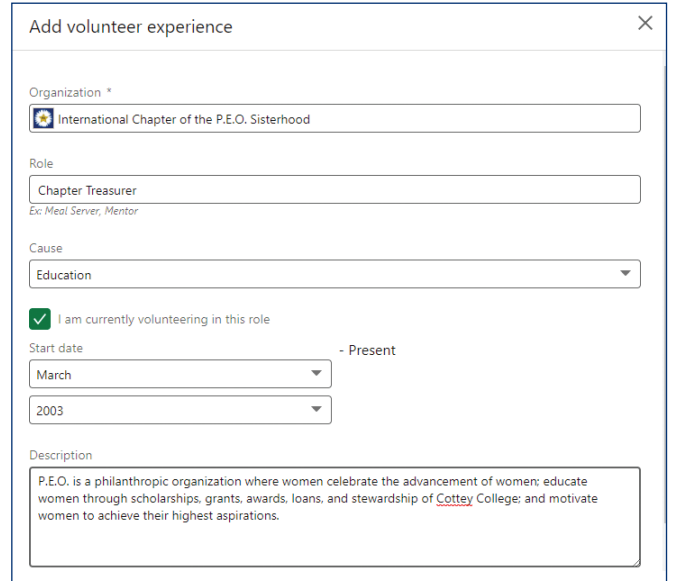
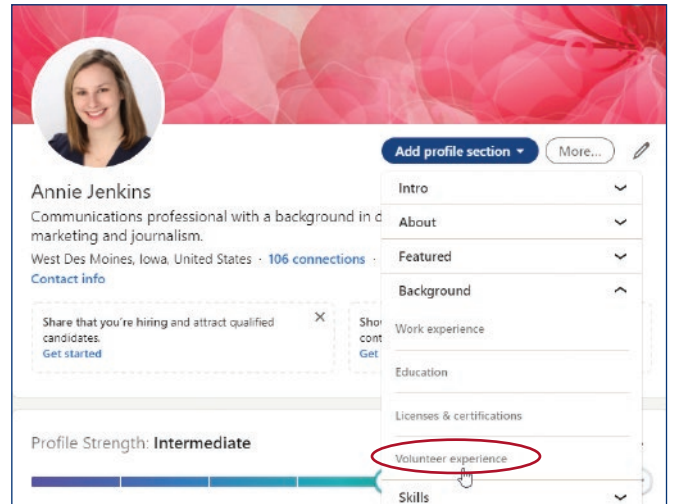
When entering the organization name, you can connect to the official P.E.O. International LinkedIn page by entering the full name—International Chapter of the P.E.O. Sisterhood. As you start typing the name, drop down options will begin to appear, and you will know it is the right page if you see the official P.E.O. emblem.

Once you fill in all the information and save, your P.E.O. details will be displayed on your profile!

What else can I do on LinkedIn?

There are so many things you can do on LinkedIn! It is a great tool for connecting with anyone who has similar professional or philanthropic interests, which includes your P.E.O. sisters in the United States and Canada or even abroad.

- If you find an interesting article, post it with a question for your followers.
- Congratulate anyone you see posting about a job promotion or new opportunity.
- Find a group focused on a topic you are interested in and join it.
- Follow your local colleges and universities so you can keep up on all the new developments.
- And, of course, follow P.E.O. by searching for International Chapter of the P.E.O. Sisterhood. ★



Lifted Up by Abundant Love from P.E.O.

by Stephanie Bajor, EH,
Noblesville, Indiana

P.E.O. has been part of my life for almost 40 years.

I was initiated into Chapter LV, Woodridge, Illinois, in October 1980. Chapter LV was a wonderful chapter that was busy and happy. Several years later, my sister-in-law and I organized Chapter NP, Winfield, Illinois. We were excited to be in a chapter closer to our homes.

A few years later, my husband and I moved to Traverse City, Michigan, where Chapter DC was happy to welcome me. We did not know a single person when we moved there so I was delighted to join this wonderful group of women. Between this group of caring women and church members, we were on our way to having new friends.

Eight years later we had a granddaughter born in Indianapolis, Indiana. It didn't take us long to decide that we needed to be in Indiana. Chapter DG, Noblesville, immediately took me in. This evening chapter helped get me acclimated to the area and resulted in many strong and lasting friendships.

When I retired in spring of 2017, I wanted a daytime chapter so I transferred to Chapter EH, Noblesville. This chapter is a busy, active, gung-ho, moving, non-stop chapter. I have seen them do so much for so many people, but I want to tell you what they did for my son and his young family when he was deployed to Djibouti, Africa, in 2019.

On Super Bowl Sunday, 2019, our son, Dan, started the overseas part of his deployment for the United States Navy. Dan had been in Gulf Port, Mississippi, for three months preparing for the overseas portion of his deployment. I got a text from him that said, "I'm out of here. Going dark. Take care of everyone." My heart fell into my toes. I called my daughter-in-law. Yes, Dan was gone. She knew he was leaving that day but couldn't tell anyone. He was on his way to Djibouti, Africa. Dan was leaving his wife, Sarah, son, Graham, age 2½, and daughter, Reese, just 10 months old.

Dan was proud to be serving as a Lieutenant in the United States Navy.

He was the commander of 90 troops in Djibouti, a small country in Africa near the Red Sea, where the United States has a base. Dan is a Seabee—he handles building and maintaining things like roads, HVAC and trucks and does humanitarian work.

At the first P.E.O. chapter meeting after Dan's departure, I made a board with pictures of my family and told my chapter about how my son left. Chapter EH stepped right up and said, "What does his family need? What can we do to help?" I didn't know what to say! They collected money for Sarah so she could get a spa day. They collected money and gift cards to restaurants so Sarah could get quick meals on those crazy nights on the way home after work. She was overwhelmed by their generosity. March was Dan's birthday so the chapter organized a surprise card shower for him.

As time went on, my wonderful sisters continued to collect money every month to help Dan and his family. Sisters offered to babysit and take the children to the park. They even gave me flowers and cards because they knew I was worried about my son. My Chapter EH sisters had so much abundant love for my family with their kindness while Dan was serving our country. "Thank you" doesn't seem like enough to my chapter, but I'll say it again: Thank you and many blessings to you all.

Dan returned to the U.S. on September 13, 2019. His Navy reserve duties continue but due to COVID-19, he hasn't been gone as much. His family is thrilled to have him home. ★



Chapter EH supported Stephanie and her family while her son was deployed overseas



Dan and Sarah Bajor with their children Graham and Reese

“A Little Amazing Grace”



by **Jim Atchison, BIL of Brenda Atchison, President of International Chapter**

Mary Elizabeth Furnald, O, Montgomery, Alabama, submitted the following piece to The P.E.O. Record. BIL John Kline and I talked about the 17-year-long journey he and his P.E.O., Ann, are taking together through Alzheimer's. We talked about our similar, yet different, experiences with family and Alzheimer's. Every day, John makes a pilgrimage to the home where Ann resides. As reported on many national news broadcasts, when the pandemic curtailed his in-building visits where he would read, talk to and care for Ann, John rather famously changed his daily routine and began to sing through the window pane from outside Ann's window. Together they sing songs and hymns that they have sung together for years. When the facility limited the daily visits at the window to just twice a week, John was undaunted and found a way to use FaceTime to extend his daily visits and serenades. While Ann is sometimes not able to recognize herself in photos of herself and John, she knows John, she knows his voice and she knows the hymns. John teaches leadership at Troy University, but so often the best teaching is by example. John continues his daily visits and explains it best when he says, “Commitment, no matter what.”

Ann Kline is a 50-year plus member of P.E.O. and is currently a member of Chapter O, Montgomery, Alabama. Ann was an active member of the Sisterhood, serving as president of her chapter, and in many other ways. From the early 80s and into the early 90s, Ann served as minister to single adults at Frazer United Methodist Church in Montgomery, Alabama, where she built a ministry with 800 members and an average weekly Sunday school attendance of nearly 300 single adults aged 30 and up—most who were divorced. The “One Singles” class of singles under 30 had average attendance of over 125 per week. Ann became known nationwide for her ministry to the hurting and her founding of many small group ministries. At TNT (Tuesday Night Together), hundreds of singles from all over the River Region flocked to Frazer to eat and be involved in the small group ministries she developed.

In the early 2000s, Alzheimer's began to take its toll on Ann. As Ann's illness progressed, John continued to bring her to meetings where she was surrounded by loving sisters. Even if she could not remember our names, she knew she was at a P.E.O. meeting, and she smiled throughout her time with us. In early 2017, after a 14-year bout with Alzheimer's, Ann moved to an assisted living facility.

Until early March 2020, BIL John Kline had his daily routine down pat. He spent his days teaching at Troy University, then going to the nursing home to spend time with “sweet Ann,” then heading home. During his time with her, he often read to her from The P.E.O. Record. Then, in Alabama, a statewide ban on visitors in nursing homes was issued. John understood the restrictions, but he was undaunted in his efforts to show up for Ann. Instead of sitting with her in her room, he stood outside her window and sang hymns to her. While Ann cannot remember many things, she regularly joins him in singing the hymns, as she looks at him through her window.

Though the world may seem upside down right now, John said people should be sure to reach out to elder relatives, whether it's talking to them through a window screen or a computer screen. ★



TAKING THE MYSTERY OUT OF THE ELF APPROVAL PROCESS

by Laurel Andrew, P.E.O. Educational Loan Fund Board of Trustees

The P.E.O. Educational Loan Fund (ELF) trustees have seen a steadily-increasing number of applications in the last four years, and since the introduction of \$15,000 and \$20,000 loans, the total loan dollars awarded has increased even more. While the long-term impact of COVID-19 on the streams of both applications and donations are unknown, the trustees assure you that, with careful, consistent consideration of every application, EVERY dollar donated to ELF is put to good use over and over again.

Has your chapter been 100% confident that your applicant for the P.E.O. Educational Loan Fund is a “shoo-in” and then you learn she was not selected for a loan? The applicant and your chapter both wonder, “How could that be?”

Has your chapter submitted information for a loan applicant and then heard nothing from the ELF Office for seemingly weeks or months? Again, you may wonder, “How could that be?”

Let’s talk about ELF and clear up several mysteries!

THE BUDGET IS OFTEN THE STUMBLING BLOCK FOR APPROVAL.

- Trustees assess whether the applicant knows how she will fund her educational and living expenses until her program or degree is completed—that her projected income will fund her projected expenses.
- “Income” sources should be consistent with the written part of the application. Explain “Other Income” so the trustees don’t have to request clarification.
- “Expenses” should be reasonable, but accurate and complete. Trustees search school websites for tuition and fees. Trustees ask questions when budgeted expenses don’t match the narrative.
- Offer to help your applicant; getting the budget right the first time saves time!

APPLICATIONS AND APPLICANTS ARE JUDGED ON THEIR OWN MERIT.

- ELF trustees are in the fortunate position of not having to judge loan applicants against each other. ELF is a revolving loan fund and receives a steady stream of principal repayment, interest payments and contributions that fund qualified new loans.
- Trustees carefully steward the monies in the Educational Loan Fund which may mean denying a loan that does not meet the requirements or awarding a loan for less than the requested amount based on information in the application.
- Please ensure that the narratives told by the applicant and the chapter are consistent and tell the trustees why they should fund the applicant’s loan!

AT LEAST TWO TRUSTEES READ EACH QUALIFIED APPLICATION IN ITS ENTIRETY.

- Trustees seek to understand the applicant’s story and her connection to the chapter.
- Trustees want assurance that the applicant will receive the chapter’s loving concern and support to complete her degree or program in a timely manner.
- Trustees want confidence that the applicant will be able to repay the loan with interest starting six months after graduation or program completion.

WHY NO NEWS?

- An application that has every “i” dotted and “t” crossed can have a trustee decision within 30 days. Applications that require follow-up can take up to 60 days to process.
- If an application is delayed, the applicant has likely been exchanging information with the ELF office in Des Moines.
- Requests for additional information are sent by email to the applicant; the office emails the chapter contact only if the applicant fails to respond.
- For privacy reasons, a recommending chapter is told that a loan has been awarded or denied, but not the amount awarded or the reason for a denial.
- If your chapter is waiting to hear about the status of an application, ask the applicant if she has heard from or needs help responding to the office. If not, email questions to elf@peodsm.org.

The trustees are grateful for your continued financial support of the P.E.O. Educational Loan Fund as well as the consistent submission of applications and ongoing support of the students. You truly are “women helping women reach for the stars.” ★

Diversity on the Cottey College Campus

by Dr. Jann Weitzel,
President,
Cottey College



With the creation of the Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O, I thought it would be timely to address the importance of cultural, experiential and geographic diversity at Cottey College.

At Cottey, our mission is to educate women to be contributing members of a global society. We are proud to offer our students, who this year come to Cottey from 36 states and 20 countries, a diverse and supportive environment in which to grow and learn.

Dr. Selena Kohel, Associate Professor of Psychology at Cottey College, states that, "Having members of various social and cultural groups on a college campus comes with an array of perspectives, due to different lived experiences, which may lead to more creative and productive outcomes when individuals from different groups and/or different groups work together."

I often refer to the quote by Edmund Wilson, "No two persons ever read the same book." When Cottey students join together in the classroom, the suites, the dining hall or for activities, they share their own life experiences with each other. Through sharing those experiences, students learn understanding, compassion, tolerance and appreciation—and perhaps take a moment to think deeply about their own thoughts and beliefs.

In the classrooms at Cottey, students interact with peers and faculty members from across North America and from around the world. Can you imagine the fascinating discussions that take place in small,

interactive classes where all students know that their voices count and where they can learn from the experiences of their classmates or professors?

I have long stated that the Cottey community knows where we are located—a small community in a rural section of the Midwest. We are happy to call this area our home. But, due to a limited diversity in our city and our county, Cottey recognizes its responsibility to introduce Cottey students to the world and to bring the world to Cottey College.

Megan Corrigan, Cottey International Program Coordinator, states, "International students add value to the Cottey educational experience by sharing their culture, their world views and sometimes their cuisine with their classmates, roommates, co-workers and friends. Their presence turns Cottey into a multicultural living and learning community. For example, Americans take individualism as an undisputed core value, so when a student from Ghana, a more collectively-minded culture, brings her lived experience to the question of keeping the suite common area tidy, it challenges cultural assumptions and leads to explorations of different social paradigms."

And it works the other way, as well. Corrigan states, "International students also have their own world views expanded. Students from

Japan, where respect for elders is a deep core value, are initially shocked and dismayed when they witness an American student disagreeing with a professor in class and backing up her argument with facts... understanding that, in the U.S., disagreeing with a professor is not a sign of disrespect is hard for a student from Japan to believe."

Further, says Corrigan, at Cottey, "Domestic and international students work together in campus jobs, on class projects and in student organizations where they gain cross cultural communication skills, respect for differences, flexibility and adaptability."

"Why is this important?" one might ask. "Almost any career field a student might enter in the future will involve interacting with people from different cultures. Thanks to our international students and faculty, we are confident that Cottey prepares all our students for that future," says Corrigan.

Cottey is desirous of bringing together students, faculty and staff from across the states and from around the world. As we all learn together, we grow intellectually and expand who we are, and in that way, we work to create incredible futures for our amazing students as they prepare to enter the incredible world we all share. ★

[2020-2021] International Peace Scholarship Fund Named Awards



The P.E.O. International Peace Scholarship (IPS) Fund Board of Trustees introduces 13 named scholars for the 2020–2021 academic year, all of whom are renewal students, each receiving \$12,500. The Ventura Neale and Jean Negus Malmo Named Scholarships are endowed funds. The P.E.O. IPS Legacy Fund was created by project distributions from the Sesquicentennial (150) Fund. IPS also received a large donation from Betty Smith, which funds eight awards, and a significant donation from Ruth Freeman for two named scholarships. Could there be any better way of Fostering Peace Through Education?

VENTURA NEALE, INTERNATIONAL PEACE SCHOLARSHIP • M, MIAMI, FLORIDA—DANIELA BRITTO FALCON



The Ventura Neale Named Scholarship was awarded to **Daniela Britto Falcon** from Peru. Daniela is studying for a Master of Public Administration degree with a focus on international development at Harvard University in Cambridge, Massachusetts. She shares, “My time at Harvard Kennedy School is helping me become a better prepared professional, with a set of skills that will help me succeed when I go back to Peru to continue my career in the government.” Peru dedicates considerable resources to Centers for Women Emergency, providing support to women who are victims of gender violence. Unfortunately, little is done to prevent contributing factors such as teen pregnancy, childhood anemia and high drop-out rates for girls. Daniela states, “The tools I am acquiring are the foundations I will need to promote sustainable policies for women empowerment and gender equality in Peru.”

JEAN NEGUS MALMO, INTERNATIONAL PEACE SCHOLARSHIP • BL, SEATTLE, WASHINGTON—TRANG HOANG



Trang Hoang from Vietnam is pursuing a Master of Education degree with an emphasis on policy, organizations and leadership at the University of Washington in Seattle, Washington, and is the 2020–2021 recipient of the Jean Negus Malmo Named Scholarship. She shares, “Through connections to passionate educators in the U.S. I can learn so much about the context as well as glean insights from best practices. I believe my current progress will continue to open my eyes to new thought dimensions and more holistic understanding of the educational problems as well as a variety of current approaches and programs. I have hosted three webinars sharing with the local (Vietnam) teams, on basic research, theory and practice about educational policy and its influence on student outcomes and how this aligns with the government’s strategic development agenda.

“I am grateful for P.E.O.’s support and encouragements, I feel inspired after joining P.E.O. activities because I know each and every member is working hard and sharing positive messages in order to lift up aspiring generations like me.”

RUTH FREEMAN, INTERNATIONAL PEACE SCHOLARSHIP • E, LOS ANGELES, CALIFORNIA—CYBELE KAPPOS



Cybele Kappos from Croatia is one of two recipients of the Ruth Freeman, E, Los Angeles, California, Named Scholarship and is a Partners in Peace match with Chapter E, California. Cybele is pursuing her Doctor of Philosophy in political science at UCLA, Los Angeles, California, with a focus on politics and policy. Cybele states, “I believe that given that academics are so knowledgeable about their research topics, one can maximize their impact on the world by participating in policy decisions and processes. I want to play my part as a citizen and scholar to help in moving Europe toward a peaceful future, where nations recognize the importance of the union. Moreover, I want to further our notions of policy solutions to important issues such as immigration and environmental politics.” Cybele is taking full advantage of her time in the U.S. and is enjoying teaching and mentoring others.

RUTH FREEMAN, INTERNATIONAL PEACE SCHOLARSHIP • E, LOS ANGELES, CALIFORNIA—RACHEL KAMNKHWANI



Malawi is home to **Rachel Kamnkhwani**, the second recipient of the Ruth Freeman, E, Los Angeles, California, Named Scholarship. She is studying for her Doctor of Education in leadership and policy studies at the University of Denver in Denver, Colorado. Rachel shares what a tremendous opportunity it has been to learn from professors who are passionate about equitable education and social justice. In Malawi, educating boys takes priority. Girls are groomed for marriage; 46 percent of the girls getting married are under the age of 18. Recent reports on girls’ education in Malawi indicate only 6.9 percent of girls graduate from secondary school and only 2.9 percent continue to post-secondary education. The 2018 Borgen Project identified several barriers preventing girls from accessing and completing primary and secondary education. These are early marriages, poverty and prevalence of HIV/AIDS. She has created a model to help break the poverty cycle, where girls will have access to mentorship and career advice, collaborating with different organizations to create an incubator instilling career readiness and education.

Rachel said, “In addition to running my own educational non-profit organization, I am interested in working with the Ministry of Education in Malawi as their education policy specialist/consultant where I will fight for girls’ and women’s rights.”



BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—APARNA RAGHAVACHAR CHAKRAVARTI



Chapter BF, Springfield, Illinois, is a Partners in Peace Chapter with **Aparna Raghavachar Chakravarti** who is studying for her Doctor of Philosophy in bioengineering at the University of Kansas in Lawrence, Kansas. India is Aparna's home country, where 7 out of 100 cancer cases in the world occur, ranking it third behind China and the U.S. Aparna's research aims to fabricate a nanotherapeutic for targeted drug delivery specifically for cancer. She states, "Cell-derived nanoparticles (CDNs) are generated from human liver-derived stem cells and act as a non-synthetic drug delivery carrier for anticancer drugs. The drugs delivered via CDNs are capable of selectively turning on a patient's own immune system to fight cancer as an alternative to the traditional treatments of surgery, chemotherapy and radiation." The benefit of generating CDNs from the patient's own body is the potential to reduce common side effects experienced with more traditional treatments. Aparna says, "My novel drug delivery strategy will be able to combat this issue with a highly specific delivery of drug payload to the target site along with minimal side effects." As her research is nearing publication, the future of cancer treatment has the potential to improve lives around the world.

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—MILA CANTAR



Argentina is home to **Mila Cantar**, a Fulbright student and recipient of a Betty Smith Named Scholarship who is studying for her Master of Public Administration degree at Cornell University, Ithaca, New York. Mila brings her experience as a human rights lawyer to Cornell and believes this degree will equip her with the skills and strategies for effective implementation of fundamental rights. She plans to focus on public policy design with an emphasis on human rights and international development. She recently wrote a policy article on "The Tragedy of the Republica Cromanon nightclub: When the whole system fails." Having witnessed human rights violations while growing up, especially gender-based violence in homes where women do not have economic independence, she is especially interested in collecting data on legislation and cultural politics that constrain women's development. Mila shares, "I firmly believe that change comes with legislative innovation and relevant public policies that transform society. Thanks to Fulbright and the P.E.O. International Peace Scholarship, I hope I will be able to continue gaining the necessary tools a compelling policymaker needs to improve human rights in Latin America."

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—NAGHMANA ASHRAF



Another Betty Smith Named Scholarship recipient, **Naghmana Ashraf**, is proud to call Pakistan home, and is pursuing her Doctor of Philosophy in biology at New Mexico State University in Las Cruces, New Mexico. Her studies focus on developing a novel anti-mitotic strategy for cancer treatments using different biochemical combinations. Naghmana shares, "I have developed a novel biosensor that helped us to monitor the point when cancer cells die in response to our combinatorial therapy. We have determined that our combined therapy kills cancer cells sooner than traditional inhibitors alone." One of the highlights of her year was presenting at the American Society for Cell Biology conference in Washington, D.C., where the focus is investigating the fundamental unit of life, the cell.

Naghmana continued her studies even after being severely injured in an auto accident. She states, "I was fortunate to be honored with the IPS award which connected me with the P.E.O. family that proved a strong support system in my life. Well wishes, cards, kind words and prayers from wonderful and compassionate women never let me feel alone and away from family. P.E.O. played a major role in helping me with the healing process and to cope with the pain."

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—EBUWA EVBUOMA



A Master of Public Health degree with a focus on global health is sought by this Betty Smith Named Scholarship recipient, **Ebuwa Evbuoma** from Nigeria, who is studying at Washington University in Saint Louis, Missouri. Ebuwa became interested in global health while in medical school, having had the opportunity to get involved as a communications representative for Nigeria's Ebola Emergency Operations Center dealing with an Ebola virus outbreak in Sierra Leone. Her intent is to complete a dual degree program of the MPH as well as a Master of Social Welfare Policy where she feels she can bring a unique perspective on the interactions between individual and population health. Ebuwa states, "This dual degree coursework provides a holistic exposure to transdisciplinary problem-solving in public health, intersecting traditional foci of public health such as epidemiology and health behavior science with the understanding of policy making and econometrics required for effective social-policy change."



CELEBRATE INTERNATIONAL WOMEN'S DAY!

Please join the International Peace Scholarship (IPS) Board of Trustees as we celebrate the achievements of our IPS recipients on **March 8, 2021**, International Women's Day.

HOW WILL YOU CELEBRATE? LET US KNOW! Send messages, photos or short videos to mediamanager@peodsm.org by January 31, 2021.

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—JEDAIDAH CHILUFYA



Jedaidah Chilufya from Zambia is pursuing a Doctor of Philosophy in plant biology from the University of Massachusetts in Amherst, Massachusetts. A recipient of a Betty Smith Named Scholarship, Jedaidah's overall goals are to be a science expert in sustainable agriculture, an educator, an effective mentor and an author. Her research focuses on the benefit from legume plants which naturally produce nitrogen which produces healthier soil via beneficial soil bacteria versus chemically produced nitrogen. She has discovered that not all soil bacteria produce the beneficial results from legume planting, but the plant needs a specific bacterium which will be key to future communications with stakeholders. Jedaidah was selected to present the results from this study at the North American Symbiotic Nitrogen Fixation Conference in Wisconsin. She plans to collaborate with the government of Zambia to implement sustainable crop and animal farming with the goal to help improve food production and generate income among farmers who are mostly women.

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—SHUBHA MALLA



Nepal is home to **Shubha Malla**, a Betty Smith Named Scholarship recipient, who is pursuing a Doctor of Philosophy in materials science, engineering and commercialization at Texas State University in San Marcos, Texas. Shubha intends to utilize her education to develop a rapid cervical cancer screening test to provide affordable, easy access diagnostics in Nepal. Her research includes using inexpensive nanoclays to separate circular DNA (often found in cancer cells) from linear DNA (normal cells) as a potential to treat and/or prevent cancer. She shares, "The implementation of nanoclay-based gene therapy can tremendously reduce the economic burden of cancer and improve women's health outcomes globally."

Shubha's enthusiasm for P.E.O. abounds as she states, "Receiving the P.E.O. International Peace Scholarship Award has inspired and empowered me and given me the confidence to work harder to achieve my future goal of improving women's health in Nepal."

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—PANKHURI AGGARWAL



Pankhuri Aggarwal from India is studying for a Doctor of Philosophy in Clinical Psychology at Miami University in Oxford, Ohio. One of her focuses will be to create an empirical study that examines the association between quality of interpersonal relations and depression. She intends to build on existing literature of interpersonal factors in depression among youth in India. This study will be the first to provide empirical links between quality of interpersonal relations, depression, upward social comparison, rejection sensitivity and excessive reassurance-seeking behaviors among educated, urban, middle-class youth. Native perspectives on depression could help substantially improve the diagnosis, assessment and treatment of the disorder in India thus improving education, treatment and reducing the global burden of the disease. The World Health Organization (WHO) indicates there are .3 psychiatrists and .05 psychologists per 100,000 individuals in India and that four out of five individuals with mental health issues do not receive services. (WHO 2011)

BETTY SMITH, INTERNATIONAL PEACE SCHOLARSHIP • BF, SPRINGFIELD, ILLINOIS—TEGEMEA MWALINGO



A Betty Smith Named Scholarship recipient, **Tegemea Mwalingo** from Tanzania, is studying for a Doctor of Philosophy in nursing focus at the University of Massachusetts, Amherst, Massachusetts. Tegemea hopes to gain expertise in neonatal and maternal health, teaching and mentorship of students and to develop clinical solutions to improve perinatal and postpartum health in resource-limited settings. She intends to organize community interventions geared at addressing neonatal and maternal health challenges to empower communities with the minimum resources available, developing community ownership of health care challenges and building a strong linkage of communities and health care for sustainable health for all. She hopes to be an influencer addressing health challenges, policymaking, monitoring and evaluation of set health goals at the Ministry of Health.

THE P.E.O. INTERNATIONAL PEACE SCHOLARSHIP LEGACY FUND—GIULIANA DAGA



Argentina is home to **Giuliana Daga**, the first recipient of the newly created P.E.O. IPS Legacy Fund, celebrating the sesquicentennial of P.E.O. Giuliana is pursuing a master's degree in international development policy at Georgetown University in Washington, D.C. As a master's student, Giuliana is developing the skills necessary to analyze and develop research techniques for improving public policies in Argentina. Giuliana states, "Even though sometimes it is challenging to be optimistic about the future in Argentina, I know there are many things we can do better as a society in the years to come. I want to have the knowledge, experience, character and tenacity to move forward with much needed changes. In the medium and long term, my career goal is to pursue a leadership position in government, where I will be designing, monitoring and evaluating public policies for development. I desire to transform the way citizens hold accountability, strengthening institutions and societies by communicating progress and results to the public." ★



PCE Helps Female Pilot REACH FOR THE STARS

by Debbie Nielsen Dumler, P.E.O. Program for Continuing Education Board of Trustees

“Emily Contos is a student who was literally reaching for the stars. She is a very sincere, hardworking, determined young lady who has worked extremely hard to pursue her career of flying,” Chapter S, Selkirk, Manitoba, wrote this and voted to sponsor Emily for a P.E.O. Program for Continuing Education (PCE) grant.

Emily dreamed of being a pilot from a young age. After working eight jobs in 10 years she decided it was time to pursue a more challenging career and make her original dream come true. With fewer than six percent of commercial pilots being women, she knew this would be a difficult task.

Having worked 80+ hour work weeks, as an in-home aide in Alberta, Emily moved over 1,300 kilometers to enroll in flight school at Harv’s Air Service in Saint Andrews, Manitoba. It took courage and commitment to leave her family and friends to pursue her career choice in a different Canadian province.

Emily was able to pay for the first \$10,000 required to obtain her private pilot’s license. She began the Professional Pilot Program which included the Multi Instrument Flight Rating but was unable to finish due to financial constraints caused by a change of residence from Alberta to Manitoba. Furthermore, she was not eligible for student loans in either province.

Emily proceeded to save money and applied it towards the \$80,000 program cost. She searched for ways to be as economical as possible in her personal life, such as growing her own produce and canning foods to save on groceries. She rode her bike and walked to school to save gas money. Additionally, she searched for grants and scholarships and volunteered for a women’s aviation organization to accumulate flight hours at a lower cost.

Emily was determined and would not give up her dream of getting a commercial pilot license. She got a job with an aviation company as ground personnel and was relocated to Flin Flon, Manitoba. She worked there two seasons, putting in 60-to-90-hour work weeks, saving money for her schooling.

In 2019, Emily was once again a full-time student and committed to completing her certification in the Professional Pilot Program. Emily’s program had two components— theory and airtime. Paying for airtime was the challenge for Emily.

Emily’s husband, whom she met in flight school, was on track to finish his Professional Pilot Program before her. Together they moved to four different locations while working the ground crew. There was a possibility that his work would take them somewhere where she would not have access to flight training. Luckily, they found a flight school in the same town as his eventual employment.

Emily was able to finish all her flight time with the help of a P.E.O. PCE grant and another scholarship. The grant paid for over 14 hours in the air with an instructor. “The PCE grant really helped me out. It allowed me to get condensed training which made this less expensive in the long run. I feel honored that Chapter S believed in me and thought that I could do this.”

Emily’s long-term goal is aerial mapping. She desires a position as a pilot for a company in northern Canada. She is interested in flying for science projects in the Arctic regions and providing access to the many remote communities in Canada. There is a shortage of pilots in Canada, making this the perfect time to begin her career. She also hopes to inspire other women to enter this challenging field. ★



PCE Recipient Emily Contos achieved her dream of getting a commercial pilot license



P.E.O. SCHOLAR JOHANNA SCHNEIDER WORKS ALONGSIDE DR. ANTHONY FAUCI AT NATIONAL INSTITUTE OF HEALTH

by Laurie Collins, Chairman, P.E.O. Scholar Awards Board of Trustees

DO YOU KNOW SOMEONE WHO SPEAKS WITH DIRECTOR OF THE NATIONAL INSTITUTE OF ALLERGY AND INFECTIOUS DISEASES (NIAID) AND MEMBER OF THE WHITE HOUSE CORONAVIRUS TASK FORCE DR. ANTHONY FAUCI EVERY DAY? YES, YOU DO! AND, YOU CONTRIBUTED TO HER SUCCESS BY GRANTING HER A 2008 P.E.O. SCHOLAR AWARD (PSA).

Dr. Johanna Schneider currently works at the NIAID, a division of our National Institute of Health (NIH), along with her 15-member staff and Dr. Anthony Fauci. Johanna meets with Dr. Fauci every day and states, "He's amazing!" In their meetings, they review recent papers that have significant findings, assess news of which he needs to be aware and consider press requests.

Nominated for a 2008 Scholar Award by Chapter NG, Libertyville, Illinois, Johanna earned her Ph.D. in neurobiology and physiology from Northwestern University. Since receiving her degree, she has worked as a Postdoctoral Fellow at both the University of Michigan and the University of Virginia. Johanna is a published researcher working on neurological endocrinology—hormones and their interactions with the brain to control behavior. She notes that "men and women have exactly the same hormones, they just act in the brain in different ways and at different times."

WHAT SIGNIFICANCE DID RECEIVING THE SCHOLAR AWARD HAVE FOR JOHANNA? She said, "It came at a time that was pivotal to finish my research. Funding was critical then, in 2008

during the recession." Johanna has presented her research to her nominating chapter, where her mother, Kathryn Schneider, is a member. Early in her career, Johanna focused on her own research, but has since been recruited for a number of positions, including working on behalf of inventors and researchers in the NIH.

WHAT ARE SOME OF THE IMPACTS OF HER WORK? In her current work at NIAID, Johanna appreciates the direct contribution she has to public health across the globe. Besides the COVID-19 pandemic, she also worked on the Ebola crisis. Johanna and her staff wrote the NIAID Strategic Plan for COVID-19. The plan then had to be approved by the White House before it was distributed. On Johanna's calendar was a December 2020 conference that looked at the long-term effects of COVID-19. She said, "At the beginning of the pandemic, no one knew if there would be any long-term effects." Now, Johanna and her staff will refresh the entire strategic plan to include new findings.

WHAT LEGACY IS SHE BUILDING? A legacy Johanna builds is one of paying it forward through mentoring.

She especially values mentoring others at the beginning of their careers. She recalled, "There were key times early in my career that mentors helped me get to the next step. Make time to give career advice, review a resume and chat with a new staff member. Mentoring is important to do, even if only a half hour, give someone some extra support." Johanna encourages other doctoral students to "really think about what they like doing and what they don't like doing, and to connect with people in different ways. People are willing to give you information, even if just over a cup of coffee." For example, Johanna did not know her current job even existed until a mentor recruited her for it. Early in her career at NIAID, Johanna was mentor to all the new Fellows in her division. Through mentoring, not only does she provide substantial guidance, but she builds strong relationships that have lasted over the years.

We may never know the impact of all our awards, but be assured that our Scholar Award legacy has made a difference and continues to pay it forward hundreds of times. ★



PSA Scholar Johanna Schneider works with Dr. Anthony Fauci every day



ABOVE: Johanna and her mother, Kathryn Schneider



BELOW: Johanna earned her Ph.D. from Northwestern University

P.E.O. STAR Astronomical Instrumentation: RESOURCES TO HELP YOU DISCOVER A NEW STAR

by Sheri Bailey, P.E.O. STAR Scholarship Board of Trustees

We have always been able to observe the stars in the night sky with nothing more than the naked eye. The invention of the telescope revolutionized the field of astronomy and enabled scientists, such as Galileo, to look deeper into the universe. As 21st century technology continues to evolve in the field of astronomy, so too does the discovery of new stars.

The same could be said about your search for a P.E.O. STAR applicant. By using the appropriate tools and newest resources found on the P.E.O. International website you will enhance your chapter's STAR gazing experience. When was the last time you looked through the astronomical instrumentation found on the P.E.O. STAR project page [HTTPS://MEMBERS.PEINTERNATIONAL.ORG/STAR](https://members.peointernational.org/star).

Besides the project information card and procedures and general Information on STAR, you can also find FAQ.s for both local chapters and students. These are questions asked of the STAR project supervisor and STAR trustees as a chapter begins the process of completing the application. There are also the questions most often asked by students when gathering the information they need to complete their online application. Both documents are an important tool when your chapter first begins their STAR search.

A SECTION TITLED "CHAPTER RESOURCES" CONTAINS THE MOST UP-TO-DATE INFORMATION REGARDING THE P.E.O. STAR SCHOLARSHIP:

STAR Scholarship

PowerPoint: What better way to share information and educate others on STAR? This tool makes a great chapter program, a projects night activity or a valuable resource to share with the guidance counselor at your local high school. The PowerPoint is updated yearly with the latest stats and information regarding the P.E.O. STAR project.

Fall and Summer

Newsletters: The STAR Board of Trustees prepare a STAR project newsletter twice a year filled with timely information regarding all things STAR. The newsletter can be downloaded and shared with members of your chapter to keep everyone up to date regarding STAR. State/Provincial/District STAR project chairs are also encouraged to review this newsletter so that they are better equipped to pass on important updates to local chapter STAR chairs.

Text Box Questions:

The online application has removed the need for a chapter recommendation letter. Instead, you will find five text box questions in the recommendation portal. You will also find a list of the text box questions that the applicant's references are asked to complete. These text box questions help focus responses thereby allowing the unique qualities of your candidate to shine through.

"Tips for Success,"

"STAR Deadlines and Timelines" and "Chapter and Student Suggestions for STAR Scholarship" are some of the many other useful "astronomical resources" you can access to ensure your STAR application is completed and submitted in a timely fashion.

There are several other sections on the STAR project pages that you can explore. Each provides valuable information to enhance your understanding of this project and thereby helping you to find the brightest STAR in your local constellation. ★

BY USING THE APPROPRIATE TOOLS
AND NEWEST RESOURCES FOUND ON
THE P.E.O. INTERNATIONAL WEBSITE YOU WILL
ENHANCE YOUR CHAPTER'S STAR GAZING *experience.*





P.E.O.s IN THE spotlight



ROSEMARY BRAY

Rosemary Bray, VI, Carlsbad, California, will receive the 2021 American Association of Orthodontists Outstanding Service Award and simultaneously present a memorial lecture at the AAO Annual Session in Boston, Massachusetts, in April. This is the first time a non-orthodontist has been so honored. Rosemary has made a significant contribution to the betterment of the orthodontic specialty by advancing the excellence of treatment experiences for patients, doctors and their teams. She has been active in the dental profession over 52 years. The last 22 years she has been lecturing nationally and internationally, presenting personalized office retreats and seminars specializing in outstanding customer service, team relationships, motivation and communication skills. She was a visiting clinical instructor in the Orthodontic Department at the University of the Pacific School of Dentistry in San Francisco and was president and board member of the San Diego Children's Dental Health Association.

Rosemary lives in Oceanside, California. She loves spending time with her children and grandchildren and traveling.



SUSAN HOCKENSMITH

Susan Hockensmith, LU, Manchester, Missouri, was named to the 2020 Class of Women of Achievement for her extraordinary volunteer efforts in Compassionate Welfare. Susan is passionately devoted to serving children and persons with intellectual and developmental disabilities.

She is a co-founder of Pony Bird, Inc., a nonprofit organization founded in 1977, which provides homes and services for developmentally disabled and medically fragile individuals. Sue and her husband, Dana, founded Pony Bird so that their son Philip, who was born with multiple disabilities, could receive the best possible care in a home-like setting. Pony Bird initially provided services to 10 children, including Philip. Pony Bird now provides outstanding care and services for 85 individuals. Sue and Dana are still on the Board.

Susan has served on the Boards of Education of the De Soto, Missouri, Public Schools and the Parkway School District in Chesterfield, Missouri. She is on the Board of the Northwest Missouri State University Alumni Association and helped start a Saint Louis Chapter. She is an owner of Lakeside Children's Academy in Saint Louis County.

Active in P.E.O., Sue was initiated in 1976 in IX, DeSoto, Missouri, and later became a member of Chapter LU in Manchester, Missouri. She has served as president of both chapters.



EMILY McCLIMON

Emily McClimon, ML, Waverly, Iowa, initiated and continues to chair a fundraising project, Flags for US, that provides a U.S. flag on five patriotic holidays a year to local residents who purchase an annual subscription. Now in its fourth year, the project has grown to more than 250 subscriptions. Through Emily's guidance, Flags for US, along with other chapter fundraisers, have enabled Chapter ML to increase scholarship giving almost tenfold, from \$980 a year to more than \$9,000 last year. During her six years in P.E.O., Emily has given birth to two daughters and worked as a librarian at the Waverly Public Library. She also completed her master's degree in library science with help from a P.E.O. Program for Continuing Education grant and recently was promoted to head children's services librarian. Emily was a scholarship athlete at the University of Iowa,

where she was coxswain on the women's crew team, and now helps lead the Cedar Valley Rowing Club. She was recognized in 2018 on the Waterloo Cedar Falls Courier newspaper's annual list of "20 Under 40." Her commitment to P.E.O. and scholarships for women, along with her work in the community as a librarian and leader, exemplify her as rising star in our organization. ★

CENTENNIAL | chapters



CHAPTER R ★ BOISE, IDAHO

➔ **ORGANIZED:** July 13, 1920
CELEBRATED: July 13, 2020

First row, from the left: Margaret Christensen, Linda Kennedy, Jan Johnson, Terrie Robinson, Bettie Ferguson, Myrna Barriatua, Chris Burgener, Kristen Guyon **Second row:** Connie Jones, Jane Wallich, Lavona Robinson, Mary Lou Holder, Jo Douglas, Kary Ferguson, Robin Storey **Third row:** Vicki Hartwell, Donita Smith, Charlla Adams, Julie Hulvey, Arlene Reed-Cossairt, Fran Kearns, Jackie Cooney, Cindy Trail, Mary Lou Weiner, Jean Widener, Pat Denney, Jean Kennedy, Jonnie Hower, Julia Ford, Janice Southern, Judy Luce, Cathy Pachner, Stephanie Trail, Janie Black Morris



CHAPTER BF ★ DENVER, COLORADO

➔ **ORGANIZED:** April 24, 1920
CELEBRATED: December 6, 2019

First row, from the left: Katy Howell, Mary Christ, Betty O'Neill, Nancy Kurtz **Second row:** Marilyn Weese, Nancy Stefko, Lola Ozman, Wendy Hutchison, Anita Towt **Third row:** Debra Karrer, Glenda Richter, Mary Ann Haug, Judie Egbert, Betsy Rothley, Judy Sawdey, Lynn Bruce, Jan Shelton, Patti Jo Oakley



CHAPTER K ★ THERMOPOLIS, WYOMING

➔ **ORGANIZED:** November 17, 1920
CELEBRATED: September 24, 2020

From the left: Donna Shaffer, Ciciley Basse, Nichole Ciz, Helen Roncco, Tracey Kinnaman, Judy Kenast, Karen Palmer, Cindy Toth, Marilyn Strausborger, Beverly Koerwitz, Maureen Evans, Jean Owsley, Mary Tschiffely

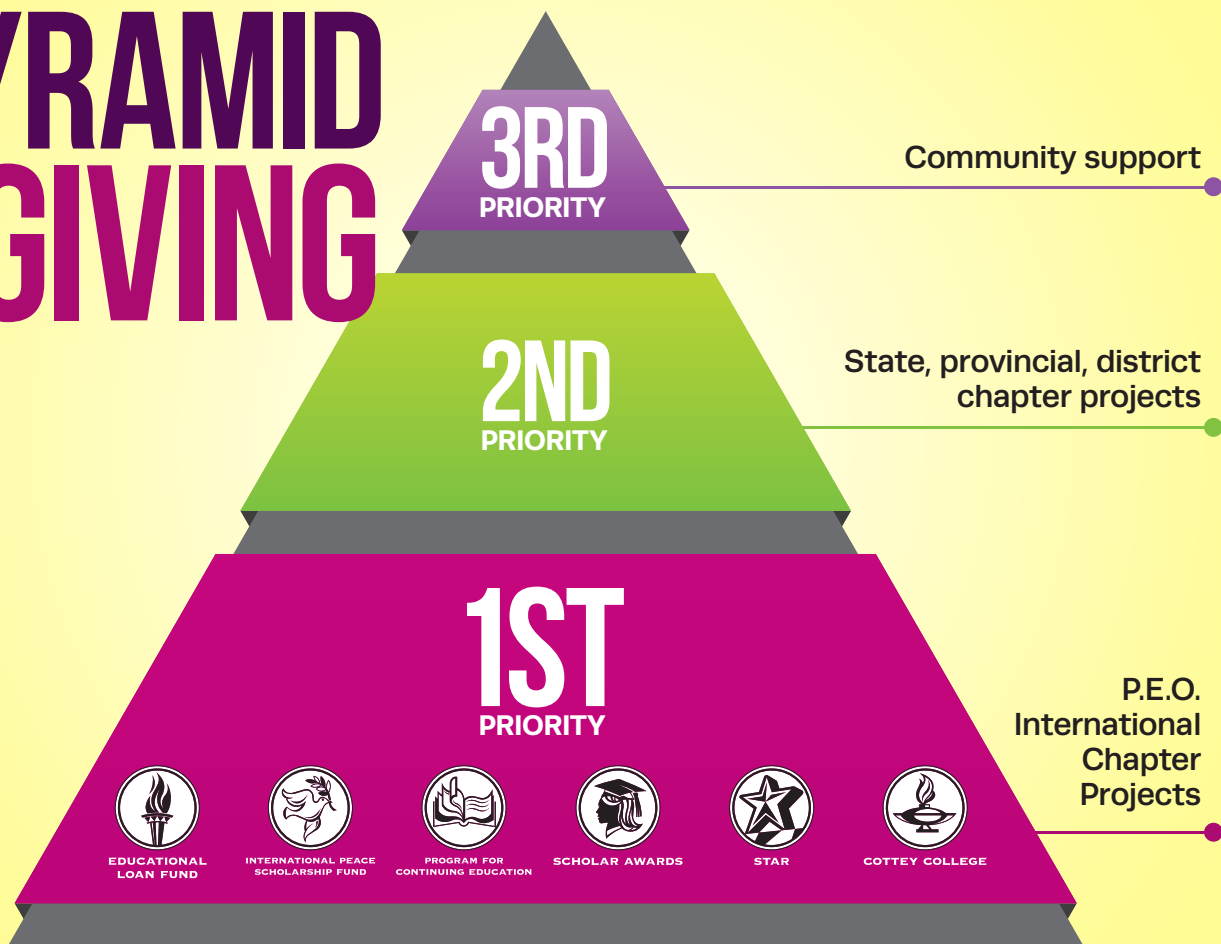


CHAPTER FL ★ BELLEVUE, IOWA

➔ **ORGANIZED:** April 28, 1920
CELEBRATED: April 8, 2020

First row, from the left: Susan Williams, Nancy Hammann, Margaret Baugh, Martha Henning, Sally Grutz, Sue Sawvel, Allison Johnson, Averle Bevan, Sue Bevan, Chris Kilburg, Kate Brooks, Verrena Dagitz-Stein, Jan Schroeder, Julie Busch **Second row:** Peggy Thoms, Susan Keeney, Joanne Mensinger, Lucy Zeimet, Kristi Sieverding Carrier, Janell Daugherty, Mary Jo Bonifas, Rhonda Anderson **Third row:** Tracey Medinger, Brenda Brock, Lynn Wacker, Carol Hammann, Mary Jo Felderman, Rachel Herman, JoAnn Latham, Eunice Schladetzky, Donna Felderman, Sara Guenther, Lorrie Both, Laurie Anderson, Barb Collins, Billie Bohy, Judy Hovey, Ann Kendell ★

PYRAMID of GIVING



by Dana Van Roekel, Director of Finance/Treasurer, International Chapter of the P.E.O. Sisterhood

Making decisions on how best to allocate P.E.O. finances is a key part of chapter life. It is important to keep in mind that the educational mission of the Sisterhood is fulfilled through support of our International Chapter projects. These six philanthropies not only fulfill our shared mission, but also foster a sense of community by providing educational opportunities for local recipients.

The P.E.O. Pyramid of Giving provides guidance to chapters on how to allocate their financial resources. The purpose of this policy is twofold:

1. To ensure the future viability of the P.E.O. Sisterhood by **supporting the shared mission** of our International Chapter projects; and
2. To **maintain compliance** with the group exemption granted to P.E.O. by the United States Internal Revenue Service.

A chapter should consider giving on three priority levels. The base of the pyramid represents the largest portion of a chapter's giving and this should be support to the International Chapter projects. The middle section of the pyramid represents contributions to state/provincial/district chapter projects. The smallest portion of the pyramid is the tip—the portion of chapter giving that is available for community support—such as honorariums for chapter speakers, minimal gifts to project recipients and local scholarships (whether paid directly from chapter funds or chapter donations made to those held in P.E.O. Foundation).*

Though the exact amounts or percentages of giving may be different among chapters, the shape of the pyramid should guide chapter decisions and help to focus support on the projects that represent the shared mission of our Sisterhood.

**Please note that local chapter scholarships are permissible, but not encouraged by International Chapter. Financial support of local chapter scholarships and community giving shall not exceed support to International and state/provincial/district projects.*

Visit <https://members.peointernational.org/pyramid> to review the complete Finances and Service policy. ★

AWARD-WINNING | ideas



You Are a Star FUNdraiser

The Ways and Means Committee of **Chapter FH in Mason, Ohio**, developed a new fundraiser as well as a way to stay in touch with each other during the challenging times of COVID-19 when they could not meet in person. The committee made stars with the letters "P.E.O." to be placed in a sister's landscaping. A sister in the chapter would tell the committee who she would like to honor and the committee would drop off and pick up the stars for a donation of any amount. The stars would stay in place for about five days. A picture was taken of the stars at the sister's home and an email was sent to the chapter members with a note stating how special that sister was. No one knew who ordered the stars to be delivered, it was a secret! Everyone in the chapter was recognized. Those sisters who were not able to have stars placed by their door got a flower arrangement or a "You are a Star" plaque.

Chapter FH had lots of fun with this fundraiser and received so many positive comments from members, who appreciated knowing they were missed and in the thoughts of their sisters. The chapter raised over \$1,000 for the P.E.O. projects with this fundraiser.



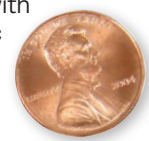
Pandemic Pennies and Non-auction Auction



Chapter AU, Akron, Ohio, like every other P.E.O. chapter, was thinking of how to keep their projects in the forefront of their thinking during this pandemic. Since they were not able to meet for their annual auction, they decided to have a "non-auction" auction. The chapter president reviewed the average donation last year and a goal was set to reach above that average. Everyone was asked to consider how much they would have spent for the auction (making baskets or baked goods) and at the auction (buying things others brought to the auction) then round up with COVID-19 considerations. These considerations included money saved by not going out to eat, not being able to travel, gas money saved and money for P.E.O. outings they were not able to attend. They found this added up quickly from the past several months in quarantine. They also had a donor match up to \$1,000 for donations greater than \$150. It would take seven sisters to donate \$150 to reach the \$1,000 match.

On the day of the scheduled auction the chapter had a Zoom "non-auction" meeting to raise money with "pandemic pennies." They had three sets of seven trivia questions. Each question had a numbered answer in some way which was then multiplied by \$0.07 to create the total donation in pandemic pennies. Sisters had a wonderful time together laughing with each other thru Zoom. One of the highlights of the Zoom "non-auction" was the attendance of guests and a non-resident member.

The chapter raised \$4,819.50 from their "non-auction" auction, including the matching gift. The chapter is thrilled with how sisters changed the negatives of the pandemic into positives by thinking about how much they saved and adding that to their donation to P.E.O.





P.E.O. QUARANTINE QUIZ

COVID-19 CALLS FOR MASKS, SOCIAL DISTANCING, QUARANTINE CONDITIONS AND TOO LITTLE SOCIAL TIME. Enter **Chapter DP, Green Lake, Wisconsin's** P.E.O. Quarantine Quiz.

At the February meeting, prior to knowledge of the coronavirus, membership chair Deanna Boone handed sisters a recipe card onto which everyone wrote interesting, quirky, unusual facts about themselves that no one else was likely to know. The plan was to share two or three clues at each meeting and sisters would guess and laugh and become better acquainted.

Then, along came the pandemic. Suddenly there were no in-person meetings and little hope that the restrictions would lessen.

It became a no-brainer for the idea to morph into a weekly email quarantine quiz. At first, sisters started guessing who belonged to which clue by thinking through all 40 members. That was difficult, so the quiz evolved into "Am I A, B or C sister?" to make it a little easier.

The chapter discovered that individually and collectively they are an interesting bunch. Things discovered through the quiz included:

- ❓ My mom gave birth to me on an elevator and I met my husband on an elevator.
- ❓ I met my husband by picking him up hitchhiking.
- ❓ I have a black belt in Tae Kwon Do.
- ❓ I knew astronauts Alan Shepard and Jim Lovell.

The quiz lasted from April through September. Now the chapter looks forward to conversations with "give me more details" once they are together again. In the meantime, Chapter DP sisters are having fun and laughing their way through quarantine, together.



JUNK IN THE TRUNK



Iowa chapters EP-NL, JD and NM from Storm Lake, Iowa, held a "Junk in the Trunk" garage sale fundraiser in a church parking lot on a beautiful fall day in September. Members from all three chapters donated items to sell. Cars and tables were several feet apart to adhere to COVID-safe guidelines. Some members shared trunks while some sent monetary donations if they could not attend. For sale were used items, new items, crafts, books, furniture and many other unique items. Pricing was left up to each person with only dollar amounts, no coins. Customers walked around while being encouraged to wear masks and to keep a safe social distance. It was a successful day with almost \$1,000 dollars raised for P.E.O. Because of COVID-19, it was a "thinking outside the box" fundraiser and a way to see sisters and friends that hadn't gotten together in person since March.



QUARANTINE

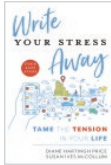


Chapter BR, Rapid City, South Dakota, worked together, while being apart, to create a quarantine quilt. The

string quilt was created with many small strips of different fabrics sewn onto coffee filters. The completed circles were passed to a sister who sewed each circle onto a fabric square and embroidered a star and daisy on each piece. The completed squares were passed to another sister who sewed them together, creating a queen-sized quilt top. This was passed to another sister (a professional quilter) who quilted it. A border was added and the quilt was complete. Chapter BR will use the quilt to raise money to support the P.E.O. projects since their usual fundraisers were not possible this year. ★

P.E.O. | authors

SUSAN IVES MCCOLLUM & DIANE PRICE



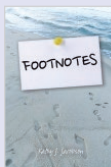
Susan Ives McCollum, BU, Ashburn, Virginia, and Diane Price, DB, Hillsborough, North Carolina, co-wrote

“Write Your Stress

Away: Tame the Tension in Your Life.” The book introduces the “Write to Be Well” four-step method to help bring relief from stress and optimize health simply by writing. The book describes the research behind the method, instructs how to use it, includes compelling true-life stories from “Write to Be Well” users and arms you with a unique tool to combat stress now and into the future.

Sue is a licensed psychotherapist in the Washington, D.C., area, and lives in Purcellville, Virginia. Diane has a Master of Science in organizational development. She is an integrative health coach and co-creator of “Write to Be Well.” She is an integrative health coach and lives in Chapel Hill, North Carolina.

KATHY JACOBSON



Kathy Jacobson, M, Dodgeville, Wisconsin, wrote “Footnotes” (Book 5 of the Noted! series). When it rains, it pours.

Jillian is dealing with the greatest loss of her life. As her family and friends gather to support her, she finds they are dealing with difficult situations of their own. Life is full of love and loss. Find out how the characters of the Noted! series deal with both, and how the gifts of faith and friendship make a difference in our lives.

Kathy lives in the beautiful Driftless Area of Southwest Wisconsin with her husband, Jeff. She serves in rural ministry and volunteers as a hospice chaplain.

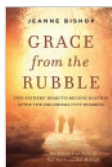
KATIE LEE



Katie Lee, AO, Grand Forks, North Dakota, wrote and illustrated “No Matter Your Color the Great

Spirit will Find You.” A young girl discovers an ancient Native American medicine wheel on her parents’ ranch. Through her discovery she is taken on a spiritual journey and taught an important lesson in life. This story is based on a real-life experience. It is a whimsical interpretation meant to awaken its readers, lift spirits and teach children and adults alike that no matter your color or beliefs, we are all the same on the inside. Hidden in plain sight are symbolic meanings that will reveal themselves only as the reader is ready to see them. Don’t be surprised if the children are the first to know!

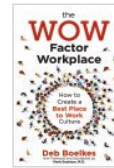
JEANNE BISHOP



Jeanne Bishop, BS, Winnetka, Illinois, wrote “Grace From the Rubble: Two Fathers’ Road to Reconciliation After the Oklahoma City Bombing.”

Set against the backdrop of the deadliest act of domestic terrorism in U.S. history, the Oklahoma City bombing, Jeanne’s book is a true story of two fathers who chose redemption and reconciliation over hatred and division: the father of one of the victims of the bombing and the father of the perpetrator. Jeanne, who grew up in Oklahoma City, is a third generation P.E.O., a criminal lawyer and author.

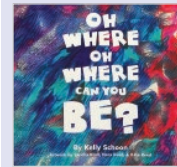
DEB BOELKES



Deb Boelkes, JH, Amelia Island, Florida, who founded Business World Rising a decade ago following a leadership career in Fortune 100

technology companies, wrote “The WOW Factor Workplace: How to Create a ‘Best Place to Work’ Culture.” This first book in a series is chock full of candid interviews, proven career tips, and invaluable lessons learned by Deb and a cadre of successful executives from across corporate America, the military and beyond... leaders who helped create and nurture award-winning workplaces that have the WOW factor. This book is a “How-To” guide for millennials aspiring to roles in leadership, M.B.A. and Executive M.B.A. students and anyone tasked with creating an irresistible experience for their employees and customers.

KELLY SCHOON

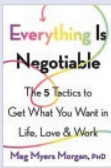


Kelly Schoon, EG, Waukesha, Wisconsin, wrote “Oh Where Oh Where Can You Be?” This interactive

book was made with families in mind. The book’s familiar catchy tune with rhyming text will encourage children to discover a fun way to connect and read with loved ones, whether they are far away or sitting right next to you. This book can be personalized for each family. Using family names to fill in the blanks along with your family pictures creates your family’s story.

Kelly teaches early childhood with an emphasis on family and children’s music and children’s religion.

MEG MYERS MORGAN

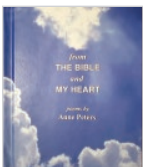


Meg Myers Morgan, CG, Vinita, Oklahoma, wrote “Everything is Negotiable,” in which she deconstructs preconceived notions

about adulthood, parenthood and career paths and illuminates how they can limit people. Drawing from her experiences personally mentoring and professionally coaching her graduate students, raising her kids and achieving success in her own career, her book includes advice, case studies and humorous stories that strive to inspire readers to clarify goals, overcome doubts, have a healthy relationship with ambition and set the terms for the life you want.

Meg is an expert in personal and professional negotiations and is an award-winning author, college professor, keynote speaker and certified executive coach. Meg is certified in Executive and Leadership Coaching from Columbia University, holds a Ph.D. and an M.P.A. from the University of Oklahoma, and a bachelor’s degree with honors in English and creative writing. She is an assistant professor at the University of Oklahoma and lives in Tulsa with husband and their two daughters.

ANNE PETERS

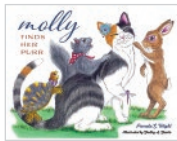


Anne Peters, JC, Hinsdale, Illinois, wrote “From the Bible and My Heart,” a book of poems illustrated with over

60 paintings and stained glass windows depicting various Bible stories. Her first poem, “Remembering Holy Week,” recalls Christ’s triumphant entry into Jerusalem, The Last Supper, the sadness of Good Friday and the crucifixion, and His joyous resurrection. The poems that follow tell the stories of The Virgin Mary, John the Baptist, Simon Peter (The Rock), David, Saul, The Women, Almighty God and end with Our Lord Jesus.

Anne is a retired nurse diabetes educator. She wrote her very first poem at age 83.

PAMELA S. WIGHT

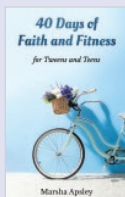


Pamela S. Wight, E, Concord, Massachusetts, wrote “Molly Finds Her Purr,”

an illustrated tale of a cat who can’t find any friends. And almost worse, she can’t find her purr. After looking for friendship in all the wrong places, Molly learns that making friends is as easy as looking up in the trees and on the ground. Whether hard-shelled or soft as a bunny, Molly discovers that everyone needs friendships that help them find their purr. Each page of the book includes a “hidden” dragonfly; “Molly Finds Her Purr” is dedicated to Pam’s six grandchildren “dragonflies.”

Pam’s biggest supporter is her mom, Marcia S. Wight, H, Wilmington, Delaware. Pam is grateful for the support of her P.E.O. chapters over the years (E, Massachusetts; NE, California; G, Delaware; AJ, New Jersey)

MARSHA APSLEY



Marsha Apsley, AL, Shelbyville, Indiana, wrote “40 Days of Faith and Fitness for Tweens and Teens.” The content addresses the worries and fears that cloud

the minds of today’s tween and teen girls. The book includes a verse of scripture, devotional content, a prayer and a simple action step for each day. There is a journal page after each entry to write thoughts, prayers or questions. Throughout this 40-day journey, young girls will learn what God says about them and start seeing themselves the way that He does.

Marsha is a counselor and is passionate about helping women learn how to feel better in their bodies now, no matter her age or stage of life. Marsha has always wanted to write a book for young people. She believes if she can help one girl bypass all of the tears and hurt and live now knowing she is fearfully and wonderfully made, this book is a success.

GAIL AVERY HALVERSON



Gail Avery Halverson, PQ, Sacramento, California, wrote “The Skeptical Physick,” a historical romance novel set in 1666

England at the time of the Great Fire and the Scientific Revolution. It is a follow-up to her novel “The Boundary Stone.” Lady Catherine Abbott’s life takes an unexpected turn when an abused young woman forces her to examine the privileges of 17th century aristocratic English society, the roles of women and her own place in the world. Determined to discover the mysteries of the human body, daring physick, Simon McKensie, fights against superstition, ignorance and the vast, unknown boundaries of science when he creates a remarkable experiment that could change the very course of medicine itself.

Gail holds a B.A. in English literature/communications from the University of California, Davis. She lives in Northern California with her husband and son. ★



PLEASE NOTE:

Author submissions received **after April 1, 2020**, will be published in The Record in a new format that will include only the name of the author, her chapter information and the name of her book.

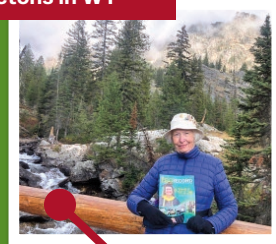
WHERE AT HOME



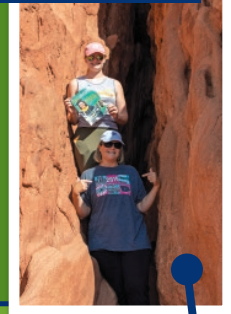
Liz Moore, CG, and Sue Hall, A, Boise, ID, hiking the Ridge to Rivers Trails



Mj Fitzgibbon, W, Wilton, CT, at the Tetons in WY



Mother Colleen Heitmann and daughter Kristin Dentel, CN, Williamsburg, IA, at Garden of the Gods in Colorado Springs, CO



Nancy Payton, AA, Medford, OR, on the Rogue River

Tamara Koss, CK, Melbourne, FL, at Canyonlands National Park, UT



Jayne Shone, AQ, Greenwood, IN, at Red Rock Canyon, NV

Show us where you're been reading the latest issue of **The P.E.O. Record!** Snap some pics and send them in—you could be featured in a future issue of the magazine. Visit our Facebook page to see a gallery of more submissions.

Send photos to mediamanager@peodsm.org.



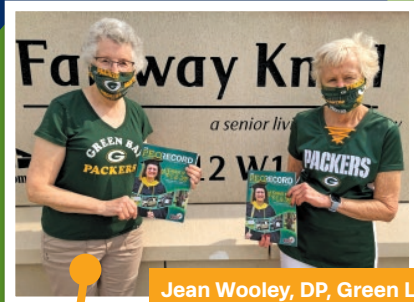
Laura Lee Brownton, PE, San Bernardino, CA

Mary Jo LaRue, CE, Midland, MI, in Sun City, AZ



IS THE RECORD?

Beth Wunder and Lucille Taylor, KR, Ames, IA, at Reiman Gardens, Ames



Jean Wooley, DP, Green Lake, WI, and Carolyn Oates, BV, Mequon, WI, in Germantown, WI

Chapter AS, Pekin, IL



Marilyn Wiwczar, IO, Spring Hill, FL, at her lake home in NH

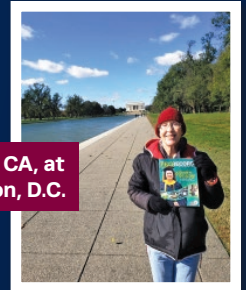
Carolyn Dufort, OS, Los Gatos, CA, in Great Sand Dunes National Park, CO



Betty Pugh, BX, Peoria, IL



Lynne Gabrielson, HO, Riverside, CA, at the Lincoln Memorial, Washington, D.C.



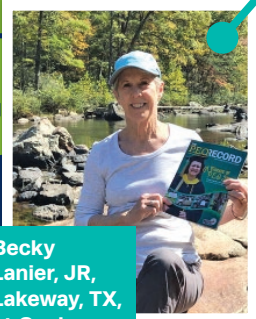
Georgia Darrah and Dianne Roberts, ET, Hudson, OH, on Sea Pines in Hilton Head, SC



Susan Sims, HE, Overland Park, KS, on Mount Magazine, AR



Becky Lanier, JR, Lakeway, TX, at Goshen Pass, VA



Mother and daughter Kathy and Kara Reiber, JO, Wheaton, IL, at Disney World



The Ties That Bind

by Joscelyn Larocque, ED, Aurora, Colorado



Georgie pinning a gavel guard on Helen

We learn from Georgie and Helen that the light of our star offers love and friendship. Like-minded women supporting Women Helping Women make positive changes woman by woman. Women will seek and find love, support and friendships that grow and prosper with their growth in P.E.O. Their stars shine brightly.

I WANT TO INTRODUCE TO YOU TWO LOVELY LADIES. They are sisters in Chapter ED, Aurora, Colorado, who both have 77 years of service to our Sisterhood. Georgiana (Georgie) McKnight and Helen Brown epitomize the value of P.E.O. wherein friendship and mutual respect form the cornerstones of our Sisterhood.

In a recent survey commissioned by International Chapter, 47 percent of our sisters believe that the "Bonds of Sisterhood, Friendships and Women helping Women" are key to the success of our Sisterhood. Georgie and Helen joined with others to share their talents and time to help grow the Sisterhood. As they grew with P.E.O., so did their friendship. It's interesting to consider that they followed each other in accepting the presidency of our chapter. Their journey in P.E.O. has been a treasure to them; P.E.O. brought them together and fostered their friendship. These friends are pillars of our chapter and they built a loving tradition for our group.

Georgie is 100 years old and lives Florida. She was initiated in 1943 into her hometown chapter, C, Pipestone, Minnesota. Married to Ted, a career military officer, they traveled the world. After retirement they continued to travel in their motorhome. Georgie maintains strong relationships within the Sisterhood and stays in touch with her many friends in the chapter.

Helen is 97 years young and lives in Denver, in the home where she has lived for 65 years. Two years ago, Helen passed her driver's license test and bought a new car. Helen was initiated in Chapter M, Torrington, Wyoming, in 1943. Many of her sisters continue to reach out to her.

Helen brought our chapter a wonderful holiday tradition. At the annual holiday party, she gave all her chapter sisters small handmade gifts. To this day, each sister in our chapter receives a small gift made by the social committee or a willing member.

Both Georgie and Helen were initiated in 1943; thus began their P.E.O. journey. They could not have understood at that time exactly what they were in for. What happened was a fostering of faith, love, purity, justice and truth as well as relationship building and supporting the ties that bind.

We learn from Georgie and Helen that the light of our star offers love and friendship. Like-minded women supporting Women Helping Women make positive changes woman by woman. Women will seek and find love, support and friendships that grow and prosper with their growth in P.E.O. Their stars shine brightly.

WE ARE HAPPY TO HAVE SUCH STRONG AND DEVOTED WOMEN IN OUR CHAPTER. THEIR LOVING KINDNESS TOUCHES ALL OUR HEARTS. ★

FUNDRAISING | marketplace

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

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

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

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



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

📷 Lapel pin or charm Small pin, circular monogram, cutout letters, 24K gold plate with spring-back post; or as charm. \$10.50 ppd (MN res. add \$.76 tax per item). Indicate choice. Checks to Ch. AA, c/o Mary Thompson, 7500 York Ave S, #413, Edina, MN 55435.

📷 Marguerite pin guard for P.E.O. pin. Sold by Chapter LJ since 1981. Remove chain to wear as lapel pin. 18K gold plate, 3/8" diameter with enameled white petals. \$25 ppd. Make check payable to Ch. LJ, c/o Kelly Spong, 1320 SE Florence Dr #11, Waukee, IA 50263. 703-944-4974.

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

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

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

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

📷 Permanent yearbook binders Yellow 2-ring vinyl binder with informal P.E.O. logo. Conveniently holds quarter-cut 8.5" x 11" sheets for easy formatting. \$8.25/binder, plus shipping and tax (IL residents only). Full information and pictures found on our website, peoyearbookcovers.org, where you can order and pay online (preferred) or print form and mail for check payments. Allow 4-5 weeks to process orders. Email Ch. DE directly at peoyearbookcovers@gmail.com with questions.

📷 Original 1955 recognition pin with bling Classic goldtone P.E.O. lapel pin with crystal set inside the "O." \$15/each ppd (IN residents add 7% sales tax). Make check to Ch. I and mail to P.O. Box 390, Greencastle, IN 46135. Questions? Contact Ginger Scott at gscott@wabashcapital.com or 765-720-2236.

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

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

P.E.O. sticky notes 50-sheet green pad with marguerite and P.E.O. letters. \$2/pad (min. 6 pads/order). Add \$5 postage. Checks to Ch. GE, c/o Natalie Gates, 1421 Rolling Hills, Weatherford, OK 73096. 580-302-2481.

📷 Delicious marguerite mints A long-time favorite—makes an elegant gift! White chocolate, 1.625", 1/4 oz. box of 30 for \$38. Additional boxes to same address are \$35. Ch. J, c/o Pat Alesse, 4825 Alderson Rd, Birch Bay, WA 98230. 360-371-2070 or patricia.alesse@theshop.com.

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

Marguerite blossom stickers Perfect for notes, nametags, etc. 1" round. Pack of 30, \$5.50 ppd. Checks to Ch. GX, c/o Lois Bush, 209 W Ufer St, Fredericksburg, TX 78624.

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

P.E.O. yellow binders 6-ring binder. Gold star on cover. 4.5" x 6.5". \$7, plus shipping. Ch. E, 1808 Mohawk Way, Salt Lake City, UT 84108. 385-230-7069.

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

📷 Fingertip towels embroidered with marguerites White velour. Perfect for a gift or guest. \$16/pair ppd. Ch. VG, c/o Karen DeSoto, 18050 Mark, Yorba Linda, CA 92886.

📷 Official reciprocity chairman's pin 14K gold gavel on marguerite. \$105 ppd. Ch. HB, c/o Margaret A. Lamb, 4331 E. Linden Cir, Greenwood Village, CO 80121. 303-771-1452.

P.E.O. gold foil star stickers 1" in diameter, similar to official emblem. Ideal for conventions, reciprocity, correspondence, nametags and place cards. 50 for \$8 ppd. Checks payable to Ch. DA, c/o Bonnie Stalker, P.O. Box 2065, Lebanon, OR 97355. ramonabon@aol.com or 541-259-1189.

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

📷 P.E.O. star car magnets and daisy photo notecards 8" yellow star magnet with P.E.O., \$11 ppd. 5 cards with envelopes, \$6 ppd. Ch. AL, c/o Sue Swavely, 330 Jump Creek Rd, Hendersonville, NC 28739. sueswavely@gmail.com or 843-478-9090.

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

📷 Spread the news with our 3" static decal A shaded-gold star with P.E.O. across the center. Adheres to your car window, letting the traffic know you are a proud P.E.O. member. \$1/each. Include a SASE to Ch. GY, c/o Beverly Hurst, 1220 Johnson Dr, Spc. 55, Ventura, CA 93003. Ph. 805-625-2887 or beverlyhurst@mac.com.

License plate frame Black with gold letters "P.E.O. Educating Women." 2-9 frames, \$8 each, or \$7 each if purchasing 10+ mailed to same address. Please call for single frame pricing. Ch. DK, c/o Kristine Dillon, 12525 SE 210th Ct, Kent, WA 98031. 253-630-3893.

A Society of Their Own DVD Founder Franc reminiscing with her granddaughter about founding P.E.O. Includes insert about Franc. Approved by International. \$25 ppd. Ch. GF/OR, Linda Ellison, 541-990-2291 or tigger@Cacrewoods.net.

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

📷 P.E.O. pens Black, blue or champagne with white letters and black ink. \$6/each ppd. Ch. OX, c/o Pat Coe, 1100 W Henry, Mount Pleasant, IA 52641-1513. pmcoe831@gmail.com.

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

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

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

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

📷 Magnetic marguerite pin holder 1.5" daisy - white petals with yellow center. Holds emblem. No more pinholes in your clothes! \$8, plus \$4 postage for 1-5 holders. Ch. GD, c/o Gudrun Gegner, 3040 Pawnee Dr, Bremerton, WA 98310. 360-373-3611 or cell 360-286-7130.

📷 Original art Full-color, 6 different marguerite designs on 6 notecards with envelopes. \$8 per pack of 6, plus postage. Choose from 2 series: Dancing with Daisies or Butterflies and Daisies. Send requests to Carol Holdhusen, Ch. AV, 3864 E Vallejo Dr, Gilbert, AZ, 85298. 480-250-6546 or caholdhusen@hotmail.com. For ecards, contact loripratt-hughes@sterlink.net.

📷 Daisy quilted crossbody bags plus 10 other fabrics. Daisy sun visors. Chapter F-NH. Visit PEO-FNH.org

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

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

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

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

📷 Past president's gavel guard 14K gold-plate with 7 clear Swarovski crystals. Perfect size for our star. Orders ppd. US \$30; Canadian \$43 (in Canadian dollars). Ch. OO, c/o Pat Walton, 34400 Mission Blvd, Apt 1210, Union City, CA 94587.

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

📷 P.E.O. bag \$45. Ch. FS. For more info, contact lisa.kkluss@gmail.com or 515-851-0063.

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

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

📷 Star keychains Quality metal, engraved with P.E.O. for \$12.50 ppd. (IN res. add 7% tax). Ch. DO, c/o Lenore Jones, 10820 Nutmeg Meadows Dr, Plymouth, IN 46563. Lenore313@gmail.com or 574-780-7450.

📷 Sterling silver pin guard for P.E.O. pin 1" x 1.25", attaches to clothing with a magnet. \$35. Please state if your P.E.O. emblem is a clasp or tie tack back. Ch. IH, c/o Anne Campbell, 953 Pinenut Ct, Colorado Springs, CO 80921. 719-649-9595.


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


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


📷 Recognition pin 1.25", burgundy cloisonné with daisy. Tie-tack fastener. \$10 ppd. Great gift. Checks to Ch. FQ, P.O. Box 1072, Florence, OR 97439. PEOFQPIN@hotmail.com.


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


 View photographs of items at 
[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/FUNDRAISINGMARKETPLACE](https://members.peointernational.org/fundraisingmarketplace)

 **P.E.O. silver star bookmark/letter opener** \$25, plus \$9 S&H/ppd. Lovely for gifts. Gift-boxed. Checks payable to Ch. FQ, c/o Heidi deLisser, 3470 NW 7th St, Miami, FL 33125. hdelisser@aol.com.

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


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


 **Classy 3" x 1" laminate name badge** Magnet or pin; state/chapter; assorted ribbons. \$14 or \$15/pin, plus shipping to Ch. AT. 337-278-4053 or bschwegmann51@gmail.com.


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


 **Kitchen towels – new design!** Gather Together on white with black trim; NEW color! Daisy on cream; Daisy Patch on white; Projects on yellow; Specify design and color. 20" x 28". All cotton. \$12/each ppd. Chapter FL/OK, c/o Joan P, 15604 Acacia Rd, Oklahoma City, OK 73170. kt4s@yahoo.com.


 **Field of daisies bookmark** 2" x 8.5". \$2/each or 6 for \$10. Checks to Ch. IP, c/o Paula Herrig, 2160 Sunnyview, Dubuque, IA, 52002. 563-451-6334.


 **P.E.O. mobius scarf** Beautiful, washable, jersey knit, daisy print, twisted infinity scarf with a black background and white daisies with red centers. \$15 ppd. Check payable to Ch. KQ, c/o Jodell Larkin, 70 Coppergate Ct, St. Peters, MO 63376. jlarkin70@charter.net or 636-688-5925.


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

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


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


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


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


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


DVD on our Founders Excellent chapter program, Founders' Day program or new member orientation. Flashback to 1869. Learn our 7 Founders' personalities. See their fashions and how they lived. 19 min. of narrated slides, videos and music. \$25, plus \$3 S&H. Ch. DW, c/o Gwenda McCall, 704 SE 38th Dr, Gresham, OR 97080. 503-260-7601.


 **Marguerite purse hook** Keep your purse off dirty floors and securely at your side. \$18 ppd. Checks to Ch. MX, c/o Kathy Havey, 107 N Elm St #109, Champaign, IL 61820.

 **Beautiful embroidered pin holder w/member's name** 2.5" x 3.5", white with gold embroidery. \$18 ppd. Ch. FK/OR. Email carturner@yahoo.com for order form.


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

 **P.E.O. napkins** Perfect to hostess a chapter meeting! 25 beverage-sized, white with gold P.E.O. imprinting. Two packages for \$16 ppd, \$8 for each additional pkg. Checks to Ch. FC, c/o Ann Delach, 5405 N. Seminole Ave, Tampa, FL 33604. annelach@hotmail.com.


 **Calligraphy poem note cards** The letter E is found in honesty and love, and is the center of P.E.O. Six cards/envelopes for \$10 ppd. (6.25" x 4.5"). Checks to Ch. EP/WI, Barb Sackett, W1309 Alpine Rd, Brooklyn, WI 53521. barb@countsunlimited.com.

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

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

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

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

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

📷 Color P.E.O. beautiful program idea Package includes 16 master pages of artwork: 4 each of coloring pages, notecards, postcards, clipart, instructions and tips. \$20 for emailed package; \$25 for hard copies mailed to you. Checks to Ch. GB, c/o Susan Guntren, 92 Spankey Rd, Eldred, IL 62027 or email peosistergb@gmail.com.

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

📷 Sisters of love blanket Originally–designed, beautiful blanket. \$50, plus shipping. Ch. AO/MD. Contact Nicole Ryan at 443–235–1825 or nhastings325@gmail.com.

📷 P.E.O. car magnet Large 6" x 4" oval, eye–catching magnet designed by one of our sisters. Durable vinyl finish. \$8 ppd. Checks payable to Ch. ES, c/o Patty Dahm, 1841 N. Red Cliff, Mesa AZ 85207. nanapatty4@yahoo.com.

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

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

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

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

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

📷 Cakes for Cottey Cakes for any occasion baked for your Cottey student or suite! \$20, payable to Ch. DW/MO. For more information, call or text Nora at 417–667–1625 or e–mail nquitno@gmail.com.

📷 P.E.O. handcrafted fine jewelry Sterling silver and 10k gold includes marguerite daisy earrings, necklace, ring and bracelets. Gold star jewelry includes earrings and necklace. Created and crafted by member of AG/SC chapter. For more details and pricing, contact Linda Saylor at 407–595–2119 or email linda@thesilvergarden.net.

📷 P.E.O. mousepads Royal mousepad with white daisy. \$13 ppd. Personalize with chapter letters for \$2 more. Checks to Ch. GN, c/o Lynne Smith, 381 S Evergreen Ln, Wichita, KS 67209. 316–640–6291 or lsmith@uslogo.net.

📷 P.E.O. "wild woman" pin \$20 + \$5 S&H. Ch. I. Email atonear@gmail.com for info.

📷 Garden flag "Welcome" flag with an artful star in the center of a large daisy. 100% polyester, printed on one side, stand not included, 12" x 18", \$15 ppd. Ch. FL/OK, c/o R. VanPool, 2649 SW 96th St, Oklahoma City, OK 73159. gf4s@yahoo.com.

📷 Equipoise tote 16" x 14" x 3" – Black polyester canvas with yellow text and seven petal white daisy as dot in first "i." \$25 ppd U.S. Ch. AZ, c/o Carolyn Scott, 24 Meandering Way, Round Rock, TX 78664. carolyn@ask-scott.com.

📷 P.E.O. ceramic ornament 2.75". Smooth, ceramic, two–sided. \$25, includes S&H and gift box. Checks payable to Ch. CN, c/o Hope Strohm, 1216 Maple St, Bethlehem, PA 18018. For more: hopah36@gmail.com.

📷 Daisy or star bracelet US artist creates with stainless steel and glass charm. \$29 ppd. Ch. EE, c/o Mary Kerr, 1019 Linden St, Morton, IL 61550. patchescmus@aol.com.

📷 Sisterhood travel carry–all Perfect for your iPad with a wonderful P.E.O. message. \$28 USD, includes shipping. To order, email Ch. B/BC at chapterb_bc@shaw.ca.

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

📷 P.E.O. vinyl banner 5' x 2'. \$55 ppd. Ch. O/NH. For more information, contact robertac1202@gmail.com or 603–744–5110.

📷 P.E.O. printed ribbon Yellow double–faced satin ribbon with black P.E.O. lettering. 10 yards (7/8 in.) \$18, includes S/H. 10 yards (3/8 in.) \$12, includes S/H. Samples available. Ch. AN, Angela Bridge, P. O. Box 541, Chandler, OK 74834. angiegb@cotc.net.

📷 Pewter or black satin star ornament 3.25" handcast pewter or black satin star with raised letters—P.E.O. in the center. Perfect for weddings, Christmas or special occasions. Suitable for engraving. \$20 ppd. Make checks payable to Ch. AU, c/o Joyce Diehls, 114 County Road 219, Fayette, MO 65248. j.diehls@icloud.com.

📷 Paper linen napkins and guest towels Gold–foil marguerite design on white Caspari paper linen. The look of linen, the feel of cloth and the convenience of paper. Beverage napkins: 18 per pack/\$13. Guest towels: 14 per pack/\$15. Please add \$3 S&H. Checks to Ch. DP, c/o Evelyn Hooge, 10323 Veneto Cir, Oklahoma City, OK 73120. hoogeb1@cox.net.

📷 Magnetic daisy pinback \$9 ppd. Two–inch yellow and white daisy to hold your P.E.O. emblem. We welcome large, small and single pin orders. Please specify if your emblem attaches with a safety–pin fastener or a tie–tack fastener. Checks payable to Ch. JO. Contact Sandra Smith, 1915 Sherry Lea Dr, Neosho, MO 64850 or email mochapterjo@gmail.com.

📷 Magnetic star or daisy emblem holder 2.5" white star with yellow outline or white daisy with yellow center. \$10 ppd. Contact Ch. PE/IA, Diedra Betzen at deebetzen@yahoo.com for more information.

📷 P.E.O. shopping bag Folds into pouch. Bright yellow with distinct logo. \$8 ppd or bulk discount. Ch. K–M/CT. JillsaQT@icloud.com.

📷 Treasured reminders of P.E.O. The five Virtues bracelet in a platinum derivative finish, which captures the spirit of our Founders and our P.E.O. Sisterhood. The star pendant is silver–tone with a 24K gold star and Swarovski crystals. The reverse has the words "Forever Sisters." Items are \$30 each or \$55 for the pair. S/H included. Contact Ch. WC at chapterwrcjewelry@gmail.com to order.

📷 Daisy crew socks Black, one size fits most. \$14/pair ppd. Check payable to Ch. DU. Mail to Deb Schirm, 9935 Mitchells Mill Rd, Mentor, OH 44060–8235. Questions to debschirm@gmail.com.

Car coasters Thirsty tough porcelain. \$13.50 ppd/pair. Ch. AI, c/o Reine Patterson, Unit 605, 801 Yale Ave, Swarthmore, PA 19081. 610–566–3757.

Texas wildflower seeds for a little piece of Texas in your state! Plant them in fields and meadows, in your yard, in window boxes! Packets of mixed seeds cover 25 sq. ft. NO fillers. Give as hostess gifts, enclose in greeting cards, add to garden gift baskets, tie on a wrapped gift. Packets: 1 for \$3 or 4 for \$10. Ch. IC, Sandy Norton, 222 Clubhouse Dr, Lakeway, TX 78734.

📷 Custom P.E.O. signs artwork Need a yard sign or custom wearable button to promote P.E.O. in your chapter and community? Purchase our professionally designed high resolution vector artwork (PDF) that is printer ready. \$20, Ch. IR. Send inquiries and orders to peochapterirlombard@gmail.com, Pam Forsberg 630–234–4185.

📷 P.E.O. bumper stickers or clings

Help make P.E.O. known in driveways and parking lots with a weather-resistant vinyl bumper sticker. Available in 2 varieties: a vinyl cling or an adhesive-backed version. \$4 each. Ch. BA, c/o Carolyn Adkins, 908 Gemstone Dr, Lancaster, PA 17601.

P.E.O.s love it! Gold recognition pin with tie tack closure. Original design by former Int'l P.E.O. president. \$14/ppd. Ch. CV, c/o Joan Sapp, 7636 Hubert St, Seminole, FL 33776.

Handpainted watercolor bookmarks

Feature portraits of our Founders. Sold in a set of seven portraits for \$15. Ch. KX. Contact Jane Coultas at 514 W Ravinwoods Rd, Peoria, IL 61615. Phone: 309-693-7966.

📷 P.E.O. clings Clings attach to any flat surface—on either side (inside the back window of your car or to your favorite water bottle). A GREAT way to inspire interest in P.E.O. \$2 each; \$3 for 5; \$25 for 25. Ch. AQ/OR. Contact Cathy Brown at Tips4cathybrown@gmail.com.

📖 Books

📷 Child's first cookbook and apron Laughter is the best ingredient. "My First Cookbook" is a great way to bond with children of all ages. Over 70 humorously presented recipes and illustrations bring fun to everyone. Cookbook \$20; Apron \$20; Personalized Apron \$30; ppd. Ch. FV. c/o Donna Aldrich, 1490 Albatross, Sanibel, FL 33957. donna@zebis.com.

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

📷 A Loving Concern: Ways to Show You Care Suggestions for ways to provide love and care in cases of illness, grief and special circumstances. \$15, plus \$3.34 S&H. Contact Ch. CI/NC at peo.education.funding@gmail.com to order.

📷 Wonderful and healthy 4-ingredient recipes Enjoy good food from simple recipes. \$15 ppd. Ch. WH, c/o K. Moore, 3530 Hill Crest Dr, Westwood, CA 96137.

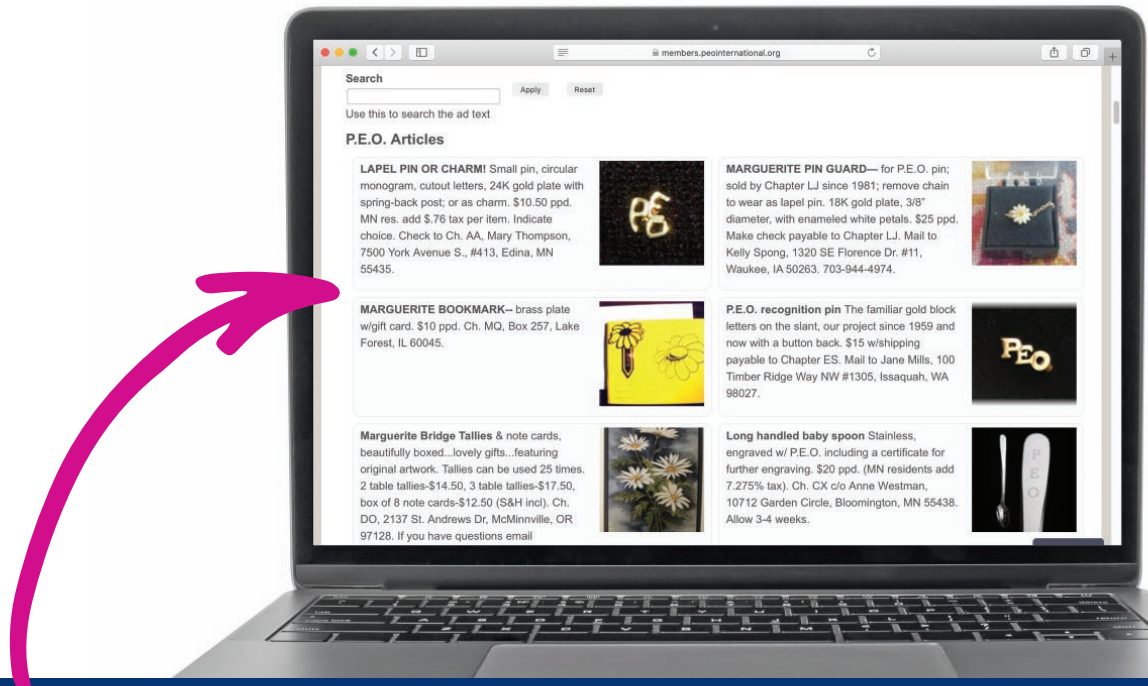
📷 Daisy Delights cookbook Beautiful 3-ring binder, categorized, helpful hints sections. Includes E-version. \$20 + \$5 S&H. Checks to Ch. J/NV, 800 Anniversary Rd, Reno, NV 89510.

🏠 Homes

📷 The Colorado P.E.O. Chapter House provides a close-knit independent living community in Colorado Springs, CO. Situated on 8 beautiful wooded acres, this is the perfect location for someone who wants less indoor space, meals provided, and activities nearby. Email colopeo@msn.com for more information.

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

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



See photos of some items for sale on the website at <https://members.peointernational.org/fundraisingmarketplace>



P.E.O.'S mission is to *celebrate* the advancement of women; *educate* women through scholarships, grants, awards, loans and stewardship of Cottey College; and *motivate* women to achieve their highest aspirations.

The P.E.O. Sisterhood is a nonprofit organization that has helped **nearly 114,000 women*** pursue educational goals by providing **over \$369 million*** in educational assistance, making a difference in women's lives through six philanthropies and a foundation:



P.E.O. EDUCATIONAL LOAN FUND (ELF) A revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education. Has loaned \$223.2 million.*



P.E.O. INTERNATIONAL PEACE SCHOLARSHIP FUND (IPS) A fund established in 1949 to provide scholarships for international women students to pursue graduate study in the U.S. or Canada. Has provided \$42.1 million in scholarships.*



P.E.O. PROGRAM FOR CONTINUING EDUCATION (PCE) Established in 1973 to provide need-based grants to women in the U.S. or Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families. Has given \$62.9 million in grants.*



P.E.O. SCHOLAR AWARDS (PSA) Established in 1991 to provide substantial merit-based awards for women of the U.S. and Canada who are pursuing a doctoral-level degree at an accredited college or university. Has awarded \$28.2 million in scholarships.*



P.E.O. STAR SCHOLARSHIP (STAR) Established in 2009 to provide scholarships for exceptional high school senior women to attend an accredited postsecondary educational institution in the U.S. or Canada in the next academic year. Has given \$12.8 million in scholarships.*



COTTEY COLLEGE A nationally ranked, fully accredited, independent, liberal arts and sciences college for women located in Nevada, Missouri, has been owned/supported by P.E.O. since 1927 and offers baccalaureate and associate degrees in a variety of majors. Cottey College, a debt-free institution, welcomes women from around the world.



THE P.E.O. FOUNDATION is a nonprofit corporation established in 1961 to encourage tax-deductible giving to the educational and charitable projects of the P.E.O. Sisterhood. It is a service to the Sisterhood.

Individual donors may make tax-deductible gifts to the projects or through the P.E.O. Foundation. Visit www.peointernational.org. Look for the **"Giving Opportunities"** link on the home page. ★

*As of June 30, 2020

"The P.E.O. Scholar Award provided me with peace of mind—I could explore my Ph.D. project without being too bogged down by financial strain, a huge relief during a period in my life where I was trying to establish myself scientifically. Unlike other awards, which often go to the institution or employer, the P.E.O. Scholar Award goes straight to the awardee and has an immediate impact on the awardee's lifestyle. I am incredibly grateful to have been a recipient of the award and feel that it has enabled me to grow and flourish as an independent scientist."

—NICOLE PERRY
P.E.O. SCHOLAR AWARD RECIPIENT

"P.E.O. is the finest organization I've ever been a member of. Besides all the good P.E.O. does to help women, my husband and I have made many wonderful lifelong friends throughout the USA and Canada. I love P.E.O."

—DONNA M. CAMPBELL
ET, DALLAS, TEXAS



Mailing from the P.E.O. Executive Office

In January, annual reports for local chapters will be mailed with updated information to conduct chapter business and projects information to local chapter presidents. Local chapter presidents should promptly forward the respective annual reports to their chapter's treasurer and corresponding secretary. This will be one mailing to the local chapter president.



Natural Disaster Relief

Our thoughts and prayers go out to everyone affected by the various natural disasters of fires, floods, hurricanes, tornadoes, powerful winds and derechos that have affected many of our sisters, families and friends.

If you are thinking of making a donation or offering assistance, please contact the Red Cross, United Way or any reputable local agency. Support for P.E.O. members may be available through a specific state, provincial or district (s/p/d) chapter that has been impacted. Please contact the president of the s/p/d chapter to see if an effort is being coordinated.



Cvent Award Finalist

P.E.O. International was named a finalist for the 2020 Cvent Excellence Awards for the 2019 Convention of International Chapter held in Des Moines, Iowa. P.E.O. International was named a finalist in "The Achiever" category. This award recognizes organizations of all sizes and industries who are setting and exceeding goals, automating event communications and maximizing attendance and response.



Initiations and Transfers in February

It is perfectly okay to initiate new members in February; give the gift of LOVE. However, due to the annual report process and per the Constitution, invitations to transfer may NOT be extended or accepted during the month of February.



COTTEY COLLEGE

Cottey Vacation College

You are invited to Cottey Vacation College! With a wide array of course offerings, Vacation College has something for everyone. For one week, Cottey College's dedicated instructors will provide you with an experience you will never forget. P.E.O. sisters, BILs, alumnae and friends of the college are welcome to attend. Get the word out! Vacation College is August 8-13, 2021. Class listings will be posted online in January. For more information about Vacation College, go to cottey.edu/peo/grow. Early registration begins January 15 and ends March 15.



Honor our Founders on January 21

Wear your pin and share the P.E.O. story! Think of ways small groups of chapter members can be visible in your community. Take time in your chapter to remember the seven Founders. Refer to the P.E.O. Brand Tool Kit on how to answer "What is P.E.O.?" The P.E.O. Sisterhood was founded January 21, 1869, at Iowa Wesleyan College, Mount Pleasant, Iowa. Members may find information, images and recipes regarding the Founders on the P.E.O. International Member Website by visiting <https://members.peointernational.org/founders>.

BONUS: A new video regarding the Founders is available!



Listen to The P.E.O. Record on your Smartphone or Computer

Since the late 1970s, Chapter DO, Kansas City, Missouri, has recorded an abridged audio version of The P.E.O. Record for visually-impaired sisters. Tapes and CDs were sent to sisters free of charge as a service to the Sisterhood. Recent technological advances have allowed Anne Vaeth and other members of Chapter DO to move away from physical media and they are now producing digital (MP3) files. Located on The P.E.O. Record page of the member website <https://members.peointernational.org/news-events/peo-record>, MP3 files are available for any sister to stream or download!



January 31 Deadline for Special Chapter Recognition Programs Submissions to S/P/D Treasurers

Reminder all local chapter P.E.O. Educational Loan Fund Legacy Chapter, P.E.O. International Peace Scholarship Fund Partners in Peace, P.E.O. Program for Continuing Education Brighter Tomorrow Chapter, P.E.O. Scholar Award Laureate Chapter and P.E.O. STAR Scholarship STAR Constellation Chapter donations must be sent through the state/provincial/district (s/p/d) chapter and are due to the s/p/d treasurer or executive assistant by January 31. This allows the s/p/ds to process the gifts in February and remit to the Executive Office no later than February 28.

Remember, if you choose to participate in any or all of these recognition programs, they require a one-time, lump sum donation of \$500 per program. In addition, Partners in Peace (PIP) donations require a PIP form to accompany the donation. Please see the P.E.O. International Member Website for further information on these programs as well as other project giving.



"To express a loving concern for each sister"

These words from our Objects and Aims are recited at the beginning of each chapter meeting. While not every member can participate fully in chapter life, we can each ensure all sisters know they are a valued member of our Sisterhood. Show each member our loving concern by affirming, through our actions, that Every Sister is a VIP (Very Important P.E.O.). If a sister needs extra loving care, consider paying her dues for her this year. For more information on care for nonparticipating members, guide for an unaffiliate member, dues reminder or what to say to a sister considering inactive status visit the red Membership Toolbox at <https://members.peointernational.org/membership/membership-toolbox>. ★



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

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

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

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

Email membership@peodsm.org

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

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

Address or Name Change (please print)

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

Name _____

Email address _____

Street or box address _____

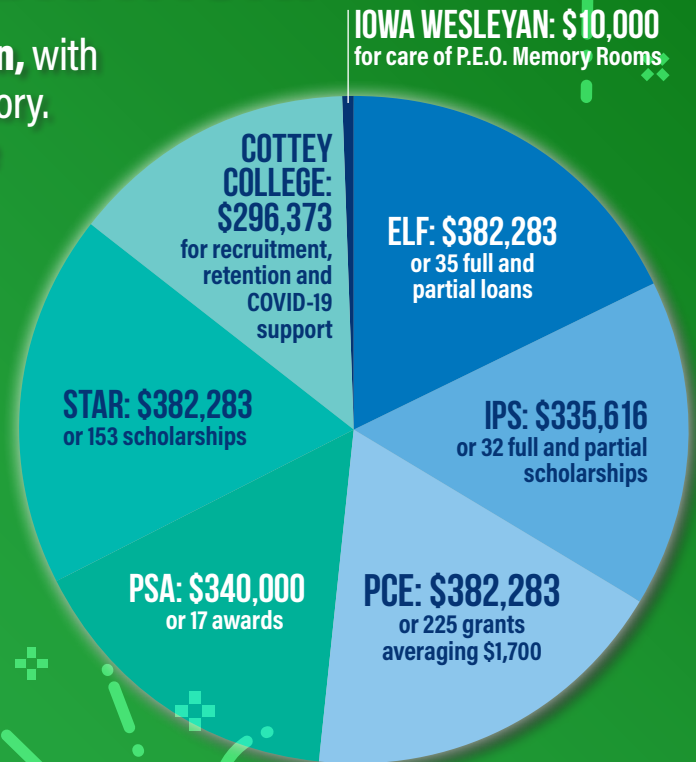
City _____ State/Province/District _____ ZIP/Postal code _____

NEWSWORTHY CELEBRATION!

It was a banner year for the P.E.O. Foundation, with the largest undesignated fund distribution in history. The P.E.O. Foundation Administrative Trustees are pleased to share the exciting news with you, our generous sisters, friends and families.

2020 DISTRIBUTION OF UNDESIGNATED FUNDS

TOTAL: \$2,128,838



YOU MAKE IT POSSIBLE.
**YOU...ARE A
PHILANTHROPIST!**