

# THE P.E.O. RECORD

Philanthropic Educational Organization

JULY/AUGUST 2021

## HOW IS P.E.O. LIKE A BEEHIVE?

*by Amy Ebel, AW, Lansdale, Pennsylvania*



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ExecDir@peodsm.org

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dvanroekel@peodsm.org

#### Director of Communications/Historian

**Kate Westercamp**  
kwestercamp@peodsm.org

#### Director of Information Technology

**Dawn Clayberg**  
dclayberg@peodsm.org

#### Director of Membership

**Jennifer Chittenden**  
jchittenden@peodsm.org

The administrative staff has offices at the P.E.O. Executive Office.

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**Debbie Kotecki**, 11617 Midlavian Dr., Raleigh, NC 27614-6948  
**Julee Carucci**, 12028 Hunting Crest Dr., Prospect, KY 40059-9178

### To Reach P.E.O.

**Mail** P.E.O. Executive Office, 3700 Grand Ave., Des Moines, IA 50312-2899  
**Phone** 515-255-3153 **Fax** 515-255-3820  
**Web** peointernational.org (*Go to Members Login, enter username and password, then click Contact Us.*)

### To Reach Cottey College

**Mail** 1000 W Austin Blvd., Nevada, Missouri 64772-2790  
**Phone** 417-667-8181 **Fax** 417-667-8103  
**Email** peorelations@cottey.edu  
**Web** cottey.edu

### To Reach The P.E.O. Record or Submit Material

#### Becky Frazier, Editor

**Mail** 3700 Grand Ave., Des Moines, Iowa 50312  
**Phone** 515-255-3153 **Fax** 515-255-3820  
**Email** bfrazier@peodsm.org

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



**Brenda J. Atchison, President,  
International Chapter**

# Yesterday, Today and Tomorrow...

As you walk out of my home's front door, right off the porch, is a shrubby perennial green bush. When it is flowering, the air is filled with a welcoming fragrance. Later in the season, the bush is laden with red ripe fruit perfect for the birds to pluck up. One evening our neighborhood bear chose to indulge in what the bush had to offer. Season to season, this bush greets us—our beautiful bush called Yesterday-Today-Tomorrow.

**YESTERDAY** Reflections of the past bring thoughts of family—my grandmothers teaching me to knit, grandfathers driving the boats for grandkids to water ski behind, my dad's waffles on a Sunday morning and my mom heading off to her P.E.O. meetings. And then, there was this past year. For me it has been a year overflowing with connecting to family and my P.E.O. sisters, through phone calls, texting, emails and a new daily activity—through Zoom meetings. Words such as “we’re in lockdown” were all too common. My P.E.O. sisters were the conduit to information on shopping for groceries without entering a store and finding the latest information from our county's health authority.

So, how can it be possible to feel that you are closer to someone when you have not been able to touch and hug them?

The silver linings within the dark pandemic emerged in unexpected places. We learned of new online classes for hobbies and professions. Sister sharing was not limited to someone you sat next to at a chapter meeting. Sisters shared with all “on screen,” connecting with our non-resident sisters as well. Stories of positivity and shared sorrows were welcomed.

**TODAY** Each day brings signs of hope and clues of a “new normal.” As of July 1, 2021, the updated **Overarching Guidance for P.E.O. Meetings and Gatherings** is in place (see page 6).

Planning for in-person P.E.O. meetings and gatherings, complete with your chapter's favorite servings of food, are underway. That favorite chicken salad or piece of chocolate cake will taste extra special when we are able to gather.

**TOMORROW** That longed-for P.E.O. crystal ball has still not been found. We have never really been able to see what tomorrow will bring for our Sisterhood, but in my own mind, I see my sisters' continued focus on helping women reach their highest potential. I see my sisters and their loving concern for each other—reaching out to active members, both resident and non-resident, and a continued reconnecting with inactive sisters. I see a sisterhood where our five virtues are internalized within each sister.

As that beautiful perennial outside my front door, Yesterday-Today-Tomorrow, reminds us, change will come season-to-season. P.E.O. will change, the bonds of sisterhood and our shared mission ever present.

## What will your legacy be?

# THANK YOU!

**Please join the Executive Board of International Chapter in extending a grateful thank you to the following members of the Leadership Team of International Chapter for completion of their service:**

- Grace Chalker, past president, Ohio State Chapter, for her seven years of service on the Cottey College Board of Trustees from June 1, 2014, through June 1, 2021.
- Jan Loftin, past president, Nebraska State Chapter, for her six years of service as a Regional Membership Representative and on the Membership Committee from September 2017 to June 30, 2021.
- Jacqueline Dawson, past president, Arizona State Chapter, for her six years of service as a Regional Membership Representative and on the Membership Committee from September 2017 to June 30, 2021.

**We welcome the following sisters to the Leadership Team of International Chapter:**

- Ariel I. Delaney, Chapter HW, Snohomish, Washington, who has accepted an appointment to the Cottey College Board of Trustees for a seven-year term commencing June 1, 2021, and ending June 1, 2028.
- Becky Clines, past president, California State Chapter, who has accepted an appointment to the Membership Committee for a six-year term commencing July 1, 2021, and ending June 30, 2027.
- Susan Harber, past president, District of Columbia Chapter, who has accepted an appointment to the Membership Committee for a six-year term commencing July 1, 2021, and ending June 30, 2027.

**THANK YOU FOR SAYING “YES!”**

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# your LETTERS

## P.E.O. Sisters a Godsend During COVID-19 Recovery

**When I came down with COVID-19 I had to be hospitalized for six weeks in a hospital 121 miles from home with no visitors allowed.** I was on a ventilator and received all the medications that were needed to save my life, but prayers from my family and the P.E.O. sisters of Chapter L is the reason I am here today to write this letter.

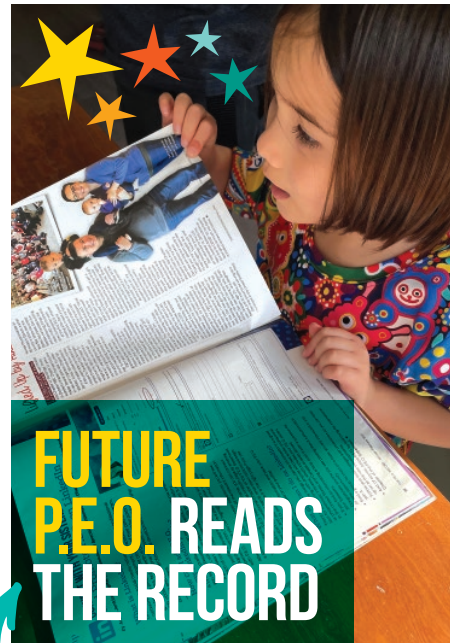
My P.E.O. sisters started a prayer chain and through our P.E.O. newsletter and e-mail they kept in contact with my husband and daughter to ask for prayers and to keep up on my condition. When I finally came home, I went into my e-mail and found all the communication between the sisters and all the prayers and well wishes that were sent to me, not to mention all the well wishes that the hospital took from callers (P.E.O. sisters and friends) and cards they gave to me when I woke up.

The hospital explained to me that they weren't sure I was going to pull through and I know the prayers and concerns of my P.E.O. sisters and family allowed me to push forward and be able to come home.

We have been having Zoom meetings, which allow me to attend meetings during recovery and I need the interaction with my sisters so much. If we weren't having Zoom meetings I wouldn't be able to see my sisters because I live an hour from the meetings and driving back and forth right now would be too hard.

Also, a few weeks after I came home, two P.E.O. sisters drove to my home to deliver food purchased and prepared by my P.E.O. sisters (all under COVID-safe guidelines). The food covered breakfast, lunch, dinner and dessert. When my husband went back to work, these meals allowed him to come home from work and just re-heat whatever my sisters prepared and allowed me to take care of my own meals for breakfast and lunch with my limited mobility. Those Chapter L P.E.O. sisters are a godsend to my life now, more than ever—I love them!

**With huge gratitude,  
Linda Cole McTee, L, Rock Springs, Wyoming**



**My 6-year-old daughter, Parker Ho, cannot wait to join our chapter of P.E.O. and she loves to read The P.E.O. Record when it comes in the mail.**

**Lindsey Morgan Muir, E,  
Palos Verdes Estates,  
California**



## Let Us Love One Another

**I have been a P.E.O. since the 1960s.** I've lived in several places, but have always kept in contact with the P.E.O. groups in different states when I've moved around. I lived in New Jersey, where I became president of New Jersey State Chapter.

I turned 99 on April 22, 2021. I feel so blessed in my life living in Durango, Colorado, having good in-home caregivers care for me throughout the day. I have a trusty companion in my 14-year-old dog, Molly. I am still an avid reader and enjoy staying curious about the world. When I was president of New Jersey State Chapter, my theme was "Love is our hope for Peace. Let us love one another."

One of my caregivers has made a project out of spreading my words. She gathers wood and paints it and then stencils or paints the words onto the wooden signs. She has put the signs around Durango to try to inspire others to lead with love.

I hope you all can find inspiration in knowing that P.E.O. is still an important part of my life and I love knowing we are doing such good work.

**— Jean Pearthtree, IT, Durango, Colorado**



**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.



# Willa Joyce Achen Goff

March 19, 1929 – April 11, 2021

Past President, International Chapter, 2003-2005

Joyce Goff was born in Ord, Nebraska, to Ernest Leroy Achen and Bessie Belle Thomas Achen on March 19, 1929. She was valedictorian of her 1947 high school graduating class in Ord and attended Nebraska Wesleyan University in Lincoln, graduating in 1951 with a degree in elementary education. She was a member of Pi Gamma Mu and Phi Kappa Phi honor societies.

Joyce taught public school in Sidney, Ord and Alliance, Nebraska, and at Ramey Air Force Base in Puerto Rico. She operated and taught a preschool, The Blue Puppy, in the basement of the Goff family home in Alliance after she retired from the public school system.

Joyce was married to Wayne Allen Goff on August 12, 1951, in Ord. They lived in Lincoln, Hooper and Omaha before moving to Alliance in 1961. The Goffs had two children: a son, Allen Leslie, and a daughter, Jane Eileen. They raised their family in Alliance and later relocated to Grand Island in 1985.

Joyce was a member of the United Methodist Church in Alliance and Trinity United Methodist Church in Grand Island. She was the church librarian both in Alliance and Grand Island. Joyce was a Professional Registered Parliamentarian. She led many parliamentary workshops and served as an officer in both local and state organizations.

In 1965, Joyce was initiated into Chapter GC, Alliance, Nebraska. She transferred to Chapter HJ, Grand Island, in 1985. She served as president of Nebraska State

Chapter from 1987–88. She later served for five years on the International Study and Research Committee and was President of the International Chapter of the P.E.O. Sisterhood from 2003–05. Joyce became a member of Chapter CC, Sun City, Arizona, after the Goffs relocated there in 2010. She passed away in Sun City West, Arizona, on April 11, 2021.

Joyce is survived by her son, Allen, and his wife, Shelley; and her daughter, Jane Nelsen, and her husband, Scott. Jane is a member of Chapter DM, Litchfield Park, Arizona. Joyce is also survived by three grandchildren—Ashley Goff, Spencer Goff and his wife, Micaela; and Jay Nelsen and his wife, Jenny.

Joyce was preceded in death by her husband, Wayne, on January 16, 2021. She was also preceded in death by her parents, two brothers, three sisters, a nephew and a great-nephew.

Joyce enjoyed giving book reviews, public speaking and stamp collecting. She was a devoted and loving wife, mother, grandmother, friend and P.E.O. sister. She was loved and will be missed. ★



# Overarching Guidance for P.E.O. Meetings and Gatherings due to COVID-19 Pandemic Emergency

**EFFECTIVE JULY 1, 2021**

The temporary overarching guidance for in-person business meetings and gatherings has been updated, **effective July 1, 2021**. All decisions regarding modified in-person meetings and gatherings should include input from all chapter members and be determined at your chapter's discretion, based on local area health authority and government instructions.

Current scientific data, and experience of nations around the globe, strongly indicate the risk of exposure to COVID-19 is reduced when close indoor contact is managed carefully, contact time is limited and individuals are vaccinated. With this in mind, the following decisions have been made by the Executive Board of International Chapter:

- ★ All P.E.O. meetings and gatherings should follow local area health authority and government instructions for physical distancing, congregating and other related actions recommended to reduce the risk of exposure to the virus during in-person meetings or gatherings.
  - ★ Respect each sister's individual comfort level and well-being when meeting or gathering in person. An updated personal Self-Check form is available on the P.E.O. International member website for each sister considering if she should attend a meeting or gathering in person.
  - ★ No member may be asked about her vaccination status nor is a member required to be vaccinated to attend an in-person P.E.O. meeting or gathering.
  - ★ Provided that chapters are following local area health authority and government instructions, a chapter may decide (with input from all chapter members) that masks are optional. Any member may continue to wear a face covering or mask as her choice.
  - ★ Food and beverages may be served.
  - ★ Programs, including those given by outside speakers, may be given.
  - ★ Program speakers and guests must observe proper protocol and follow current local area health authority and government instructions.
  - ★ When selecting in-person meeting or gathering venues, careful consideration of the meeting space should be given. If possible, have windows open for increased fresh air and position chairs at physical distancing recommendation.
  - ★ Due to the continued concern of aerosolization, no singing or group recitation is allowed at indoor venues. Singing and group recitation is allowed at outdoor venues.
- Every emergency decision made by the Executive Board of International Chapter prioritizes the health and welfare of our sisters and their families. ★**



# THE BUZZ ABOUT BACKYARD BEEKEEPING AND THE HIVE OF P.E.O.

by Amy Ebel, AW,  
Lansdale, Pennsylvania



**G**rowing up among the sunflower and soybean fields of rural North Dakota, P.E.O. Amy Ebel has tried to “carry the prairie” with her while residing in the suburbs of Philadelphia the past 20 years. Gardening and keeping chickens has helped her feel closer to the local agricultural community, but she continued to look for ways to share her farm girl heritage with her husband, Wolfgang, and four children.

A summer job as a teenager at an apiary involved unloading honey-laden frames from hive boxes and putting them into a large centrifuge to spin out the honey. One of many local beekeepers who supplied Sue Bee Honey, a co-op formed in the 1920s, owned the apiary. Working in just jeans and a t-shirt, she remembers being unafraid of the bees—getting

Each hive contains one queen, a few hundred drones (male bees), and about 40,000 to 60,000 worker bees (all female)—a supercolony of primarily female cooperation, communication and collective purpose! The beekeeper’s job is to ensure optimal hive conditions so the bees can make enough food for themselves and their brood. If all goes well, they produce more than what they need, and that honey can be harvested during the summertime, while leaving enough for them to get through the winter.

Harvesting delicious honey is a sweet reward, but Amy has found it’s the deep learning that’s required to master the practice that makes the hobby so fulfilling. Bees are incredibly fascinating creatures—bee biology, social order in the hive, seasonal changes in pollen and nectar sources, and hive management are all topics to master as a beekeeper. Beekeeping is sometimes very physical (lifting hive boxes and handling equipment) and sometimes anxiety producing (when a hive swarms or you lose your queen), but each experience builds knowledge and this keeps Amy interested in finding ways to improve her techniques to keep “the girls” healthy and happy.

The science of it all particularly appeals to Amy as she is a pharmacist. By day, Amy works for a large drug company writing the scientific content of the prescribing information (that folded up piece of paper with the tiny print that comes with a medicine). Digging into the details of bee behavior, pesticide science and pollinator-friendly plants is a break from her day job but still satisfies the “science geek” in her. She enjoys writing about her beekeeping experiences as well as other topics in her blog, *Dakota Pharmgirl*.

One fun side effect of beekeeping has been discovering the many beekeepers around her. Fellow “beeks” all over Philadelphia, as well as a few beekeeping colleagues at her workplace, are happy to compare notes and advice. Amy had an especially touching connection discovered when her husband’s cousins in Germany (where her husband is from) sent her a 100-year-old certificate of achievement that was given to their great-grandfather from the local beekeeping association. Discovering this connection in the family and the fact that this certificate was preserved all these years and now passed down to her made for a special moment!

**[AMY] BELIEVES BEEHIVES ARE THE PERFECT ANALOGY FOR P.E.O.—JUST LIKE SMALL ACTS PERFORMED CONSTANTLY BY FEMALE WORKER BEES SUPPORTS THE OVERALL SUPERCOLONY, SMALL ACTS OF KINDNESS, SUPPORT AND FUNDRAISING HAPPENING ALL THE TIME AT THE LOCAL LEVEL KEEPS THE LARGER ORGANIZATION STRONG AND HEALTHY IN ITS MISSION OF WOMEN SUPPORTING WOMEN.**

stung only if she accidentally pinched one picking up a hive box. So when an advertisement for a beekeeping class at the local 4-H center caught her eye several years ago, she wondered if she could do something with bees again. The class was designed to walk a beginner through everything they needed to get through the first season of beekeeping. She took the plunge, signed up and, within months, was officially a backyard beekeeper! She’s now beginning her fourth year of beekeeping with two backyard hives.

Last year, her two hives produced 260 pounds of honey! Unable to give enough away to family and friends, she had extra to sell at the local farm stand near her home and has enjoyed seeing her honey show up in local restaurants and even at a local B&B.

## The “Hive” of P.E.O.

Amy has found there is much to compare between beekeeping and P.E.O. She believes beehives are the perfect analogy for P.E.O.—just like small acts performed constantly by female worker bees supports the overall supercolony, small acts of kindness, support and fundraising happening all the time at the local level keeps the larger organization strong and healthy in its mission of women supporting women. Observing the busy “bee sisters” in her hives just going about their work is a meditative reminder to appreciate the collective power of each individual P.E.O. sister contributing to the huge impact P.E.O. has on women’s education.

Amy was familiar with P.E.O. as a child as her mom, Patricia Werner, is a P.E.O., and both Amy and an older sister attended Cottey College. Her experiences at Cottey were instrumental not only in broadening her farm girl horizons but in building a strong foundation in science critical to her success in pharmacy school. Cottey was a source of fantastic memories and long-time friends and she thoroughly enjoys keeping up with her Cottey "hive" on Facebook. And she's excited to share that her niece Geneva Webster graduates from Cottey this year with plans to go on to med school, keeping the Cottey tradition going that Amy hopes will extend to her twin daughters, Mallory and Annalise, now 14.



## WHY BEES ARE IMPORTANT

**Many are aware that bee populations are declining at an alarming rate.** There

is a global movement to learn why that is occurring and to find ways to build up the population worldwide. This is so important, as bees of all types pollinate roughly

75 percent of the fruits, nuts and vegetables grown in the United States and are responsible for more than 25 percent of the food on our tables.

Many reasons for the decline have been identified from the use of pesticides, decreasing green space, industrial monocrop farming, increase in presence of mites and fewer beekeepers. But it may actually be a combination of all of these that has led to the crisis. Importantly, the practice of beekeeping has changed dramatically in the last 30 years from mainly a honey crop business to now a pollinator business, where beehives are moved all across the United States to pollinate seasonal crops such as almonds, apples or blueberries. Moving hives from place to place down highways on 18-wheeler semi-trucks for the greater part of a year has created a stress on the bees and a greater likelihood for disease.

Amy hopes awareness of the plight of bees will help people make healthier choices about the foods they eat, possibly driving changes in the marketplace that will make things better for all pollinators.



## Advice from a beekeeper

**Beekeepers are always finding ways to learn and improve when it comes to promoting "bee healthy" behaviors.**

But you don't have to be a beekeeper to help the bees—there are many ways we can help educate each other of the importance of bees to our environment and food production.

Amy hopes that sisters will share this information with each other—the power of many making the message stronger!

- **Buy local honey.** Much of what is found in grocery stores is unfortunately adulterated, either not real honey or made with corn syrup or other additives. Buying local honey supports local beekeepers and is better for you! You can use local honey to treat seasonal allergies—it has very small amounts of local pollen in it—which can help build immunity.
- **Buy organic foods and look for food that comes from sustainable farms.** These farms are typically providing appropriate "green spaces" and avoiding pesticides and that can help local bee populations.
- **Add pollinator-friendly plants and trees to your backyard.** Trees are huge sources of food for bees—some favorites include basswood, tulip poplar, tupelo, redbud and fruit trees. If you can, leave your dandelions alone (bees love them and they are the first food available after a long winter) and consider adding flowering plants like bee balm, sedum, asters, marigolds, hostas and, of course, daisies!
- **Have fun educating yourself and those around you about bee life and what is causing their decline.** Fantastic bee documentaries are available on streaming services and even in some movie theaters. Make a fun chapter program by watching one!
  - **"More Than Honey":** A close look at the change from honey to pollinator beekeeping.
  - **"Bees: Tales from the Hive":** Amazing photography describing how bees work together within the hive.
  - **"The Pollinators":** A great overview of how commercial beekeeping has changed for the worse. You'll never look at almonds the same!
  - **"The Last Beekeeper":** A look at the struggles of three American beekeepers.
  - **"HoneyLand":** An Oscar-nominated film about the last female bee hunter in Europe and nature conservation. A beautifully shot, honest and moving film. ★



# REGISTRATION FOR INTERNATIONAL CONVENTION IS OPEN!



Registration for the 75th Convention of International Chapter will be open **through August 1, 2021**. There is no cost to attend but registration is required as some sessions have capacities. Additional information regarding convention access and login will be sent in September.

Visit <https://members.peointernational.org/convention> to register for the P.E.O. Sisterhood's history-making virtual convention today!

**The first 5,000 P.E.O.s to register** will receive a complementary commemorative charm from Herff Jones!\*

*\*Charms will be mailed directly from Herff Jones to sisters in early September.*

## OPENING NIGHT

**WEDNESDAY, SEPTEMBER 22, 6-8 P.M. CT**

**Previously held in conjunction with Projects Night, the 2021 Opening Night Ceremonies are so magnificent they deserve a night of their own!** Join us for introductions of P.E.O. officers and members of P.E.O. boards and committees as well as special entertainment, inspiration and a message from International President Brenda J. Atchison and Keynote Michelle Poler. The special Parade of Flags is back...with a twist you won't want to miss!





**BUILD** Your Legacy  
Make **HISTORY**

75th Convention of International Chapter

# WELLNESS



**DAISY DASH**

**Lace up your sneakers and join the 3rd biennial Daisy Dash from wherever you are!** Walk, run, bike, skip or sashay away your Zoom fatigue during this wellness event. You can participate in the Daisy Dash any time of your choosing the week of Convention. Participants will receive a P.E.O. International Daisy Dash T-Shirt shipped directly to their home. The fee to participate in this event is \$20 and will be assessed at registration.



## MINDFULNESS LOUNGE

**Join leading well-being and mindfulness expert Lee Papa for an educational experience like no other.** Access tools to elevate your perception of optimal health and well-being. Receive easily digestible pre-recorded training sessions on navigating your ideal health and well-being through stress-relieving mindfulness and meditation techniques, followed by experiential relaxation exercise, guided visualization and meditation. Step into your journey of self-exploration, connecting the mind-body-spirit with tools to support the best expression of yourself, personally and professionally. Nourish yourself mindfully, give from the overflow. Sessions include:

- ★ **INTRODUCTION TO MINDFULNESS AND MEDITATION** Start your well-being practice off by gently stepping into the world of mindfulness with basic accessible instructions, relaxation exercise and tips for daily mindful practice.
- ★ **WATERFALL WASH MEDITATION** Allow the waterfall wash to flow effortlessly and clear your emotional, physical and mental body of all that no longer serves you.
- ★ **CLEARING BY THE RIVER MEDITATION** Enjoy the energy clearing properties of guided meditation, releasing that which no longer serves you in the cleansing waters of the healing river. ★



# CONVENTION DISPLAYS

**BE SURE TO VISIT OUR BOOTHS AND DISPLAYS AT CONVENTION.** These mini-websites are open 24-hours-a-day during convention. Here you can learn more about the board and committee members, project recipients and the important work P.E.O. is doing. Each booth has a fun opportunity to interact, including an activity and an ongoing chat feature.

While the booths are always open, they aren't always staffed. You won't want to miss joining the Booth and Display LIVE events where you can meet trustees, committee members, recipients and staff, play games, learn and more!

## BOOTH & DISPLAY LIVE SCHEDULE

Wednesday, September 22 .....	1:00–1:45 p.m. CT
Wednesday, September 22 .....	2:45–3:00 p.m. CT
Thursday, September 23 .....	1:00–1:45 p.m. CT
Thursday, September 23 .....	2:00–2:45 p.m. CT
Thursday, September 23 .....	3:00–3:45 p.m. CT
Thursday, September 23 .....	4:00–4:45 p.m. CT
Friday, September 24 .....	8:00–8:45 a.m. CT
Saturday, September 25 .....	8:00–8:45 a.m. CT

## PARTICIPATING BOOTHS & DISPLAYS

EDUCATIONAL  
LOAN FUND

COTTER COLLEGE

INTERNATIONAL PEACE  
SCHOLARSHIP FUND

PROGRAM FOR  
CONTINUING EDUCATION

SCHOLAR AWARDS

STAR

FOUNDATION

MEMBERSHIP

P.E.O.  
LEADERSHIP  
DEVELOPMENT

COMMUNICATIONS/  
THE P.E.O. RECORD

AD HOC SPECIAL  
COMMITTEE ON  
THE CULTURE OF  
INCLUSIVENESS  
IN P.E.O.

STUDY AND  
RESEARCH  
COMMITTEE

HERFF *H* JONES.



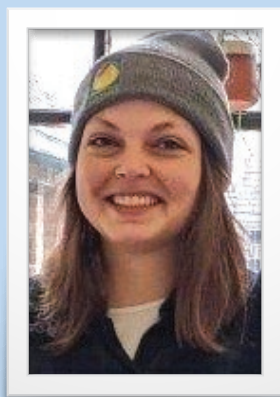
# Projects Night

THURSDAY, SEPTEMBER 23, 6-8 P.M., CT



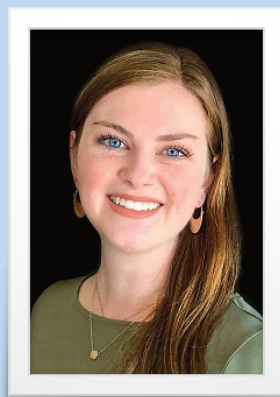
"BUILD YOUR PHILANTHROPIC LEGACY" WITH P.E.O. as we hear from recipients of P.E.O. loan, grant, award and scholarship philanthropies, as well as someone from our very own Cottey College. P.E.O. shows what can happen when Women Help Women Reach for the Stars!

## 2021 PROJECT NIGHT SPEAKERS



**ANNIE MEYER**

P.E.O. Educational  
Loan Fund



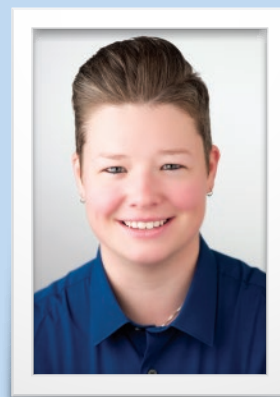
**SARAH GAGE**

Cottey College



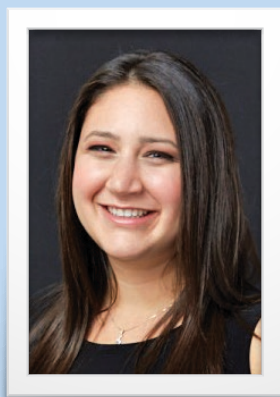
**JUDY KAREI**

P.E.O. International  
Peace Scholarship



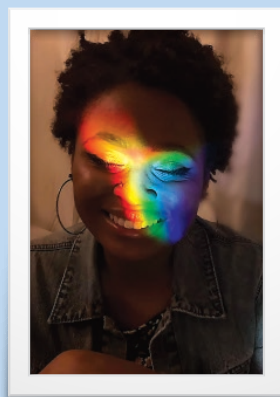
**MAGGIE LINDLEY**

P.E.O. Program for  
Continuing Education



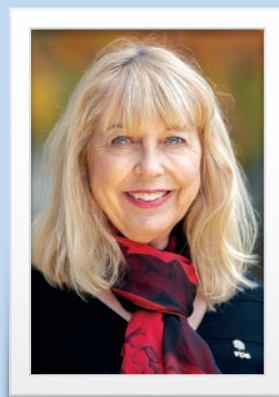
**SAMANTHA  
COOPER**

P.E.O. Scholar Awards



**SHAE CROWDER**

P.E.O. STAR Scholarship



**CATHY MOSS**

Second Vice President,  
International Chapter

Master of Ceremonies



Be sure to attend  
the Buzz Room on  
Thursday night at  
**8:00 p.m. CT** to  
meet our trustees  
and recipients!

# Make the Most of Your VIRTUAL CONVENTION EXPERIENCE!

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

**THE BEST THING ABOUT A VIRTUAL CONVENTION IS THAT IT OPENS UP SO MANY NEW OPPORTUNITIES!** P.E.O.s and friends who might have been unable to travel to past conventions now have the opportunity to join in from across the United States, Canada and beyond.

Registration closes on August 1. Visit <https://members.peointernational.org/convention> if you have not signed up yet. Email [registration@peodsm.org](mailto:registration@peodsm.org) for assistance or to modify your schedule.

## HERE ARE A FEW THINGS TO KEEP IN MIND AS YOU GET READY FOR THIS HISTORIC EVENT!

### MAKE YOUR SCHEDULE WORK FOR YOU

Flexibility is a huge benefit of a virtual event. Even if you cannot commit a full weekday to convention, there are plenty of opportunities to attend a short workshop or seminar or pop into a virtual booth or the Connections Café over lunch.

### ENGAGE THROUGH SOCIAL MEDIA

You can share your convention experience with sisters and friends by posting photos on social media with **#MakePEOHistory2021**. Snap a selfie as you Daisy Dash or take a photo with your chapter if you get together to watch Projects Night. Make sure to follow P.E.O. International on Facebook, Instagram, Twitter and LinkedIn to see what is happening behind the scenes throughout the week.

### TAKE TIME FOR PERSONAL CONNECTIONS

At in-person conventions, you might stop to chat while in line for dinner and end up with a new friend. With a virtual event, we have set up opportunities for those same kind of casual chats and moments of connection.

- **Connections Café** – Open at various times and allows attendees opportunities to chat about different topics
- **Buzz Room** – Open for an hour at the end of each day for casual conversation
- **Meet the Executive Board** – One meet and greet session for each of the five members of the Executive Board of International Chapter
- **Virtual Booths and Displays** – Eight live sessions for the virtual booths and displays where you can meet trustees, committee members, project recipients and Executive Office staff

### BREAK THE ZOOM FATIGUE

You will not be on screen while attending any of the sessions, so feel free to stand up, stretch or even do a few jumping jacks! Try to squeeze in a Daisy Dash or two when you can, and pop into the Mindfulness Lounge for a guided meditation.

### PREPARE FOR THE BUSINESS MEETING

Delegates will vote on amendments during the business meeting, which is open to all members who would like to watch the process. Prior to the meeting in September, make sure you communicate any opinions on the amendments with the delegate representing your chapter. Because she will be casting a vote, talking to her is the most effective way to share your thoughts.

Members with voting privileges will receive further instructions on the process. ★





# 3 ROUTES TO SUCCESSFUL COMMUNICATION

## ARE YOU PAYING ATTENTION?

by Marylou Ruud, P.E.O. Leadership Development Committee

**Have you ever been in this situation?** You open your computer, tablet or phone, and the in-box shows dozens of emails to check, while at the same time instant messages are coming in, the phone is ringing and text messages are appearing. Too often, modern communication can seem more like a blitz than an exchange of information.

We all know that successful communication is the basis of great organizations like P.E.O. It builds trust, enhances productivity and establishes cohesion among teams. But when we become overwhelmed and allow communication overload to wipe out effectiveness, the game is lost, leading to annoyed sisters who ultimately disconnect. For effective leadership in communication, here is a major hint: Pay attention! Pay attention to yourself, what you are doing in the moment and to your overall goal. Try these routes.

### First, listen in constructive ways.

Conversations, whether in person or virtual, are not contests meant to be won. So, we need to be aware of our own behavior and remember to avoid interrupting or drifting off. It suggests that we are more important or relevant than the speaker.

Instead, call up your inner child and be curious. Curiosity leads to actually paying attention to what others say and to exploring their viewpoints. Equally important is to check the emotions that can affect your body language and tone of voice. Pay attention to how you are affecting the other person as well as to how she affects you.

**Second, slow down.** This might seem counterproductive, but it can mean the difference between burnout and success. Take time for clarity in communicating. Without it, there can be dire consequences as we miss crucial points or put important decisions at risk.

Slowing the process will eliminate going down rabbit holes and hopping from blogs to podcasts to enticing links. When this kind of “research” makes you overwhelmed and adrift, take a five-minute break to check in with yourself and the task at hand.

As you put on the brakes, you will find the time to be more clear, honest and kindhearted in your communication. This can lead to openness that will allow others to promote their ideas.

**Finally, be aware of context.** In any communication process, different people need different things. Monitor how mood and emotions can affect context, both in positive and negative ways. This is most important when responding to a sister. Remember that once an email, tweet or Facebook response is sent, you no longer control it.

Additionally, pay attention to the generational age ranges of members in P.E.O. who undoubtedly will use varying styles of interaction. Be empathetic with the ways in which they communicate as you become familiar with what is common to each member, be it written notes or TikTok videos.

**The bottom line:** It has been said that communicating is hard, but not communicating is a failure. Keep that in mind as you lovingly work the maze of listening, speaking, interpreting and finding new ways to connect. ★

**SLOW DOWN. THIS MIGHT SEEM COUNTERPRODUCTIVE, BUT IT CAN MEAN THE DIFFERENCE BETWEEN BURNOUT AND SUCCESS.**

For more ways to calm the communication barrage, check out the “**Modern Communication: Are You Paying Attention**” module on the Leadership Development tab of the International website.



# Wonderfully Knitted Together in P.E.O.

by Rita Briggs, P.E.O. International Membership Committee

**AS MANY OF YOU KNOW, P.E.O. INTERNATIONAL CHAPTER PRESIDENT BRENDA ATCHISON'S FAVORITE HOBBY IS KNITTING.** Let's look at how the simple yarn of a knitting project might relate to our organization. A beginner uses her knitting needles to cast on the first row. This is the foundational row of stitches. In the same vein, we P.E.O.s sponsor a candidate for membership. Before and after she is initiated, we provide her with the foundational knowledge she needs to understand what our Sisterhood is all about. We continue to mentor the new member just as a knitter continues to learn her craft.

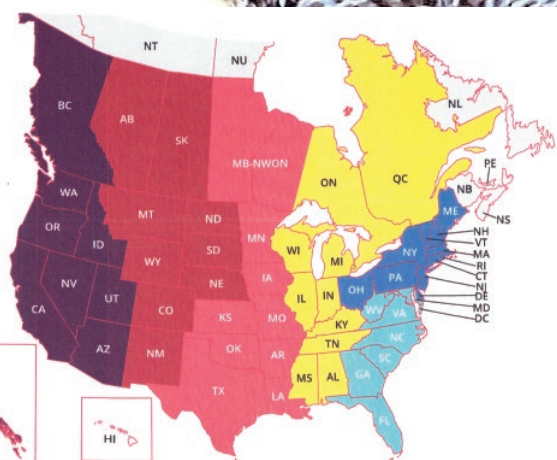
Using our analogy, as a knitter goes from basic knit and purl to more advanced stitches, a P.E.O. sister might decide to assume a leadership role in her chapter. She might become a committee chairman or an officer of the chapter. A knitter would take classes to continue her mastery of her craft...and, likewise, training is available at all levels of P.E.O. to help a sister learn her new role in P.E.O. and build upon her foundation.

This comparison can be extended. Just as the knitter learns more elaborate stitches and tackles more interesting and challenging projects, a P.E.O. sister might move into a leadership position at the state/provincial/district (s/p/d) level. Serving on an s/p/d committee advances her knowledge of P.E.O., and along the way, she is supported and encouraged by her chapter. S/P/D leadership positions support each individual chapter in the s/p/d just as each row of knitting stitches supports the next row. A few sisters go on to serve on their s/p/d executive board, and the knitter continues to advance her knowledge and skill level. After serving as the president of her s/p/d chapter, our sister may be asked to serve on a committee at the International level. These committees support the s/p/d executive boards and s/p/d committees. The next step, should she be interested, is serving on the International Executive Board for five biennia (10 years), culminating in serving as president of P.E.O. International Chapter.

Not everyone becomes adept at knitting and the same goes for sisters assuming leadership positions in P.E.O. Some knitters master each new stitch and cannot wait to learn the next one. Some sisters are happy with the knowledge level they have reached and don't wish to continue their involvement any further, and that is okay. Each member can make a difference at the various levels of our organization. Some of us will never knit, but we can be in awe of those who go from basic knit and purl to cable and even brioche stitches (like Brenda), creating beautiful and useful items with their talent. The same way our leaders support us, we each support our P.E.O. sisters at all levels of their P.E.O. journey.

We have new leaders on the International Membership Committee beginning July 1, 2021. These sisters have accepted the appointment as Regional Membership Representative (RMR) for the 2021-2023 biennium. Each of these P.E.O.s began as a new initiate, progressed through various leadership positions and has served as president of her s/p/d. An RMR's main role is to serve as a liaison to the executive board and membership committee of the s/p/ds in her region, providing supporting materials and serving in an advisory capacity with the goal of keeping and increasing membership in our Sisterhood. Please see the graphic to see which region your s/p/d is in and who your RMR is for this biennium. Who knows? She might even be a knitter! ★

**PICTURED ON THE RIGHT: Brioche knitting project by International Chapter President Brenda Atchison**



# A Call for Help from the Other Side of the World

## AND P.E.O. SISTERS ANSWERED

by Patti Blair, LR, Saint Charles, Missouri

“It isn’t such a bad thing to always know that someone on the other side of the world cares about you.” This quote from Laura Fraser sums up P.E.O.s worldwide. We are always there for our sisters no matter where they are. This even applies to our families.

There are many P.E.O. sisters in the branches of my family tree. One of my cousins, Susan Lampe, AH, Commerce, Texas, has two daughters who love to travel. Her youngest, Emily, worked as a private English teacher in South Korea for a year. After she finished teaching, Emily traveled throughout Southeast Asia. She flew into Mumbai and started her journey. Over the next few weeks, she traveled north to Rajasthan, went on a camel safari in the desert and became friends with several Europeans and Australians traveling a similar route.

After visiting the Taj Mahal, she boarded a train for Varanasi. On the train, she started to feel ill with fatigue, headache, stomach pain, loss of appetite, fever, body aches and nausea. Once she arrived, she spent the next four days in a hostel where she could only eat toast and drink water. After four days, an employee at the hostel took her to a doctor where she received prescriptions. She then went to a second hostel for an additional five days where her symptoms progressively worsened.

The same employee who helped her from the first hostel took her to Heritage Hospital in Varanasi where she was admitted. Emily took only her passport and money to the hospital and couldn’t speak the language. Emily was hospitalized during the holiday Holi; no food is served, even in the hospital, during the holiday. She was diagnosed with typhoid fever and pneumonia. The IV site on her hand became infected and she had difficulty moving her hand or her arm. Emily said she was so sick and delirious she did not even realize there was a phone at her hospital bedside where she could have called home.

A list of Overseas Contacts can be found on the P.E.O. website [PEOINTERNATIONAL.ORG](http://PEOINTERNATIONAL.ORG), on the members’ side under the heading “Resource Library”. Select “Listings & Directories”; then click on “Overseas Members”; contacts are searchable by country.



P.E.O. connections found through the Overseas Contacts listing helped Emily Lampe when she fell ill in India.



Finally Emily called home to let her mom know what was going on and that she planned to come home early. Susan quickly made reservations for Emily to fly home from Varanasi to Mumbai. Susan even called the U.S. Embassy in Mumbai to see if anyone could help.

Susan also spoke with her neighbor, Jane, a P.E.O. sister in her chapter, because Jane’s husband had just returned from India. Jane called Melinda, the president of their chapter, with the news. Using The P.E.O. Record and the P.E.O. International website, Melinda found the Overseas Contact for India, a sister named Colleen Silan, I, Great Falls, Montana. Colleen was an expat living in India and had friends in Varanasi. She emailed her friends Lalit and Nancy Raichur, immediately.

Nancy called Emily at the hospital and told her they were going to help her. Lalit spoke to the healthcare providers and provided the first communication between hospital staff and patient! It had been 10 days without Emily understanding what was being said, what the treatment was going to be or even what her diagnosis was.

The Raichurs offered to have Emily stay with them if she couldn’t fly home right away, but Emily was ready to get back home. Once home, she saw an internal medicine specialist. She was admitted to Baylor Hospital in Dallas for an additional four days. Emily fully recovered and has continued to travel without incident.

P.E.O.s really do all we can, at all times, to express a loving concern. It’s not just for our P.E.O. sisters, but for our families too... even if you are half a world away. ★



# WOMEN HELPING WOMEN REACH FOR THE STARS

★  
FOR MORE THAN 150 YEARS, P.E.O. MEMBERS HAVE HELPED **MORE THAN 116,000** WOMEN PURSUE EDUCATIONAL GOALS BY PROVIDING **OVER \$383 MILLION** IN GRANTS, SCHOLARSHIPS, AWARDS AND LOANS. THE SISTERHOOD ALSO OWNS AND SUPPORTS COTTEY COLLEGE.<sup>1</sup>

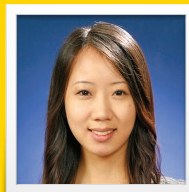
## GLOBAL IMPACT OF WOMEN'S EDUCATION

### THROUGH MEMBERSHIP,

the P.E.O. Sisterhood has brought together **more than a half a million women** in the United States and Canada who are passionate about helping women advance through education, while supporting and motivating them.

**NEARLY 5,800 LOCAL CHAPTERS**  
IN THE U.S. AND CANADA.

One P.E.O. project recipient  
x **MORE THAN 116,000** recipients<sup>1</sup>



**KATE LEE**  
P.E.O. International  
Peace Fund  
Scholarship  
Recipient

The **support of the Sisterhood** meant a lot to me during my studies at the University of San Diego. Not only was I able to successfully receive the M.A. degree in peace and justice studies, but also come back to Kazakhstan as a **more empowered woman with a bigger vision.**

66

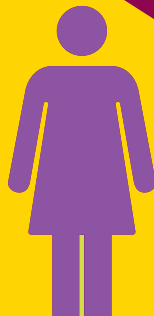
**GIVING  
IS IMPORTANT**

According to the Journal of Economic Psychology, donating to charity may actually **IMPROVE** the giver's physical and emotional well being.

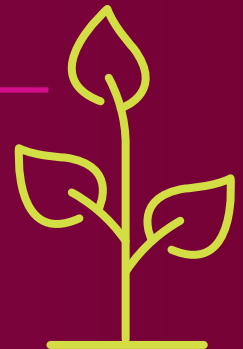
When you **EDUCATE A WOMAN**, it creates a lasting impact on families, communities, countries and the

# WORLD

When women earn income, they invest **90%** INTO THEIR FAMILIES, helping to break the cycle of poverty<sup>2</sup>



Individual earnings **INCREASE BY 10%** for each year of school completed<sup>3</sup>

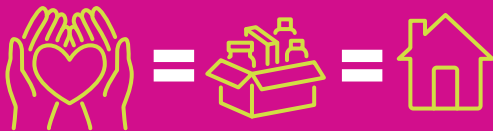


**"WE ARE A SISTERHOOD OF WOMEN** who understand the importance of caring and nurturing each other which creates a bond of love for who we are and what we do. And our unity of purpose—our P.E.O. projects—keeps us focused on the mission of funding and finding recipients for these projects."

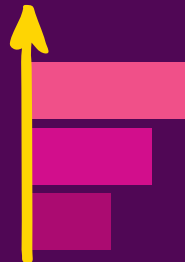
**DEVON GEDNEY** AR, Wilmington, North Carolina

## SISTERHOOD IS IMPORTANT

A sense of **belonging** is a human need, just like the need for food and shelter.



When **10% more** of its girls go to school, a country's gross domestic product (GDP) **increases an average of 3%**<sup>3</sup>



**GROWING EVIDENCE SHOWS CORPORATIONS LED BY WOMEN ARE MORE FOCUSED ON SUSTAINABILITY.**<sup>4</sup>

P.E.O. HAS A **SIGNIFICANT IMPACT** ON THE EDUCATORS AND HEALTH CARE FORCE OF **TOMORROW.**<sup>5</sup>

**MORE THAN 50%** OF P.E.O. PROJECT RECIPIENTS ARE PURSUING A DEGREE IN **EDUCATION OR HEALTH CARE.**<sup>5</sup>

1) P.E.O. Sisterhood internal data, as of April 2021. 2) The World Bank. 3) United Nations Educational, Scientific and Cultural Organization.

4) UC Berkley Haas School of Business, 2012. 5) P.E.O. Sisterhood internal data. Does not include P.E.O. STAR recipients or Cottey College students.



# The Power of “Yes”

## Accept Website Referrals to Find ELF Candidates

by Ann Lambert, P.E.O. Educational Loan Fund Board of Trustees



It can be a time-consuming and elusive search to find a potential P.E.O. Educational Loan Fund (ELF) candidate, especially when chapter members are not plugged into an academic or young adult network.

**A tip: say “yes” to a phone request from your state/provincial/district chapter ELF chairman to investigate a self-referral through the P.E.O. website for an ELF loan.**

That is exactly what the sisters of Chapter BL, Scottsdale, Arizona, did when they received the call about Hanako Yokoyama, a Master of Science degree student in communications disorders at Arizona State University, who was “seeking local chapter recommendation” from the website for the loan.

Learning a person’s story from scratch through conversations, group meetings, reports, emails, texts, phone calls or cards takes the chapter on a new journey. Ann Gastineau, BL, Scottsdale, Arizona, explained the chapter’s experience: “Hanako gave clear, concise, thoughtful answers to spontaneous questions; she had studied several languages, including Japanese, Chinese, French and American Sign Language; she wanted to inspire the seed of hope in others; she was highly motivated to succeed; she always responded to our requests in a time-sensitive and gracious fashion; and she had the curiosity of a life-long learner.”

Hanako had learned about ELF through a friend who mentioned the incredible, low-interest rate. Wondering if she would be able to find the funding to finish her master’s degree, Hanako, who was working two part-time jobs, looked into the loan process. Hanako noted, “On more than one occasion, I had noticed her receiving handwritten cards from them, which seemed like a very personal touch. I was overjoyed to be granted a loan that would help me pay for the remaining portion of my tuition. The intentionality and personal touch of P.E.O. confirmed to me that I had made the right choice.”

Hanako grew up in a bilingual household, inspiring her interest in speech-language pathology. She is now finishing her first year working in the field in a middle school setting. She has found this work to be challenging and most rewarding, working with a variety of students who have a wide range of diagnoses and from diverse backgrounds. She collaborates with teachers, parents and staff to bring the best course of treatment for the student. Hanako noted, “Whether it’s helping him or her ‘read between the lines’ in social situations or making their speech more intelligible to unfamiliar listeners, my job has been very fulfilling. I have come to see that conveying our ideas is as complex as it is a basic human right. We were made to have our voices heard, and it is my joy to be a bridge of communication to any who might have a need.”

Hanako noted that one of the most fulfilling things about her career is building relationships with each of her students. In addition to providing the necessary techniques to equip them with new skills, she has also found that she values being their greatest cheerleader, instilling confidence in them, and celebrating all the small victories along the way, whether it be a new friendship or conquered anxiety over a presentation. The variety of needs that her students present allow for Hanako to continually grow with each new challenge, giving a sense of fulfillment that is unique to this field.

Chapter BL sisters summarized the chapter recommendation process for meeting, questioning and determining the quality of an ELF candidate through the website referral as straightforward and rewarding. The ELF chapter resources available on the International website clearly provide the tools necessary to interview a candidate. Ultimately, chapter sisters noted that success in supporting a worthy and caring person who asked for help was an excellent experience that brought pride for all.

If your chapter is looking for an ELF candidate, consider reaching out to your state/provincial/district chapter ELF chairman for ideas and perhaps she will have received an inquiry that she can pass on to you. ★

# COTTEY HAPPENINGS

by Dr. Jann Weitzel, President, Cottey College



## P.E.O. Visit Day, April 2021

What a fun day it was when 20 faculty, staff and students welcomed over 700 registrants to Cottey's annual P.E.O. Visit Day. The college moved the event from its typical fall date to April with the original goal of welcoming sisters to our beautiful campus. However, because COVID-19 had other ideas, Cottey jumped into action and created a virtual event!

Who were our visitors? Registrants came from 46 states, the District of Columbia and three Canadian provinces. The highest numbers, with over 20 guests each, came from Missouri, Texas, California, Ohio, Florida, Washington, Kansas, Nebraska and Tennessee.

Events consisted of a virtual tour of the campus and of the new Susan Bulkeley Butler Center for Campus Life; an update from Cottey's President; an engagement discussion; updates on athletics and academics; a question and answer session with the enrollment management office; and a chat among three Cottey alumnae. As always, the event that captured the attention and love of P.E.O.s everywhere was a panel with four of Cottey's amazing students: Ella from Minnesota; Zadi from Missouri; Caroline from Kansas; and Eden from Ethiopia.

If you were unable to attend this year, videos and a local chapter program are available online at [cottey.edu/visitday2021](https://cottey.edu/visitday2021). Our next P.E.O. Visit Day is scheduled for October 2, 2021.



## Cottey's First Trip to a National Athletic Tournament

Cottey's volleyball team was named the National Association of Intercollegiate Athletics (NAIA) A.I.I. (Association of Independent Institutions) Conference champion! As a result of this win, they competed in the first round of the National Championships. Cottey was so proud of the hard work of these players and their coaches.

Members of the team included Savannah, Emily, Jocelyn and Mahalia from Missouri; Alesia and Rosa from Texas; Daizie from Washington; Lily from Colorado; Mackenzie from Kansas; and Briannah from Wyoming! The team is coached by head coach Marla Kannady Foreman, named A.I.I. Coach of the Year for 2021, and assistant coach Ashleigh Miller.

At the time that this article was written, our other sports teams were in playoffs! Watch social media for more exciting news.



## Cottey's Logos



We are often asked if local or state/provincial/district chapters can use Cottey's logos for fundraising events. **YES!** Downloadable logos are available on the Cottey website at [cottey.edu/cottey-logos](https://cottey.edu/cottey-logos).

## Commencement

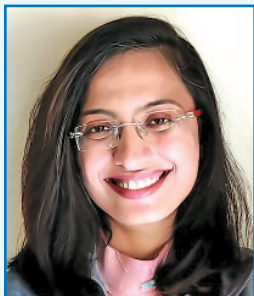
On May 16, Cottey graduates walked across the stage to receive their diplomas. Joining the 2021 baccalaureate and associate graduates were 23 students from the class of 2020 who were unable to walk last year due to the pandemic, they returned to join this year's class in celebrating this milestone in their lives. All plans for the events surrounding commencement were restructured to be mindful of social distancing and masks were required. ★



# IPS—MORE THAN A SCHOLARSHIP

by Karen Neylon, P.E.O. International Peace Scholarship Board of Trustees

Women receiving funding from the P.E.O. International Peace Scholarship (IPS) Fund soon realize that this is more than just a scholarship. Through the Partners in Peace program, each student is assigned to chapters who provide priceless support and encouragement, and in a pandemic year, these interactions have meant even more.



## ISHA DESAI

Isha Desai from India is a doctoral student in materials science at Texas State University in San Marcos, Texas. Her dissertation research is on developing a point-of-care, low-cost wastewater testing technique for COVID-19 that is economical to manufacture, while producing rapid results.

Isha shares, "Being an international student, I have not seen my family members in the past three years, and it has been very difficult spending holiday seasons alone. However, this year was completely different. P.E.O. has not only supported me financially but has also given me a new family in the form of the wonderful P.E.O. members from Texas, South Carolina, Colorado, Iowa and Arkansas, who made sure to cheer me up. Reading their thoughtful emails and exchanging holiday cards often gave me tears of joy and made me realize how women can uplift each other in different ways. Their willingness to know more about me and my well-being has provided me emotional support in achieving new milestones this year and I am beyond thankful to be a part of this sisterhood. I hope to carry forward this precious sisterhood for many more years and learn to be like them by supporting other women just the way they are supporting me in achieving my ambitions."



## LUISA ISIDRO-HERRERA

Luisa Isidro-Herrera from Colombia is pursuing a doctoral degree in social anthropology at York University in Toronto, studying the achievements and challenges of land-based peacebuilding for Afro-Colombian and Indigenous women, taking a human rights approach on gender

justice and human security. Her research "is committed to include a multiplicity of voices to better assure land-based peacebuilding in order to create dialogues, deliberation, and accountability between the decision-makers and the land-based cultures led by rural women."

She writes, "I am very surprised and overwhelmed by the welcoming and warm spirit that all the chapters have gently shared with me. These P.E.O. chapters have demonstrated to me that P.E.O. is more than a financial aid organization. These chapters have fundamentally supported me and empowered me to achieve my goals.

"Throughout the year, different chapters from Alaska, Colorado and Manitoba have made me feel welcome and demonstrated their warmth, concern and support. I participated in a Zoom meeting with Chapter H, Winnipeg, Manitoba, where I shared Colombian Christmas traditions and enjoyed their Christmas stories. This was a heartfelt space, because I felt at home, meeting admirable women who were teaching me how to create community regardless of the distance.

"I believe in the gift economy—pointed out by anthropologist Robin Wall Kimmerer in her book 'Braiding Sweetgrass'—because it creates relationships, expresses gratitude and sets an ongoing cycle of reciprocity that creates a sense of community. For most of the chapters, I have tried to be reciprocal, giving back and showing appreciation for their gifts, wishes and support. For Chapter II, Longmont, Colorado, I created and shared a calendar with a picture of all their members and a quote by Maya Angelou saying: 'I am grateful to be a woman. I must have done something great in another life.'"

**Isha and Luisa represent just two of the more than 6,500 international women impacted by P.E.O. since 1949 through funding and the Partners in Peace chapter connections. When these women return home, they extend P.E.O.'s influence beyond the borders of the U.S. and Canada. As a result, IPS becomes more than just a scholarship. ★**



WITH A MINIMUM DONATION OF \$500 TO IPS,  
A CHAPTER CAN JOIN THE PARTNERS IN PEACE PROGRAM.  
LEARN MORE AT **PEOINTERNATIONAL.ORG**.

The P.E.O. Program for Continuing Education (PCE) is committed to assisting women to achieve their educational goals. Beyond providing need-based grants, PCE encourages chapters to support and mentor recipients through the completion of their education programs. Chapter AY, Charlottesville, Virginia, has developed a plan for not only finding and sponsoring candidates, but also for providing meaningful ongoing relationships with recipients while they complete their studies.

Chapter AY's commitment to philanthropy and outreach is a chapter affair. Located in a college town, it is natural to reach out to local colleges for possible candidates. Setting up casual meetings with college professionals as well as with other community members who work with potential college women—often after seeing articles in local papers—has netted relationships that supply an ongoing stream of candidates for PCE grants, P.E.O. Educational Loan Fund loans and P.E.O. Scholar Awards.

Several college staff members were so impressed with the P.E.O. mission, the chapter's philanthropic commitment and the ongoing relationships with student recipients that they are now members of Chapter AY. This past year the chapter was able to sponsor 10 PCE applicants and also share candidates with other chapters in their reciprocity group.

Along with sponsoring candidates, Chapter AY supports recipients throughout their educational programs through their SAYS (Support AY Students) initiative. A labor of love started years ago by two long-time sisters, the chapter has a group of 15 volunteer sisters who rotate to provide monthly contact for all project recipients as they continue toward their educational goals.

Lynn Pribus has been Chapter AY's PCE chairman for several years and emails volunteers every month to assign a grant recipient for each to



On the couch: Lynn Pribus, Chapter AY PCE chairman, with PCE recipients Kat Bell, Christina Gray, Beth Scott

## CHAPTER AY, VIRGINIA, MAKES A DIFFERENCE—ONE PCE GRANT AT A TIME



by Beverly Prewitt,  
P.E.O. Program for Continuing  
Education Board of Trustees



Chapter AY with two PCE recipients, Jamee Dion and Kelsey Cox



Naomi Giles, Lynn Pribus and Audrey Tock

NOTE: Photos were taken pre-pandemic

contact. Lynn supplies a photo and some information about the student so the sister's contact with the student is more personal. Volunteers encourage their student by phone, email or by sending a card. On occasion, a gift card or fancy teabag might be included. Lynn also invites "PCEers" to chapter socials and special programs.

Lynn explains, "I love these women and their determination. Some have been planning their return to school for years. I love to hear their stories." Often recipients ask Lynn what they can do to "repay" the support offered to them. "I always tell them the same thing," she says, "find us another woman to sponsor for a PCE grant."

This provides Chapter AY with an ongoing list of candidates and keeps the work of P.E.O. and PCE in the forefront as students network with each other. Lynn and her team support recipients through graduation then celebrate with them as they look toward the future. Information about P.E.O. membership is provided so when the time is right perhaps the seed that has been planted will grow. Chapter AY is proud to have one former PCE recipient as a chapter member and is actively working to encourage others to make the transition to membership in the P.E.O. Sisterhood.



Kara Snapp, who received her PCE grant in December 2020, wrote to Chapter AY, "I am two years into a three-year master's program, and your support has been incredible. I appreciate the encouraging words, uplifting messages and surprises in my inbox. I am so thankful for the support you have offered and the faith you have had in me to succeed in my program. Knowing there is a strong, successful, and inspiring group of women pulling for me has been amazing! Your chapter has contributed to my ongoing success. My family and I are forever grateful."

Letters like this make all the work worthwhile; and Kara has already recommended two other women for PCE grants! ★



# Threads of Neuroscience: A MOTHER-DAUGHTER COLLABORATION

by Terry Northcutt, P.E.O. Scholar Awards Board of Trustees

## What happens when a neuroscientist and her P.E.O. artist mother collaborate with each other?

They create four pieces of art that reflect both the neuroscientist's brain imaging work and the creative stitchery of the mother. Jeannette Miller is a P.E.O. with many talents, especially her skill in embroidery. She was initiated into Chapter NJ, Fort Dodge, Iowa, in 1981 and has been in chapters in Illinois, North Dakota and Wisconsin. Currently she is a member of Chapter K, Towson, Maryland. Karla Miller (Jeannette's daughter), a 2000 P.E.O. Scholar Award recipient is a tenured professor at the University of Oxford in England.

Karla explains that much of modern neuroscience is based on the concept that the brain is divided into many regions, which have specialized tasks. Each of us has brain regions dedicated to vision, language and memory. Her research group's project draws inspiration from the pioneering work of Korbinian Brodmann, who defined these brain regions as we know them today.

Brodmann's early drawings depicting the different regions were done before there was color printing; therefore, he created drawings using different symbols to designate the various regions. Wanting to combine science and art, Karla created computer-generated models that would be used to create her mother's embroidered pictures. For their first project, Jeanette replicated the early drawing of Brodmann by stitching unique textures to depict the regions. **(See brain #1)**

Today, scientists can indicate regions with colors. Using Karla's brain imaging scans, Jeanette's second embroidery depicts modern color mapping.

**(See brain #2)** Because Karla's research group is based at the Wellcome Centre for Integrative Neuroimaging, the third embroidery represents the center's logo. **(See brain #3)** This facility is considered the premier center in the use of brain imaging to investigate how the brain's function and structure support our remarkable cognitive capabilities as humans. While brain imaging techniques are a huge advance on the dissections performed by Brodmann, these methods cannot yet reveal everything there is to know about the brain. Jeannette's fourth embroidery evokes this partial view of the brain as a map of simple outlines, yet to be completed. **(See brain #4)**

Karla acknowledges her mother as an inspiration, encouraging her to follow her dreams and to obtain a top-rate education. Karla's interest in the brain started in her teens and continued during her undergraduate degree at the University of Illinois. She received the P.E.O. Scholar Award during her Ph.D. at Stanford University and used it to attend Oxford University to study with people from all around the world. Beyond the monetary value, the Scholar Award application process made a huge impact on Karla's research career because it was the first time she had to justify her own original research project. Applying for the Scholar Award was also her first experience of grantsmanship, something she has clearly mastered in her professional career since she has been awarded millions of dollars in grants. She encourages all young researchers, just starting their careers, to apply for a Scholar Award from the P.E.O. Sisterhood. ★



#1



#2



#3



#4

***Beyond the monetary value, the Scholar Award application process made a huge impact on Karla's research career because it was the first time she had to justify her own original research project.***



# Tips to Help Your STAR Applicant Shine

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

*“Great things are not done by impulse,  
but by a series of small things brought together.” – Vincent Van Gogh*

The STAR application process for 2022-2023 will get underway on August 15. Please consider the five STAR Quality points as you work with your applicant to ensure that she creates the most complete picture of her life experiences to-date.

**1 Honor your applicant's schedule.** Now—before school starts—is the time for her to compile a complete listing of information for each category. Be willing to review her resume and to make suggestions about what should be included. The trustees find that many students do not want to appear “boastful” and do not include every accomplishment. Frequently we learn about many student achievements because the chapter and references mention them.

**2 Encourage her to check her calendar for the first three years of high school to correctly include all of her activities and the hours spent.** If you are working with a younger student who will be considered in the future, encourage her to begin keeping good records. This information is very important.

**3 Remind student to select references who know her well and who will write the most thorough answers to the text box questions.** Remind her to share her deadlines with them because if a reference misses the deadline, her application will NOT be considered. She needs to follow up—do not assume! Remember: NO family member should write either a reference or the chapter responses to the text box questions.

**4 Encourage her to be creative with her essay.** This is the time to tell her story and while she may not have a college major in mind, she should reflect on her interests and possible career choices.

**5 Color-code your calendars.** In today's hectic world, a color-coded calendar is a key to success utilized by many STAR applicants! This will ensure that she will not miss her deadline—30 days following the link that she receives for the application. The night of day 30—the time for submitting her application—is 11:59 p.m., Eastern Standard Time. Make sure she knows what time that is in her location. Waiting until the last minute to send the application can spell disaster in the case of power failures, computer issues or other unforeseen circumstances. NO exceptions are considered for missed deadlines. Stay in contact with her and offer support as she completes her application.

**6 Conduct thorough interviews.** This will not only tell you about your student but will give you complete information for the chapter portion. Continue to remain in contact to encourage her as she completes her final year of high school. Get acquainted with her family and invite them to chapter social functions whenever possible. Your strong support makes a difference and, remember, they could be potential chapter sisters.

Thank you for your participation and support as your student reaches “for the STARS.” Best wishes for good news in April 2022! ★

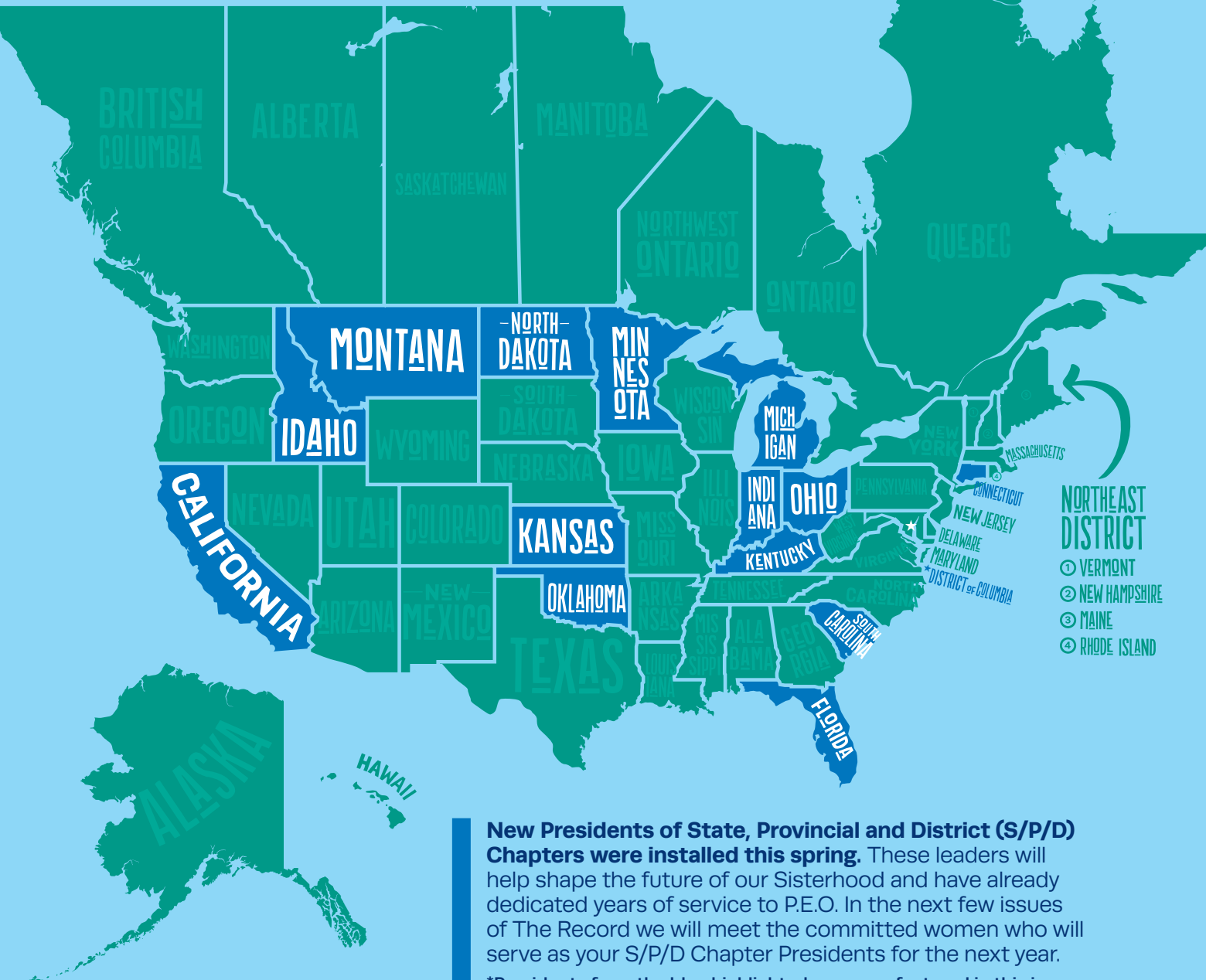
## THANK YOU!

The STAR trustees want to thank the many chapters and students who participated in the STAR application process in the time of COVID-19. The new deadlines for students to be submitted, as well as the restrictions on in-person meetings added challenges! Congratulations to the **900 students** who received a STAR Scholarship and the **845 chapters** who became Constellation Chapters!



# GALLERY OF PRESIDENTS 2021-22

Meet Your State, Provincial & District Presidents



## New Presidents of State, Provincial and District (S/P/D)

**Chapters were installed this spring.** These leaders will help shape the future of our Sisterhood and have already dedicated years of service to P.E.O. In the next few issues of The Record we will meet the committed women who will serve as your S/P/D Chapter Presidents for the next year.

\*Presidents from the blue highlighted areas are featured in this issue.



**JENINE McQUAID**  
**California**

*The Time is NOW!*

Jenine McQuaid was given the gift of P.E.O. in 1994 and was a charter initiate into Chapter WT, Santa Clarita, California. Jenine transferred to Chapter WD in 2000 after they moved to Rancho Santa Margarita, California. She held multiple offices within her local chapter and has supported California State Chapter as the 2010 vice chairman and AV specialist in 2012, 2016 and 2017.

Jenine and her BIL, Mark, have been married 28 years and have two sons, Wesley and Riley. Mark is a general manager for HCI Systems. Wesley works in tech sales in Denver, Colorado. Riley served as a U.S. Marine, and is now an EMT in Riverside, California.

Jenine has a B.S. in electrical engineering and MBA degrees. She has worked in all areas of business, including being a chief operating officer. In 2019 she started her consulting practice supporting small businesses and helping the elderly community with daily money management.

Her mission is to lead and connect with others who are dedicated to achieving results and contributing to something greater than themselves. In her spare time she is on the golf course, reading and connecting with friends and family.



**LAURA DECKER**  
**Connecticut**

*SIS – Sisters  
Inspiring Sisters*

Laura Decker was born in La Junta, Colorado. After graduating from college in 1980 her family gathered in La Junta for a sister's wedding. During this occasion, Chapter DQ, Colorado, initiated Laura into P.E.O. with her mother and four sisters all in attendance. This was the only meeting Laura attended with Chapter DQ as she moved to Connecticut and joined Chapter U, her P.E.O. home for over 40 years.

She graduated from the University of Notre Dame, Indiana, with a degree in business administration. Once in Connecticut, Laura was hired by The Travelers Insurance Company. Without changing locations her job moved to MetraHealth and then to UnitedHealthcare. She retired after 33 years in the Group Health Insurance industry.

In 1982 she married her husband. Laura and her husband have a married daughter and one-year-old grandson in Dallas, Texas. In addition to traveling to see their family in Dallas, she also enjoys traveling to see her siblings, along with many nieces and nephews as well as their families who live throughout the United States.

P.E.O. has been a major part of her life and she cherishes the sisters who have become her Connecticut family.



**SARAH BEATTY**  
**District of Columbia**

*Bloom Where You Are  
Planted: P.E.O. Influence  
in our Community*

Sarah Beatty is originally from Brockton, Massachusetts, and graduated from the Rochester Institute of Technology, Rochester, New York, in 2006. Sarah has been working in real estate in the D.C. Metro Area since 2007.

Sarah was given the gift of P.E.O. by her grandmother, Lucile Baker. Lucile sent an "Introduction of a Woman" form into D.C. chapters when Sarah moved to the District of Columbia. She was initiated into Chapter U, District of Columbia, in 2008.

Sarah and her BIL, Chris, live in the Foggy Bottom Neighborhood of the District of Columbia with their rescue dog, Marla Hooch. They are season ticket holders for the Washington Nationals and big baseball fans. They have the goal to visit every major league ballpark. They spend their free time exploring their home town, sporting events and traveling. In the summer, they vacation on Lake Sunapee, New Hampshire, where her family has owned a summer cabin business since 1933.



**CAROLYN WALKER**  
Florida

*Sisters: A Gift of P.E.O.*

Carolyn Walker was born and grew up in Jacksonville, Florida, then attended Florida State University in Tallahassee, Florida, where she joined Delta Zeta sorority. Carolyn is the collegiate chapter financial adviser and local alumnae chapter vice president. Growing up as an only child, her love of "sisterhood" began in college, and grew with her initiation in P.E.O. Carolyn's mother, Carolyn Crawford, entered Chapter Eternal in 2004 as a 60-year member of P.E.O. in Chapter H, Jacksonville, Florida.

Carolyn's P.E.O. journey began in 1988 in Chapter GR, Tallahassee, Florida. She served as both corresponding secretary and treasurer multiple times and served as vice president and president. Carolyn was appointed to the Florida State Chapter (FSC) Membership Committee in 2012 as an Area Membership Coordinator and then served as chairman before joining the FSC Executive Board in 2017.

Carolyn began employment with the State of Florida in 1971 and worked in various state government agencies for more than 35 years before retiring in early 2007.

Carolyn and her husband, Larry, married in 1994 and she gained an instant family, which now includes two daughters and their husbands, five grandchildren with four spouses, and six great-grandchildren.

When not serving P.E.O., Carolyn enjoys spending time with family, traveling and reading.



**KELLY HAUN**  
Idaho

*The Greatest of these is Love*

Kelly Haun was born in Weiser, Idaho. She was initiated with her mother into Chapter T, Weiser, Idaho, in 1985. She was given consent to select the charter list for Chapter CO, Fruitland, Idaho, in 2015 and became a charter member. She then transferred back to Chapter T after two years.

Kelly married Herb Haun right out of high school and enjoyed living on the farm and working at various jobs. They now own an onion packing business with other family members which keeps them busy all winter and farming during the summer. Herb and Kelly also enjoyed being youth group leaders and doing mission work for 12 years at the Weiser Community Church.

After her two children were born, Kelly earned her B.S. from Eastern Oregon University. She then taught fourth grade for six years. She went on to various other positions in the Weiser School District. She finished out her career as a substitute and Positive Action Teacher.

Kelly volunteers on the board of Love Inc. Washington County and the Weiser Library board. She is also a part-time secretary for a local ditch board.

Kelly and Herb have two adult children, a daughter Elizabeth (Darin) Heftie, Chapter IH, Elkhorn, Nebraska, and Rob (Brienne) Haun. Her six grandchildren are the light of her life.



**JULIE MOLL**  
Indiana

*Coming Together to Make a Difference*

Julie Moll grew up in Peoria, Illinois. She was a month old when her mother was initiated into Chapter CZ, Peoria, Illinois. Twenty-two years later, Julie joined her mother as a member of CZ. Her initiation was the weekend she graduated from Purdue University, West Lafayette, Indiana, with a B.S. in industrial engineering. She then moved to Indianapolis and transferred to Chapter DP. She received her MBA from Indiana University, Bloomington, Indiana, in 1992.

Julie is a third generation P.E.O. Her mother, sister, sister-in-law, aunt and both grandmothers are also sisters. Her aunt is a past president of Indiana State Chapter and they have enjoyed sharing their experiences.

Julie has held most local offices and has served on the Indiana State Membership Committee. A P.E.O. highlight was being the volunteer coordinator for the 2015 Convention of International Chapter in Indianapolis. It was a learning and growing experience and a lot of fun! Her BIL, Tom, has always been there to support and assist when needed.

After a 34-year career, Julie retired from Allison Transmission. She and her BIL enjoy hiking, riding their tandem bicycle, time with family, reading, clicker training her cats and various hobbies. They enjoy adventures and trying new things.



**CAROL WARDEN**  
**Kansas**

*Jazz it Up with P.E.O.*

Carol Warden was elected president of Kansas State Chapter in June 2021. She was introduced by a friend to P.E.O. and was initiated into Chapter DE, Manhattan, Kansas, in June 2005. She has served as treasurer, vice president and president of her chapter.

Carol was born in Wilsey, Kansas. She spent all of her 12 school years at Wilsey Grade and Wilsey Rural High School. She attended American Business College in Wichita, Kansas, from 1963–1965 and completed study courses in both executive secretarial and accounting. She spent most of her career doing accounting and personnel work.

Carol met her husband, Michael, while working in Jacksonville, Florida. They married in August, 1973. They lived in three other states before settling in Baton Rouge, Louisiana, in 1974. From 1980–1986 Carol managed two Homeowner Associations. Carol took up playing tennis and became a United States Tennis Association referee and umpire. She served on many tennis association boards during this time and was president of Baton Rouge Women's Tennis Association from 1985–86.

After 29 years in Baton Rouge, Louisiana, they retired to Manhattan, Kansas, in 2003. They have no children but have truly spoiled three nieces, one nephew and their families.

Carol's hobbies include tennis, cooking, entertaining, traveling, working crossword puzzles, quilting and playing her piano.



**JAN GERDOM**  
**Kentucky**

*Wild About P.E.O. –  
the more you know,  
the more we grow*

Jan Gerdorn was initiated into P.E.O. at the organization of Chapter EG, New Brighton, Minnesota, in 1979. Originally from Iowa, she and her husband, Peter, moved to Minneapolis after graduating from Iowa State University. Her degree was in home economics, but her career took a different direction and she worked for over 30 years in commercial equipment leasing.

Job transfers took their family to Louisville, back to Minneapolis, to Lexington, to Cincinnati and now back to Lexington to enjoy retirement. With each move Jan was welcomed by P.E.O. chapters including H in Louisville, X in Lexington, Chapter A in Loveland, Ohio, and now back to Chapter X! Their move to Lexington in 2016 brought them closer to their daughter, Sarah, and her family, including two wonderful grandchildren, Hailey and Andrew.

While in Ohio, Jan served on the board of Milford Miami Ministry, a source for food and financial assistance, and chaired its 5K walk/run fundraiser for five years. She hopes her retirement will bring opportunities to work on scrapbook projects, travel to new places, finish numerous cross stitch projects and continue to perfect her cookie decorating skills with Hailey.



**SUE SUNDHEIMER**  
**Michigan**

*The Nature of P.E.O.:  
Sowing Seeds for  
Our Future*

Sue Sundheimer was initiated into Chapter AT, Grand Rapids, Michigan, in 1994. She served on the state A&R Committee prior to board service. P.E.O. is a family affair. Her mother, two sisters, her daughter and two nieces are members.

She is a graduate of Drake University, Des Moines, Iowa, where she received her B.S. degree in business administration. She and her husband, Steve, have three children and one grandchild. She was thrilled when their oldest daughter decided to attend Cottey College. It was the perfect fit!

Sue is the wedding coordinator for Trinity United Methodist Church and enjoys working with couples as they plan for their special day. As an active volunteer at Trinity, she works with the Community Ministries Program serving at-risk elementary children. Leading the kids in science experiments is a pure joy. She has been a faith formation leader for K–2nd grade for 26 years.

Sue has volunteered with Laughfest, an annual festival celebrating laughter for the health of it, since 2013. The festival raises money for Gilda's Club which offers free cancer and grief support for all ages.

In her spare time Sue enjoys hiking, canoeing, camping, gardening and reading.



**CATHY HOFFMAN**  
**Minnesota**

*Let Your Star Shine:  
P.E.O.s Make the  
World Brighter*

Cathy Hoffman was born and lived in the Kansas City, Missouri, area for 40 years. She and her BIL, Doug, have three kids—Tyler, Caitlin and Nathan. They enjoy traveling and going to Twins games. She was initiated into her mother's chapter, CJ, Excelsior Springs, Missouri, in May 1979. Her sister, aunt and sister-in-law are also P.E.O.s.

Three months after her initiation, Cathy stepped onto the campus of Cottey College and graduated with an A.A. and an emphasis in science. She transferred to the University of Missouri and graduated with a B.S. in secondary education and biology certification. In 2013 she earned a Master of Science in biology from the University of Minnesota, and currently teaches anatomy and physiology for National American University.

Cathy was a charter member of MT, Kansas City, Missouri, but transferred to Chapter IX, Shawnee Mission, Kansas, when her schedule changed. Her family had two interstate moves where she transferred to Chapter EX, Fulton, Michigan, in 2004 and then Chapter FK, Lakeville, Minnesota, in 2010. In each move, Cathy knew finding a chapter was important to connect with sisters and feel at home in the community.

Cathy is grateful for each woman who entered her life because of P.E.O. Her hobbies include quilting, crochet and gardening.



**KATHY BROWN**  
**Montana**

*And the Star of  
the Show is P.E.O.!*

Kathy Brown was introduced to P.E.O. by a special woman she calls her "other Mother" and was initiated into Chapter J, Lewistown, Montana, in 1991 where this "mother" was the chapter president. Kathy holds P.E.O. close in her heart since that very moving ceremony.

She experienced one of P.E.O.'s special gifts when she moved to Billings and was embraced by Chapter AE in Billings, where she developed wonderful friendships with those sisters; one of who is serving as her convention adviser.

Kathy later moved to Helena and quickly accepted an invitation to join Chapter BK, where she was elected president for the first time, serving two years. She is so proud of her chapter for their numerous project recipients, especially the P.E.O. Scholar Awards they have sponsored, having three in one year!

Kathy and her BIL, Webb, love traveling and have visited all 50 states and all seven continents! They enjoy visiting their daughter and husband and two granddaughters whenever possible. They are blessed to have Kathy's dad and two adorable Shih Tzus living with them, and she is grateful for the love and support she receives from her family, friends, chapter sisters and her sisters on the state board. What an amazing gift!



**WANDA NESS SEYLER**  
**North Dakota**

*Roots and Wings:  
Our roots remind us  
where we are from,  
and our wings show us  
what we can become.*

Wanda Ness Seyler was born in Grand Forks, North Dakota. She was initiated into her mother's chapter, D, in 1992. Her mother was the president of North Dakota State Chapter from 1993–1994.

As a genealogist, Wanda is in awe of the legacy of Chapter D. Carrie Bonebrake Simpson was a charter member, served as the first president, and urged the formation of the North Dakota state chapter. Simpson later became the only North Dakotan to serve as president of Supreme Chapter. At the first state convention in 1915, Chapter D presented a resolution that stated, "January 21 of each year be set apart for observance in each chapter as Founders Day." This resolution was adopted by Supreme Chapter.

Wanda is an administrative secretary for the Department of Atmospheric Sciences at the University of North Dakota. She lives in East Grand Forks, Minnesota, with her husband of 38 years, Joe. They have one daughter, Stephanie, who works in Denver, Colorado.

Wanda enjoys scrapbooking, reading, counted cross-stitch and hockey. She has enjoyed the friendship and love of P.E.O., especially meeting sisters in other chapters and attending state and international conventions.



**JANICE HORNACK**  
Ohio

*Carrying Our  
Story Forward*

Born in Grand Haven, raised in Grand Rapids, and receiving her B.A. in biology from Hope College in Holland, Jan was a Michigander until she traveled to Cleveland, Ohio, in 1968 to be a graduate student in physical therapy at Case Western Reserve University. Remaining in Cleveland, she worked as a physical therapist at the Cuyahoga county hospital MetroHealth for 43 years. She met her late husband, Emil, while working there, marrying in 1975. They were blessed with four daughters, and she now has two grandchildren, Lilly and Ben. Two of her daughters were recipients of three P.E.O. Educational Loan Fund (ELF) loans.

Initiated into Chapter Q, Cleveland Heights, Ohio, in 1997, she held many offices in her chapter prior to becoming the Ohio chairman of ELF in 2013. She was named to the finance committee in 2015, and joined the Ohio State Board in 2017. She has learned many new skills during her time on the state board and has been blessed with many meaningful friendships.

Jan has traveled to many countries in Europe, Central America and Africa. She takes piano lessons from her 99-year-old Chapter Q sister, and enjoys singing in choirs, playing bridge, reading, hiking and golf. She especially loves spending time with her family and is fortunate to have them living close by.



**BARBARA CORNELL**  
Oklahoma

*P.E.O. – Imagine,  
Illumine, Inspire*

Barbara Cornell, Chapter GK, Yukon, Oklahoma, was privileged to receive a 50-year Golden Girl certificate in 2020! She was initiated into Chapter ED, Bartlesville, Oklahoma, the chapter her mother helped charter. She boasts four generations of P.E.O.s in her family. One sister and niece are members of AR, Stromsburg, Nebraska. Another sister is a member of Chapter C, Nashville, Tennessee. Barbara was blessed to be able to initiate her daughter into her chapter. She has three other daughters, 12 grandchildren and one great grandchild.

Barbara attended Northeastern State University, Tahlequah, Oklahoma, and the University of Central Oklahoma, Edmond, to complete both a bachelor's and a master's degree in education.

She taught kindergarten for 27 years. After retiring she worked four years as the children's director at the First United Methodist Church in Yukon. She is currently serving as the Children's Council Chairman and helps in many other capacities in the children's programs.

Butterfly gardens are her passion. Barbara also enjoys yoga, walking, reading, traveling with friends and family and boating at the numerous Oklahoma lakes with her BIL, Tom.



**ELISE McCASLAND**  
South Carolina

*Seek. Serve. Grow.  
Bee P.E.O.*

Elise McCasland was born and raised in Midland, Texas. She earned an undergraduate degree in elementary education from Southwestern University, Georgetown, Texas, and a master's degree in education from Xavier University, Cincinnati, Ohio. She retired from a 32-year career in public school education in Ohio where she taught kindergarten and first grade. Before retiring permanently, she taught for two years at Xavier University.

She was initiated into Chapter R, Greenville, in 2005, and served that chapter as president, vice president and chaplain. In 2016, she transferred to Chapter F, Greenville, where she has served as corresponding secretary. She has been a chapter delegate to state convention, a state delegate to International Convention and served as co-chairman of the 2014 state convention. She has served as state chairman for the P.E.O. International Peace Scholarship, P.E.O. Scholar Awards and the P.E.O. Program for Continuing Education and as state philanthropy committee chairman.

Elise is married to Mike, who is retired from General Electric/Aircraft Engines. They have a daughter, Erin, a son-in-law, TJ, and a granddaughter, Sofia. She and Mike enjoy visiting them, traveling with South Carolina and Ohio friends and playing golf. Elise also enjoys needlepoint projects when time allows! ★

# PROPOSED AMENDMENTS

## Report of the Study and Research Committee on Amendment A-2, Referred from the 2019 Convention of International Chapter

Submitted to the Executive Board of International Chapter on September 1, 2020

At the 2019 Convention of International Chapter members of convention voted to refer amendment A-2 to the Study and Research Committee of International Chapter to determine if removing the reference “state chapter” used throughout the Constitution to designate “state, provincial and district chapter” should be replaced with state/provincial/district or for the committee to provide other language throughout the Constitution to reflect the nomenclature used in the different countries that are part of International Chapter, and the equal rank state, provincial, and district chapters possess; and for the Study and Research Committee to submit a report of their findings and recommendations to the executive board of International Chapter by September 1, 2020; said report will be published in The P.E.O. Record and presented to the delegation at the Convention of International Chapter in 2021, at which time amendment A-2 will be reconsidered.

Amendment A-2, submitted by Alberta-Saskatchewan Provincial Chapter and North Carolina State Chapter, would amend the Introduction of the P.E.O. Constitution, ARTICLE V JURISDICTION, paragraph 2 by striking out the words “Hereinafter the words “state chapter” shall be used to designate state, provincial, or district chapter.” Variations of this amendment have been proposed at Convention of International Chapter in 2013, 2017 and 2019, and although the votes have been closer over that time period those amendments have not reached the 2/3 vote necessary for adoption.

“State chapter” has been used as the designation for state, provincial or district chapters in the P.E.O. Constitution for over 70 years. State, provincial, and district chapters are identified in the Introduction, Article V, of the Constitution as the mid-level tier of the governing entity of P.E.O., between International Chapter and the local chapter. As such, each state, provincial, or district chapter is a vital link in the exchange of information between International Chapter and local chapters and is highly visible to members.

The Sisterhood is currently comprised of 45 state chapters, four provincial chapters in Canada and two district chapters within the United States. Additionally, there is one subordinate territory, in which the local chapters are under the jurisdiction of International Chapter. Language used in the Constitution has evolved as the structure of the organization has changed. In 1906 the Sisterhood was divided into Supreme Grand Chapter, State Grand Chapter, and Subordinate Chapters; in 1921 the entities were designated as Supreme Chapter, State Chapters and Subordinate Chapters. The first Canadian chapter, British Columbia, was organized in 1925, and in 1927 the Constitution stated that “this organization is divided into the Supreme Chapter, State Chapters and Local Chapters.” At that time it further stated that “When there are 9 chapters in any state, territory or province, they may obtain from the President of Supreme Chapter a dispensation and form an organization to be known as a State, Territorial or Provincial Chapter.” By the time the Constitution of 1944 was printed it contained the following language: “Hereinafter the words “State Chapter” shall be used to designate State, Provincial, District, or Territorial Chapter.” Since then, Manitoba (1951), Ontario (1955) and Alberta (1963) Provincial Chapters have been organized, and ON-QB (1987), MB-NWON (2008) and AB-SK (2008) have been created through mergers of provincial and local chapters.

When describing the mid-level tier of the Sisterhood, the Study and Research Committee agrees with established use that for the sake of brevity a short phrase is preferable to using “state, provincial, or district chapter” in the Constitution. Removing “state chapter” as the designation where “state, provincial, or district chapter” is intended would remove the abbreviated form from the Constitution.

The Study and Research Committee researched the governing levels of various national and international organizations and weighed alternative words to “state chapter”. Consideration was given to the political and geographic similarities and differences within our organization, recognizing that the word “state” does not fit every entity and that certain terms might be used or interpreted differently by different entities. And, as the Executive Board of International Chapter has the authority to organize chapters in other countries, using a short phrase to designate the mid-level tier of the Sisterhood could provide the flexibility to include such chapters in this tier without changing the Constitution. After considering the various alternatives to “state chapter”, the Study and Research Committee recommends that “unified chapter” be used to designate state, provincial, and district chapter in the Constitution. This recommendation recognizes and respects the unique character of the state, provincial and district chapters represented in the Sisterhood and acknowledges both the practical and symbolic importance of a shortened phrase to encompass the various entities when referenced in the Constitution. Currently, there are places in the Constitution where the words “state chapter” are written which are not used to designate “state, provincial and district chapter”, and therefore, the committee wants to emphasize that the change from “state chapter” to “unified chapter” would not affect all locations in the Constitution where “state chapter” is used. Each sentence using the words “state chapter” would be reviewed to determine if the intent was to designate “state, provincial and district chapter” and would, therefore, need to be changed to “unified chapter”.

Proposed amendment A-2, to amend the Introduction of the P.E.O. Constitution, Article V, Jurisdiction, paragraph 2, by striking out the words “Hereinafter the words “state chapter” shall be used to designate state, provincial, or district chapter” was referred to the Study and Research Committee for consideration and recommendations. The committee recommends that for the proposed amendment, the following substitute be adopted: Amend the Introduction of the P.E.O. Constitution, Article V, Jurisdiction, paragraph 2, by striking out the words “state chapter” and inserting the words “unified chapter” so that if adopted the paragraph would read: “Hereinafter the words “unified chapter” shall be used to designate state, provincial, or district chapter.”

# PROPOSED AMENDMENT TO THE P.E.O. CONSTITUTION

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**

## 1. Submitted by the Study and Research Committee

(page 12) Amend Introduction, Article V, JURISDICTION, paragraph 2 by striking out the words "state chapter" and inserting the words "unified chapter".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words " <del>state chapter</del> <u>unified chapter</u> " shall be used to designate state, provincial, or district chapter.	Hereinafter the words "unified chapter" shall be used to designate state, provincial, or district chapter.

**EXPLANATION:** Would change the words "state chapter" to "unified chapter" to designate state chapter, provincial chapter, or district chapter.

**RATIONALE:** This change better reflects the nomenclature for all entities that are part of International Chapter.

**NOTE:** If adopted, the Constitution will be edited to use "unified chapter" where "state chapter" is currently used to designate "state, provincial or district chapter".

**Submitted by the Study and Research Committee — Beth Linderman, Chairman; Karen Blair, Vice Chairman; Elizabeth McFarland; Christine Ankeney; Judith French; Karen Leftwich**

## INTRODUCTION TO PROPOSED AMENDMENTS

Publication of amendments to International documents in The P.E.O. Record constitutes advance notice as required by the Constitution of the P.E.O. Sisterhood. The amendments are presented in a three column format which gives current wording, proposed changes and wording if adopted. Underlined words are inserted or added and words that have a line through them are struck out.

Chapters and individuals are encouraged to thoughtfully consider the merits of each amendment. The voting members of convention should wait until after hearing debate at convention to decide how they will vote on each amendment. The goal of the members of convention should be to come well prepared and contribute to the expeditious handling of the amendments at convention.

The following amendments were in the hands of the chairman of the Study and Research (S&R) Committee by the deadline specified in the Constitution and have successfully completed the steps required to be debated and voted upon at the 2021 Convention of International Chapter.

## Key to Presentation of Amendments in Groups



**AS A WHOLE:** tend to be a main objective amendment with conforming amendments; discussed as a group; cannot be divided; single vote adopts/defeats entire group.



**SERIATIM:** series of amendments that are closely related, each dependent upon adoption of the other; separate discussion on each, then closing discussion as a group; cannot be divided; single vote adopts/defeats entire group.



**AS A BLOCK:** unrelated amendments, "housekeeping" in nature; no discussion; single vote adopts/defeats entire block; requests for information allowed; member can request item be pulled for separate discussion and vote.

(Voting order may change)

PROPOSED AMENDMENTS TO THE INTRODUCTION TO THE CONSTITUTION OF THE P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

UNDERLINED PRINT = INSERT OR ADD; LINE-THROUGH WORDS = STRIKE OUT.

At 2019 Convention of International Chapter the following amendment was referred by motion adopted to the Study and Research Committee for review, recommendation and reporting at 2021 Convention of International Chapter. The amendment is brought back for consideration.

2019 A-2. SUBMITTED BY ALBERTA-SASKATCHEWAN PROVINCIAL CHAPTER AND NORTH CAROLINA STATE CHAPTER

(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2 by striking out the words "Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	

EXPLANATION: Would eliminate the designation of "state chapter" for state chapter, provincial chapter, or district chapter.

RATIONALE: This change better reflects the nomenclature used in the different countries that are part of the International Chapter.

NOTE: If adopted, the Executive Board of International Chapter will edit the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood to identify state, provincial and/or district chapters where applicable.

The Report of the Study and Research Committee is published in this edition of The Record and will be presented at Convention. It is the recommendation of the Committee to amend by substitution amendment 2019 A-2 with the following proposed amendment. This proposed amendment will be considered first as a substitute for the above and, if it is not adopted, then consideration and vote will take place on 2019 A-2.

SUBMITTED BY THE STUDY AND RESEARCH COMMITTEE

(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2 by striking out the words "state chapter" and inserting the words "unified chapter".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words "state chapter unified chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words "unified chapter" shall be used to designate state, provincial, or district chapter.

EXPLANATION: Would change the words "state chapter" to "unified chapter" to designate state chapter, provincial chapter, or district chapter.

RATIONALE: This change better reflects the nomenclature for all entities that are part of International Chapter.

NOTE: If adopted, the Constitution will be edited to use "unified chapter" where "state chapter" is currently used to designate "state, provincial or district chapter".

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*The following proposed amendment will be considered if 2019 A-2 is not adopted.  
If 2019 A-2 is adopted, then the wording proposed by this amendment is no longer in the Constitution.*

#### A-1. SUBMITTED BY MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER

(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2, by striking out the word "state" preceding the word "chapter" and inserting the designation "s/p/d".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words state " <u>s/p/d</u> chapter" shall be used to designate state, provincial or district chapter.	Hereinafter the words "s/p/d chapter" shall be used to designate state, provincial, or district chapter.

**EXPLANATION:** Would change from state to s/p/d the generic designation for all state, provincial and district chapters.

**RATIONALE:** Reflects more inclusivity and respect towards provincial and district chapters.

**NOTE:** If adopted, the Constitution will be edited to read "s/p/d" where appropriate.

*The following proposed amendment is the same as 2019 A-2 and it will only be considered if 2019 A-2 is withdrawn.  
If a vote is taken on 2019 A-2, a governing body cannot be asked to decide the same question twice during meetings in the same session.*

#### A-2. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER AND ONTARIO-QUEBEC PROVINCIAL CHAPTER

(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2 by striking out the words "Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter.	

**EXPLANATION:** Would eliminate the designation of "state chapter" for state chapter, provincial chapter, or district chapter.

**RATIONALE:** This change better reflects the nomenclature used in the different countries that are part of the International Chapter.

**NOTE:** If adopted, the Executive Board of International Chapter will edit the Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood to identify state, provincial and/or district chapters where applicable.

#### A-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 3, sentence 1, by striking out the word "subordinate" and inserting the word "non-chartered".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Hereinafter the words "chapters in subordinate territory" shall be used to designate local chapters in territory where there is no state chapter. Such chapters shall be under the jurisdiction of International Chapter.	Hereinafter the words "chapters in <u>subordinate</u> non-chartered territory" shall be used to designate local chapters in territory where there is no state chapter. Such chapters shall be under the jurisdiction of International Chapter.	Hereinafter the words "chapters in non-chartered territory" shall be used to designate local chapters in territory where there is no state chapter. Such chapters shall be under the jurisdiction of International Chapter.

**EXPLANATION:** Would change the word "subordinate" to "non-chartered" to designate territory where there is no state chapter.

**RATIONALE:** Uses neutral language to describe chapters in territories where there are no state, provincial or district chapters.

PROPOSED AMENDMENTS TO PART I OF THE CONSTITUTION OF THE P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)  
UNDERLINED PRINT = INSERT OR ADD; LINE-THROUGH WORDS = STRIKE OUT.

B-1. SUBMITTED BY MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER

(page 16) Amend CONSTITUTION, Part I, ARTICLE V, NOMINATIONS AND ELECTIONS, Sec. 4 – NOMINATION OF OFFICERS, paragraph 1, sentence 3 by striking out the word “chairman” and inserting the word “chair”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
The chairman shall be named by the president and approved by the executive board.	The chairman <u>chair</u> shall be named by the president and approved by the executive board.	The chair shall be named by the president and approved by the executive board.

**EXPLANATION:** Would change the title of chairman to chair.  
**RATIONALE:** “Chair” is a non-gender term.  
**NOTE:** If adopted, all references to the word “chairman” or “chairmen” will be replaced with “chair” or “chairs” to conform in the Constitution, Bylaws, Standing Rules and Procedure for P.E.O. Chapter Meeting, Ceremony of Initiation and Ceremony of Installation.

THE FOLLOWING THREE PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK – THE BLOCK WILL BE VOTED UPON AS ONE WITHOUT DISCUSSION

B-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 18) Amend CONSTITUTION, Part I, ARTICLE VI – THE EXECUTIVE BOARD, Sec. 8 – WAR EMERGENCY AUTHORITY, by striking out the word “war” and inserting the word “public” in the section title and sentence one.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 8 – WAR EMERGENCY AUTHORITY. The Executive Board of International Chapter shall have authority during a war emergency to make any rules and regulations deemed necessary or advisable in the conduct of the affairs of local, state, or International chapters, even though in conflict with the existing Constitution, Bylaws and Standing Rules governing the Sisterhood.	Sec. 8 – <u>PUBLIC</u> EMERGENCY AUTHORITY. The Executive Board of International Chapter shall have authority during a <del>war</del> public emergency to make any rules and regulations deemed necessary or advisable in the conduct of the affairs of local, state, or International chapters, even though in conflict with the existing Constitution, Bylaws and Standing Rules governing the Sisterhood.	Sec. 8 – PUBLIC EMERGENCY AUTHORITY. The Executive Board of International Chapter shall have authority during a public emergency to make any rules and regulations deemed necessary or advisable in the conduct of the affairs of local, state or International chapters, even though in conflict with the existing Constitution, Bylaws and Standing Rules governing the Sisterhood.

**EXPLANATION:** Would change reference to the emergency authority granted the Executive Board of International Chapter from “war” to that of an emergency affecting the public.  
**RATIONALE:** An emergency affecting the people, as a whole, is beyond the standard definition of war, even with contemporary references as “war on disease,” “war on drugs,” “war on poverty,” etc., and this updated wording would more clearly broaden the definition of an emergency to be inclusive of that which is a threat to the health and safety of the public.

B-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 19) Amend CONSTITUTION, Part I, ARTICLE VII, DUTIES OF OFFICERS, Sec. 3 – PRESIDENT, paragraph 6, by striking out the last sentence.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
No two members of a board or committee shall be residents of the same state.	<del>No two members of a board or committee shall be residents of the same state.</del>	

**EXPLANATION:** Would remove the restriction that members appointed to an International board of trustees or committee are not residents of the same state.  
**RATIONALE:** Allows for continued service by board or committee members in the event of relocation.

**B-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 20) Amend CONSTITUTION, Part I, ARTICLE VII, DUTIES OF OFFICERS, Sec. 4 – VICE PRESIDENTS, paragraph 3 by striking out the words “or physical disability”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 4 – VICE PRESIDENTS. The duties of the first vice president shall be: ... To act as president in case of absence or physical disability of the president.	Sec. 4 – VICE PRESIDENTS. The duties of the first vice president shall be: ... To act as president in case of absence <del>or physical disability</del> of the president.	Sec. 4 – VICE PRESIDENTS. The duties of the first vice president shall be: ... To act as president in case of absence of the president.

**EXPLANATION:** Would remove physical disability as a specified cause for the first vice president to act in the absence of the president.

**RATIONALE:** Clarifies that a physical disability does not prevent an officer from serving International Chapter.

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## PROPOSED AMENDMENTS TO PART II OF THE CONSTITUTION OF THE P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**



**THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE**

**C-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 26) Amend CONSTITUTION, Part II, ARTICLE III – CONVENTION OF STATE CHAPTER, Sec. 4 – PLACE, by inserting the word “/FORMAT” after the word “PLACE” where it appears, and by adding a new paragraph 2.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 4 – PLACE. The state chapter bylaws shall make provision for determining the place of convention and for any change by reason of emergency.	Sec. 4 – PLACE/ <u>FORMAT</u> . The state chapter bylaws shall make provision for determining the place/ <u>format</u> of convention and for any change by reason of emergency.  <u>As determined by the executive board of the state chapter, the convention may be conducted through the use of Internet meeting services, with the consent of and governed by the rules and policies for electronic meetings adopted by the Executive Board of International Chapter.</u>	Sec. 4 – PLACE/ <u>FORMAT</u> . The state chapter bylaws shall make provision for determining the place/ <u>format</u> of convention and for any change by reason of emergency.  As determined by the executive board of the state chapter, the convention may be conducted through use of Internet meeting services, with the consent of and governed by the rules and policies for electronic meetings adopted by the Executive Board of International Chapter.

**EXPLANATION:** Would allow convention of state chapter to be held virtually as determined by the executive board of state chapter, with consent of and in accordance with rules and policies adopted by the Executive Board of International Chapter.

C-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 27) Amend CONSTITUTION, Part II, ARTICLE IV – VOTING, Sec. 3 – METHOD, by adding a new paragraph 2.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 3 – METHOD. The ayes and nays on a question shall be expressed by the words pro and con. All questions pertaining to dues shall be voted upon by written ballot or by electronic voting equipment such method to be determined by the executive board of state chapter.	Sec. 3 – METHOD. The ayes and nays on a question shall be expressed by the words pro and con. All questions pertaining to dues shall be voted upon by written ballot or by electronic voting equipment such method to be determined by the executive board of state chapter. <u>In the event of a virtual convention of the state chapter, an anonymous vote conducted through the designated Internet meeting service shall fulfill any requirement that a vote be conducted by ballot.</u>	Sec. 3 – METHOD. The ayes and nays on a question shall be expressed by the words pro and con. All questions pertaining to dues shall be voted upon by written ballot or by electronic voting equipment such method to be determined by the executive board of state chapter. In the event of a virtual convention of the state chapter, an anonymous vote conducted through the designated Internet meeting service shall fulfill any requirement that a vote be conducted by ballot.

**EXPLANATION:** Would stipulate that voting in a virtual convention of a state, provincial or district chapter be conducted anonymously through the internet meeting service for ballot votes.

**RATIONALE:** Allows a state, provincial or district convention and related written ballots to be accomplished through a virtual convention.

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C-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 31) Amend CONSTITUTION, Part II, ARTICLE VIII, DUTIES OF OFFICERS, Sec. 3 – VICE PRESIDENT, paragraph 3 by striking out the words “or physical disability”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence or physical disability of the president.	Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence <del>or physical disability</del> of the president.	Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence of the president.

**EXPLANATION:** Would remove physical disability as a specified cause for the vice president to act in the absence of the president.

**RATIONALE:** Clarifies that a physical disability does not prevent an officer from serving a state, provincial or district chapter.

PROPOSED AMENDMENTS TO PART III OF THE CONSTITUTION OF THE P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)  
**UNDERLINED PRINT = INSERT OR ADD; ~~LINE THROUGH WORDS~~ = STRIKE OUT.**

 THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

D-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 36) Amend CONSTITUTION, Part III, ARTICLE I, FORMATION, Sec. 2 – PETITION by striking out paragraph 2; in paragraphs 3 and 4 by striking out the words “select the charter list” and inserting the words “organize a new chapter”; and by striking out Sec. 3 – CONSENT TO SELECT A CHARTER LIST and inserting a new Sec. 3 – PROPOSING A NEW CHAPTER.

**D-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER (continued...)**

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>Sec. 2 – PETITION.</p> <p>...</p> <p>Unless three-fourths of the petitioners are transferring members, three-fourths shall be residents of the city or town in which the chapter is to be located or another community close enough to the city or town to permit regular attendance at chapter meetings.</p> <p>Each charter initiate in a chapter amenable to a state chapter shall have three letters of recommendation. The member given consent to select the charter list shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>Each charter initiate in a chapter in subordinate territory shall have letters of recommendation as required by the Executive Board of International Chapter. The member given consent to select the charter list shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>...</p> <p>Sec. 3 – CONSENT TO SELECT A CHARTER LIST. A member desiring to select a charter list for a new chapter must secure the consent of her chapter. A woman, not a P.E.O., desiring to select a charter list for a new chapter shall be recommended by three active members who shall have secured the consent of their chapters to make such recommendation. These letters shall be considered her letters of recommendation for membership. the request to select a charter list or to recommend one who is not a member to select a charter list shall be presented at a regular business meeting and shall be voted upon by written ballot at the next regular business meeting. A majority vote of members present shall grant the request.</p> <p>The proper form for reporting such action shall be sent to the organizer and the member notified of the action taken.</p> <p>If the proposed chapter is not organized within two years after the consent to select the charter list has been granted, that consent shall be null and void.</p>	<p>Sec. 2 – PETITION.</p> <p>...</p> <p>Unless <u>three-fourths of the petitioners are transferring members, three-fourths shall be residents of the city or town in which the chapter is to be located or another community close enough to the city or town to permit regular attendance at chapter meetings.</u></p> <p>Each charter initiate in a chapter amenable to a state chapter shall have three letters of recommendation. The member given consent to <u>select the charter list</u> <u>organize a new chapter</u> shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>Each charter initiate in a chapter in subordinate territory shall have letters of recommendation as required by the Executive Board of International Chapter. The member given consent to <u>select the charter list</u> <u>organize a new chapter</u> shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>...</p> <p><u>Sec. 3 – CONSENT TO SELECT A CHARTER LIST. A member desiring to select a charter list for a new chapter must secure the consent of her chapter. A woman, not a P.E.O., desiring to select a charter list for a new chapter shall be recommended by three active members who shall have secured the consent of their chapters to make such recommendation. These letters shall be considered her letters of recommendation for membership. the request to select a charter list or to recommend one who is not a member to select a charter list shall be presented at a regular business meeting and shall be voted upon by written ballot at the next regular business meeting. A majority vote of members present shall grant the request.</u></p> <p><u>The proper form for reporting such action shall be sent to the organizer and the member notified of the action taken.</u></p> <p><u>If the proposed chapter is not organized within two years after the consent to select the charter list has been granted, that consent shall be null and void.</u></p> <p><u>Sec. 3 – PROPOSING A NEW CHAPTER. A member or a woman not a P.E.O. desiring to organize a new chapter must secure the consent of the organizer in the state of the proposed chapter's location, or from the organizer of International Chapter for a proposed chapter in subordinate territory.</u></p> <p><u>If the proposed chapter is not organized within two years after securing the consent from the organizer, the consent, if not extended by the organizer, shall be null and void.</u></p>	<p>Sec. 2 – PETITION.</p> <p>...</p> <p>Each charter initiate in a chapter amenable to a state chapter shall have three letters of recommendation. The member given consent to organize a new chapter shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>Each charter initiate in a chapter in subordinate territory shall have letters of recommendation as required by the Executive Board of International Chapter. The member given consent to organize a new chapter shall arrange for members to recommend the charter initiates. The letters of recommendation shall be sent to the organizer.</p> <p>...</p> <p>Sec. 3 – PROPOSING A NEW CHAPTER. A member or a woman not a P.E.O. desiring to organize a new chapter must secure the consent of the organizer in the state of the proposed chapter's location, or from the organizer of International Chapter for a proposed chapter in subordinate territory.</p> <p>If the proposed chapter is not organized within two years after securing the consent from the organizer, the consent, if not extended by the organizer, shall be null and void.</p>

**EXPLANATION:** Would change the process for Consent to Select a Charter List by a local chapter to Proposing a New Chapter with consent of the organizer and would remove the three-fourths residency requirement for petitioners if three-fourths are not transferring members.

D-1(a). CONFORMING AMENDMENT  
SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 8) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #8. REPORT OF CORRESPONDING SECRETARY, by striking out paragraph 2.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT. The request(s) for consent read under correspondence will be voted upon at our next meeting.	<del>PRESIDENT. The request(s) for consent read under correspondence will be voted upon at our next meeting.</del>	

**EXPLANATION:** Would remove the instruction for the president to read the consent under correspondence and announce voting to follow at the next meeting.

**RATIONALE:** Tasks the organizer with facilitating the organization of new chapters in her respective state, provincial or district chapter and simplifies the work of the local chapter. (See Part II, ARTICLE VIII, DUTIES OF OFFICERS, Sec. 4, ORGANIZER, paragraph 4.)

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 THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

D-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 39) Amend CONSTITUTION, Part III, ARTICLE II, LOCAL CHAPTERS, Sec. 3 – OFFICERS by inserting the word “and” following the word “treasurer” and by striking out the words “and guard.”

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 3 – OFFICERS. The officers of a chapter shall be president, vice president, recording secretary, corresponding secretary, treasurer, chaplain and guard.	Sec. 3 – OFFICERS. The officers of a chapter shall be president, vice president, recording secretary, corresponding secretary, treasurer, <u>and</u> chaplain <del>and guard.</del>	Sec. 3 – OFFICERS. The officers of a chapter shall be president, vice president, recording secretary, corresponding secretary, treasurer and chaplain.

**PROVISO:** The reduction of local chapter officers (from seven to six) will take effect with elections in 2022 by not electing a guard and reassigning her duties as directed.

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would reduce the number of local chapter officers from 7 to 6 by removing the office of guard.

**RATIONALE:** Eliminating the office of guard simplifies the work of the local chapter.

**NOTE:** If adopted, for the Ceremony of Initiation a guard will be appointed by the president, along with other officer appointments prior to the Ceremony of Initiation; and the Ceremony of Installation will be adapted to conform.

D-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 44) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS by striking out Sec. 8 – GUARD.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 8 – GUARD. The duties of the guard shall be:  To see that the rooms are in order for a business meeting.  To exclude children, excepting infants, from chapter business meetings and from rehearsal for initiation.  To perform other duties as specified in the President’s Book.	<del>Sec. 8 – GUARD. The duties of the guard shall be:  To see that the rooms are in order for a business meeting.  To exclude children, excepting infants, from chapter business meetings and from rehearsal for initiation.  To perform other duties as specified in the President’s Book.</del>	

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would remove the duties of the guard.

**NOTE:** If adopted, the explanation for the responsibility of rooms being in order will be moved to Instructions to Officers of Local Chapters.

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#### D-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 39) Amend CONSTITUTION, Part III, ARTICLE III, Meetings, Sec. 1 – NUMBER by striking out the section title and paragraph 1 and inserting a new section title and paragraph 1; by striking out the word “business” before the word “meeting” where it appears; and by striking out Sec. 2 – REGULAR BUSINESS and Sec. 3 – REGULAR SOCIAL.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>Sec. 1 – NUMBER. The meetings of a local chapter shall be fifteen in number each year. Twelve meetings shall be regular business meetings and three meetings may be either regular business or regular social at the discretion of the local chapter.</p> <p>If the date of a regular business meeting falls on a holiday, the meeting may be held on that date, or on the date specified in the chapter bylaws for each exception, provided each exception is scheduled in the chapter yearbook. A meeting called for the purpose of an official visit by the organizer or her proxy may be considered a regular business meeting.</p> <p>Only meetings held in accordance with the requirements of this section shall be considered regular business meetings.</p> <p>Sec. 2 – REGULAR BUSINESS. The day of regular business meetings shall be specified in the chapter bylaws and indicated in the yearbook. The hour of regular business meetings shall be specified in the standing rules and indicated in the yearbook.</p> <p>Sec. 3 – REGULAR SOCIAL. The day and hour of regular social meetings shall be specified in the yearbook.</p>	<p><del>Sec. 1 – NUMBER. The meetings of a local chapter shall be fifteen in number each year. Twelve meetings shall be regular business meetings and three meetings may be either regular business or regular social at the discretion of the local chapter.</del></p> <p><u>Sec. 1 – REGULAR. The regular meetings of a local chapter shall be twelve in number each year. The day of regular meetings shall be specified in the chapter bylaws and indicated in the yearbook. The time of regular meetings shall be specified in the standing rules and indicated in the yearbook.</u></p> <p>If the date of a regular business meeting falls on a holiday, the meeting may be held on that date, or on the date specified in the chapter bylaws for each exception, provided each exception is scheduled in the chapter yearbook. A meeting called for the purpose of an official visit by the organizer or her proxy may be considered a regular business meeting.</p> <p>Only meetings held in accordance with the requirements of this section shall be considered regular business meetings.</p> <p><del>Sec. 2 – REGULAR BUSINESS. The day of regular business meetings shall be specified in the chapter bylaws and indicated in the yearbook. The hour of regular business meetings shall be specified in the standing rules and indicated in the yearbook.</del></p> <p><del>Sec. 3 – REGULAR SOCIAL. The day and hour of regular social meetings shall be specified in the yearbook.</del></p>	<p>Sec. 1 – REGULAR. The regular meetings of a local chapter shall be twelve in number each year. The day of regular meetings shall be specified in the chapter bylaws and indicated in the yearbook. The time of regular meetings shall be specified in the standing rules and indicated in the yearbook.</p> <p>If the date of a regular meeting falls on a holiday, the meeting may be held on that date, or on the date specified in the chapter bylaws for each exception, provided each exception is scheduled in the chapter yearbook. A meeting called for the purpose of an official visit by the organizer, or her proxy, may be considered a regular meeting.</p> <p>Only meetings held in accordance with the requirements of this section shall be considered regular meetings.</p>

**PROVISO:** The change in number of meetings from fifteen to twelve regular meetings will take effect when the chapter is scheduling its meetings for fiscal year beginning in 2022.

**EXPLANATION:** Would reduce the number of required local chapter meetings from 15 to 12 and would eliminate regular social meetings, specifying that all are regular meetings for the transaction of business.

**RATIONALE:** Provides clarity and simplifies scheduling of local chapter meetings.

**NOTE:** If adopted, all references in the Constitution and International documents to local chapter “regular business meetings” will be changed to conform to “regular meetings” and references to “regular social meetings” will be removed from International documents.

#### D-5. SUBMITTED BY ONTARIO-QUEBEC PROVINCIAL CHAPTER

(page 44) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, by striking out Sec. 1 – REQUIREMENTS and inserting a new Sec. 1 – REQUIREMENTS.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 1 – REQUIREMENTS. A woman recommended for membership in the Sisterhood must acknowledge her belief in God.	<del>Sec. 1 – REQUIREMENTS. A woman recommended for membership in the Sisterhood must acknowledge her belief in God.</del> <u>Sec. 1 – REQUIREMENTS. A woman recommended for membership in the Sisterhood must acknowledge her commitment to the Objects and Aims of the Sisterhood.</u>	Sec. 1 – REQUIREMENTS. A woman recommended for membership in the Sisterhood must acknowledge her commitment to the Objects and Aims of the Sisterhood.

**EXPLANATION:** Would remove the requirement that a woman recommended for membership acknowledge her belief in God and would add the requirement that she acknowledge her commitment to the Objects and Aims of the Sisterhood.

**RATIONALE:** The P.E.O. Sisterhood seeks to increase its membership to include women of all faiths.

#### D-6. SUBMITTED BY THE DISTRICT OF COLUMBIA CHAPTER, MASSACHUSETTS STATE CHAPTER AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 44) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 2 – ELIGIBILITY, sentence 1 by striking out the word “eighteen” and inserting the word “seventeen”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 2 – ELIGIBILITY. A woman shall be eligible for membership in the P.E.O. Sisterhood if at the time of presentation of her name she has attained the age of eighteen years.	Sec. 2 – ELIGIBILITY. A woman shall be eligible for membership in the P.E.O. Sisterhood if at the time of presentation of her name she has attained the age of <del>eighteen</del> <u>seventeen</u> years.	Sec. 2 – ELIGIBILITY. A woman shall be eligible for membership in the P.E.O. Sisterhood if at the time of presentation of her name she has attained the age of seventeen years.

**EXPLANATION:** Would decrease the eligibility age of a prospective member from eighteen to seventeen years.

**RATIONALE:** Increases the number of women eligible for membership.

#### D-7. SUBMITTED BY NORTH CAROLINA STATE CHAPTER

(page 44) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, by inserting a new Sec. 3 – CHAPTER VISITATION.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
	<u>Sec. 3 – CHAPTER VISITATION.</u> <u>A prospective member may be invited, with prior consent of the chapter president, to attend a regular meeting of the chapter, excluding business of membership: the Ceremony of Initiation, and the presenting, sponsoring, proposing and balloting on a name.</u>	Sec. 3 – CHAPTER VISITATION. A prospective member may be invited, with prior consent of the chapter president, to attend a regular meeting of the chapter, excluding business of membership: the Ceremony of Initiation, and the presenting, sponsoring, proposing and balloting on a name.

**EXPLANATION:** Would add to the article on members by initiation the ability to allow prospective members to attend a local chapter meeting before being invited to join P.E.O., with the exception of items of business for the Ceremony of Initiation and presenting, sponsoring, proposing and balloting on a name.

**RATIONALE:** This provides the same opportunity for prospective members to see how the business of a P.E.O. chapter meeting is run that is provided to a charter initiate before accepting the invitation to join the chapter.

**NOTE:** If adopted, the Executive Board of International Chapter will edit the Procedure for P.E.O. Chapter Meeting to conform.



**THE FOLLOWING THREE PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE**

**D-8. SUBMITTED BY MARYLAND STATE CHAPTER**

(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 2 – ACTIVE MEMBER, and inserting a new Sec. 2 – ACTIVE MEMBER.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 2 – ACTIVE MEMBER. An emblem is lent to each member of the Sisterhood for her sole use as long as she is an active member. Name, chapter letter, state and year of initiation shall be engraved on the reverse side. All such emblems are the property of the Sisterhood. An emblem lent to one who is not a member shall be forfeited and returned to the chapter.	<p><del>Sec. 2 – ACTIVE MEMBER. An emblem is lent to each member of the Sisterhood for her sole use as long as she is an active member. Name, chapter letter, state and year of initiation shall be engraved on the reverse side. All such emblems are the property of the Sisterhood.</del></p> <p>An emblem lent to one who is not a member shall be forfeited and returned to the chapter.</p> <p><u>Sec. 2 – ACTIVE MEMBER. An emblem is provided to each member of the Sisterhood. Name, chapter letter, state and year of initiation shall be engraved on the reverse side.</u></p>	Sec. 2 – ACTIVE MEMBER. An emblem is provided to each member of the Sisterhood. Name, chapter letter, state and year of initiation shall be engraved on the reverse side.

**EXPLANATION:** Would change the ownership of the emblem from the Sisterhood to the individual member and not require the emblem to be returned if she is no longer an active member.

**D-9. SUBMITTED BY MARYLAND STATE CHAPTER**

(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 3 – INACTIVE MEMBER and Sec. 4 – EXPELLED MEMBER in their entirety.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>Sec. 3 – INACTIVE MEMBER.</p> <p>The emblem of an inactive member shall be secured immediately by the president and returned to the chapter. An inactive sister whose non-payment of dues is a result of physical or emotional health may retain her emblem until her death. If an inactive member is reinstated within three years, her emblem shall be returned to her; otherwise, it shall be sent by the president to the P.E.O. Supply Department. A member reinstated after three years shall be lent a new emblem.</p> <p>An inactive member of a disbanded chapter shall deposit her emblem with the president of the state (or international) chapter.</p> <p>The official form may be used to secure the emblem from an inactive member.</p> <p>Sec. 4 – EXPELLED MEMBER.</p> <p>An expelled member shall deposit her emblem with her chapter. If the emblem has been lost, she shall reimburse the chapter.</p>	<p><del>Sec. 3 – INACTIVE MEMBER.</del></p> <p><del>The emblem of an inactive member shall be secured immediately by the president and returned to the chapter. An inactive sister whose non-payment of dues is a result of physical or emotional health may retain her emblem until her death. If an inactive member is reinstated within three years, her emblem shall be returned to her; otherwise it shall be sent by the president to the P.E.O. Supply Department. A member reinstated after three years shall be lent a new emblem.</del></p> <p><del>An inactive member of a disbanded chapter shall deposit her emblem with the president of the state (or international) chapter.</del></p> <p><del>The official form may be used to secure the emblem from an inactive member.</del></p> <p><del>Sec. 4 – EXPELLED MEMBER.</del></p> <p><del>An expelled member shall deposit her emblem with her chapter. If the emblem has been lost, she shall reimburse the chapter.</del></p>	

**EXPLANATION:** Would remove the requirement that the president secure the emblem of an inactive member or expelled member.

D-10. SUBMITTED BY MARYLAND STATE CHAPTER

(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 5 – DECEASED MEMBER and inserting a new Sec. 5 – DECEASED MEMBER.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 5 – DECEASED MEMBER. The emblem may be buried with a deceased member, or the president shall secure and return it to the P.E.O. Supply Department. The official form may be used to secure the emblem.	<del>Sec. 5 – DECEASED MEMBER. The emblem may be buried with a deceased member, or the president shall secure and return it to the P.E.O. Supply Department. The official form may be used to secure the emblem.</del> <u>Sec. 5 – DECEASED MEMBER. The emblem may be buried with a deceased member or remain with her family, or be returned to the chapter president to be sent to the P.E.O. Supply Department.</u>	Sec. 5 – DECEASED MEMBER. The emblem may be buried with a deceased member or remain with her family, or be returned to the chapter president to be sent to the P.E.O. Supply Department.

**EXPLANATION:** Would remove the requirement that the president secure the emblem of a deceased member if not buried with her and would add that the emblem may remain with her family.

**RATIONALE:** Ownership of the emblem by the individual member simplifies processes.

**NOTE:** If these amendments are adopted the following will be written to conform: Sections in Article VII will be renumbered; Article VIII, Sec. 4, will have the parenthetical note at the end removed; Article IX, Sec. 3, the last sentence will be adapted by adding the words “if needed”; and the Ceremony of Initiation, page 10, Part III, paragraph 3, treasurer’s part will be removed.

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THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

D-11. SUBMITTED BY INDIANA STATE CHAPTER

(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, Sec. 2 – ACTIVE MEMBER, by striking out the word “ACTIVE” in the title and inserting the word “LIVING”; by striking out the words “an active member” and inserting the words “a living member” in sentence 1 and by striking out sentence 4.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 2 – ACTIVE MEMBER. An emblem is lent to each member of the Sisterhood for her sole use as long as she is an active member. Name, chapter letter, state and year of initiation shall be engraved on the reverse side. All such emblems are the property of the Sisterhood. An emblem lent to one who is not a member shall be forfeited and returned to the chapter.	Sec. 2 – ACTIVE LIVING MEMBER. An emblem is lent to each member of the Sisterhood for her sole use as long as she is <del>an active member</del> <u>a living member</u> . Name, chapter letter, state and year of initiation shall be engraved on the reverse side. All such emblems are the property of the Sisterhood. <del>An emblem lent to one who is not a member shall be forfeited and returned to the chapter.</del>	Sec. 2 – LIVING MEMBER. An emblem is lent to each member of the Sisterhood for her sole use as long as she is a living member. Name, chapter letter, state and year of initiation shall be engraved on the reverse side. All such emblems are the property of the Sisterhood.

**EXPLANATION:** Would remove the requirement that the emblem is lent to a member for her sole use as long as she is an active member and would stipulate that it is for her use as long as she is a living member; and would remove the requirement that an emblem lent to one who is no longer an active member be forfeited and returned to the chapter.

#### D-12. SUBMITTED BY INDIANA STATE CHAPTER

(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, by striking out Sec. 3 – INACTIVE MEMBER.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>Sec. 3 – INACTIVE MEMBER. The emblem of an inactive member shall be secured immediately by the president and returned to the chapter. An inactive sister whose non-payment of dues is a result of physical or emotional health may retain her emblem until her death. If an inactive member is reinstated within three years, her emblem shall be returned to her; otherwise, it shall be sent by the president to the P.E.O. Supply Department. A member reinstated after three years shall be lent a new emblem.</p> <p>An inactive member of a disbanded chapter shall deposit her emblem with the president of state (or International) chapter.</p> <p>The official form may be used to secure the emblem from an inactive member.</p>	<p><del>Sec. 3 – INACTIVE MEMBER. The emblem of an inactive member shall be secured immediately by the president and returned to the chapter. An inactive sister whose non-payment of dues is a result of physical or emotional health may retain her emblem until her death. If an inactive member is reinstated within three years, her emblem shall be returned to her; otherwise it shall be sent by the president to the P.E.O. Supply Department. A member reinstated after three years shall be lent a new emblem.</del></p> <p><del>An inactive member of a disbanded chapter shall deposit her emblem with the president of state (or International) chapter.</del></p> <p><del>The official form may be used to secure the emblem from an inactive member.</del></p>	

**EXPLANATION:** Would remove all provisions governing return of the emblem when a member becomes inactive.

**RATIONALE:** Allowing an inactive sister to retain her emblem while she is living may remind her of the strong bonds of sisterhood and encourage her to reinstate her membership.

**NOTE:** If these amendments are adopted Sec. 6 will be rewritten to conform.

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### THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

#### D-13. SUBMITTED BY DISTRICT OF COLUMBIA CHAPTER

(page 47) Amend CONSTITUTION, Part III, ARTICLE VIII, FINANCE, by inserting a new Sec. 4 – EMERITA.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
	<p>Sec. 4 – EMERITA. A local chapter may, upon <u>the favorable vote by voice of two-thirds of the chapter members present at a regular business meeting, confer Emerita status upon a current active resident member who is no longer able to fully participate in the life of her P.E.O. chapter. An Emerita member shall continue to be listed in the chapter yearbook, but would not be required to attend meetings or social gatherings or to serve as an officer or committee member. In granting Emerita status, the chapter agrees to pay International and state dues on behalf of the Emerita member and to waive payment of local dues, in recognition of her contribution to P.E.O. Emerita status shall be effective as of March 1 for a period of one year, subject to annual renewal. Notification of Emerita status shall be reported to the P.E.O. Executive Office.</u></p>	<p>Sec. 4 – EMERITA. A local chapter may, upon the favorable vote by voice of two-thirds of the chapter members present at a regular business meeting, confer Emerita status upon a current active resident member who is no longer able to fully participate in the life of her P.E.O. chapter. An Emerita member shall continue to be listed in the chapter yearbook, but would not be required to attend meetings or social gatherings or to serve as an officer or committee member. In granting Emerita status, the chapter agrees to pay International and state dues on behalf of the Emerita member and to waive payment of local dues, in recognition of her contribution to P.E.O. Emerita status shall be effective as of March 1 for a period of one year, subject to annual renewal. Notification of Emerita status shall be reported to the P.E.O. Executive Office.</p>

**EXPLANATION:** Would create a new membership category, Emerita; would specify that Emerita status could be conferred by the chapter upon sisters who are unable to participate fully in chapter life; would require a two-thirds favorable voice vote to confer Emerita status, effective as of March 1 for a period of one year, subject to annual renewal; would require the local chapter to pay International and state dues on behalf of the Emerita member and to waive payment of local dues; and would stipulate that the chapter advise the Executive Board of International Chapter when conferring Emerita status.

D-14. SUBMITTED BY DISTRICT OF COLUMBIA CHAPTER

(page 39) Amend CONSTITUTION, Part III, ARTICLE II, LOCAL CHAPTERS, Sec. 2, MEMBERS, paragraph 3, by adding a new sentence.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
An active resident member shall be one who resides within the city or town in which the chapter is located, or at such a distance from the city or town as to make possible her attendance at regular meetings of the chapter, and shall have all privileges of the Sisterhood.	An active resident member shall be one who resides within the city or town in which the chapter is located, or at such a distance from the city or town as to make possible her attendance at regular meetings of the chapter, and shall have all privileges of the Sisterhood. <u>An active resident member includes one upon whom Emerita status has been duly conferred.</u> (See Part III, Art. VIII, Sec. 4.)	An active resident member shall be one who resides within the city or town in which the chapter is located, or at such a distance from the city or town as to make possible her attendance at regular meetings of the chapter, and shall have all privileges of the Sisterhood. An active resident member includes one upon whom Emerita status has been duly conferred. (See Part III, Art. VIII, Sec. 4.)

**EXPLANATION:** Would stipulate that the designation active resident member includes one upon whom the chapter has conferred Emerita status.  
**RATIONALE:** Offers financial relief to a sister who is unable to participate fully, recognizing her contributions to the Sisterhood, while providing for the payment of state and International dues.

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 THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

D-15. SUBMITTED BY OREGON STATE CHAPTER. CO-SPONSORED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER IF AMENDMENT H-2 IS ADOPTED.

(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 4 – RECORDING SECRETARY, by inserting new paragraph 3.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 4 – RECORDING SECRETARY. The duties of the recording secretary shall be:  To keep a record of the proceedings of all meetings of the chapter and to authenticate same by her signature.  To read all papers not correspondence.  To record answers pro and con when a vote is taken by roll call.  To sign official forms as required.  To send in March as instructed by the state executive board (or International Chapter) a copy of the local chapter bylaws (and standing rules) only if they have been amended during the fiscal year.	Sec. 4 – RECORDING SECRETARY. The duties of the recording secretary shall be:  To keep a record of the proceedings of all meetings of the chapter and to authenticate same by her signature.  <u>To distribute, if provided for in the chapter bylaws, a draft of the meeting minutes by email or postal service to all chapter members before the next regular business or special meeting.</u>  To read all papers not correspondence.  To record answers pro and con when a vote is taken by roll call.  To sign official forms as required.  To send in March as instructed by the state executive board (or International Chapter) a copy of the local chapter bylaws (and standing rules) only if they have been amended during the fiscal year.	Sec. 4 – RECORDING SECRETARY. The duties of the recording secretary shall be:  To keep a record of the proceedings of all meetings of the chapter and to authenticate same by her signature.  To distribute, if provided for in the chapter bylaws, a draft of the meeting minutes by email or postal service to all chapter members before the next regular business or special meeting.  To read all papers not correspondence.  To record answers pro and con when a vote is taken by roll call.  To sign official forms as required.  To send in March as instructed by the state executive board (or International Chapter) a copy of the local chapter bylaws (and standing rules) only if they have been amended during the fiscal year.

**EXPLANATION:** Would add to the duties of the recording secretary the option, if provided for in the chapter bylaws, to distribute draft minutes to all chapter members before the next regular business or special meeting.

#### D-15(A). CONFORMING AMENDMENT

#### SUBMITTED BY OREGON STATE CHAPTER. CO-SPONSORED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER IF AMENDMENT H-2 IS ADOPTED.

(page 5) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #5 – READING OF MINUTES, by adding optional wording in two new paragraphs.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The secretary will read the minutes of the last meeting(s).	PRESIDENT: The secretary will read the minutes of the last meeting(s).	PRESIDENT: The secretary will read the minutes of the last meeting(s).
PRESIDENT: Are there corrections to the minutes?	PRESIDENT: Are there corrections to the minutes?	PRESIDENT: Are there corrections to the minutes?
<i>If none:</i> There being none, the minutes stand approved as read.	<i>If none:</i> There being none, the minutes stand approved as read.	<i>If none:</i> There being none, the minutes stand approved as read.
<i>If corrected:</i> The minutes stand approved as corrected.	<i>If corrected:</i> The minutes stand approved as corrected.	<i>If corrected:</i> The minutes stand approved as corrected.
	<i>OR Optional wording per chapter bylaws:</i>	<i>OR Optional wording per chapter bylaws:</i>
	<u>PRESIDENT: The draft minutes of the last meeting(s) were sent to you by email or postal service, and, without objection, the minutes will not be read.</u>	PRESIDENT: The draft minutes of the last meeting(s) were sent to you by email or postal service, and, without objection, the minutes will not be read.
	<u>PRESIDENT: Are there corrections to the minutes?</u>	PRESIDENT: Are there corrections to the minutes?
	<i>If none:</i> <u>There being none, the minutes stand approved as written.</u>	<i>If none:</i> There being none, the minutes stand approved as written.
	<i>If corrected:</i> <u>The minutes stand approved as corrected.</u>	<i>If corrected:</i> The minutes stand approved as corrected.

**EXPLANATION:** Would provide optional wording for the president to process approval of the minutes if the chapter bylaws allow distribution to the members prior to the meeting and, without objection, the minutes would not be read.

**RATIONALE:** If draft minutes are sent to members prior to a meeting, members would have the opportunity to review them ahead of time, potentially streamlining the business meeting.

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### THE FOLLOWING SEVEN PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK – THE BLOCK WILL BE VOTED UPON AS ONE WITHOUT DISCUSSION

#### D-16. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 40) Amend CONSTITUTION, Part III, ARTICLE III, MEETINGS, Sec. 7 – OFFICIAL VISIT, paragraph 2, sentence 1 by striking out the period and inserting the word “and” and in sentence 2, by striking out the word “All” and by striking out the words “examination and correction” and inserting the word “review”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
At the discretion of the organizer, and with due notice given, the exemplification of the Procedure for the P.E.O. Chapter Meeting and Ceremony of Initiation may be required at an official visit meeting. All books, supplies, bylaws and reports shall be presented for examination and correction.	At the discretion of the organizer, and with due notice given, the exemplification of the Procedure for the P.E.O. Chapter Meeting and Ceremony of Initiation may be required at an official visit meeting: <del>and All</del> books, supplies, bylaws and reports shall be presented for <del>examination and correction</del> <u>review</u> .	At the discretion of the organizer, and with due notice given, the exemplification of the Procedure for the P.E.O. Chapter Meeting and Ceremony of Initiation may be required at an official visit meeting and books, supplies, bylaws and reports shall be presented for review.

**EXPLANATION:** Would provide that the organizer has discretion to determine which books, supplies, bylaws and reports shall be presented for review at an official visit and removes the requirement that they be examined and corrected.

**RATIONALE:** Provides flexibility when the organizer conducts an official visit.

#### D-17. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 3 – VICE PRESIDENT paragraph 3 by striking out the words “or physical disability”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence or physical disability of the president.	Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence or physical disability of the president.	Sec. 3 – VICE PRESIDENT. The duties of the vice president shall be: ... To act as president in case of absence of the president.

**EXPLANATION:** Would remove physical disability as a specified cause for the vice president to act in the absence of the president.

**RATIONALE:** Clarifies that a physical disability does not prevent an officer from serving a local chapter.

#### D-18. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 3 – VICE PRESIDENT by adding a new paragraph.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
	<u>To perform duties as specified in the Procedure for P.E.O. Chapter Meeting</u>	To perform duties as specified in the Procedure for P.E.O. Chapter Meeting

**EXPLANATION:** Would direct that the vice president performs duties as specified in the Procedure for P.E.O. Chapter Meeting.

**RATIONALE:** Identifies a source containing specific duties for the vice president.

#### D-19. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 5 – CORRESPONDING SECRETARY, by striking out paragraph 6; and by striking out paragraph 10 and inserting a new paragraph 10.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED IT WILL READ
Sec. 5 – CORRESPONDING SECRETARY. The duties of the corresponding secretary shall be: To conduct the correspondence of the chapter. To send Invitation to Membership. To send Invitation to Transfer. To deposit initiation fee with treasurer of chapter. To act as correspondent to The P.E.O. Record. To keep a complete record of the membership of the chapter. ... To report the name and address of a member moving to another city to the state chapter organizer of the state in which the city is located, and to the president of each chapter in the city or to the contact person of the reciprocity group of which such chapters are a part. If the member is moving to subordinate territory, foreign area or college, her name and address shall be sent to the P.E.O. Executive Office.	Sec. 5 – CORRESPONDING SECRETARY. The duties of the corresponding secretary shall be: To conduct the correspondence of the chapter. To send Invitation to Membership. To send Invitation to Transfer. To deposit initiation fee with treasurer of chapter. <del>To act as correspondent to The P.E.O. Record.</del> To keep a complete record of the membership of the chapter. ... <del>To report the name and address of a member moving to another city to the state chapter organizer of the state in which the city is located, and to the president of each chapter in the city or to the contact person of the reciprocity group of which such chapters are a part. If the member is moving to subordinate territory, foreign area or college, her name and address shall be sent to the P.E.O. Executive Office.</del> To report to the P.E.O. Executive Office the name and contact information of a member moving.	Sec. 5 – CORRESPONDING SECRETARY. The duties of the corresponding secretary shall be: To conduct the correspondence of the chapter. To send Invitation to Membership. To send Invitation to Transfer. To deposit initiation fee with treasurer of chapter. To keep a complete record of the membership of the chapter. ... To report to the P.E.O. Executive Office the name and contact information of a member moving.

**EXPLANATION:** Would remove from the duties of the corresponding secretary to act as correspondent to The P.E.O. Record and change the duty of sending notice of member moving to multiple contacts to reporting the name and contact information of a member moving to the P.E.O. Executive Office.

**RATIONALE:** Simplifies the work of the corresponding secretary.

#### D-20. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 44) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 9 – RETIRING OFFICERS, by striking out the words “with a list of same, for which she shall be given a receipt.”

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED IT WILL READ
Sec. 9 – RETIRING OFFICERS. Each officer upon expiration of her term shall deliver to her successor all papers and supplies of the office with a list of same, for which she shall be given a receipt.	Sec. 9 – RETIRING OFFICERS. Each officer upon expiration of her term shall deliver to her successor all papers and supplies of the office. <del>with a list of same, for which she shall be given a receipt.</del>	Sec. 9 – RETIRING OFFICERS. Each officer upon expiration of her term shall deliver to her successor all papers and supplies of the office.

**EXPLANATION:** Would remove from the duties of each retiring officer at the expiration of her term the requirement to create a list and obtain a receipt when delivering to her successor all papers and supplies of the office.

**RATIONALE:** A receipt is not necessary when officers transfer their supplies and simplifies local chapter procedures.

#### D-21. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 45) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 10 – INITIATION, by striking out paragraph 1 and inserting a new paragraph 1.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 10 – INITIATION. The Ceremony of Initiation shall be memorized by each officer or her proxy, or at the discretion of the chapter, may be read from an officially printed booklet.	Sec. 10 – INITIATION. <del>The Ceremony of Initiation shall be memorized by each officer or her proxy, or at the discretion of the chapter, may be read from an officially printed booklet.</del>  At the discretion of the chapter, the Ceremony of Initiation may be memorized or read from an officially printed booklet by each officer or her proxy.	Sec. 10 – INITIATION. At the discretion of the chapter, the Ceremony of Initiation may be memorized or read from an officially printed booklet by each officer or her proxy.

**EXPLANATION:** Would remove the requirement that each officer or her proxy shall memorize the Ceremony of Initiation and provide that the Ceremony of Initiation may be memorized or read from an officially printed booklet.

**RATIONALE:** Provides flexibility for local chapters whose officers or proxies may be unable to memorize.

#### D-22. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 45) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 10 – INITIATION, by adding a new paragraph; Sec. 11 – RE-PRESENTATION OF NAME, paragraph 2, by adding a new sentence; and by striking out Sec. 12 – SIX-MONTH TIME PERIOD.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 12 – SIX MONTH TIME PERIOD. In all cases related to an invitation to membership, re-presentation of a name, and initiation of a candidate, the six-month time period shall include only those months in which a regular chapter meeting is held.	Sec. 10 – INITIATION... <u>In all cases related to an invitation to membership and initiation of a candidate, the six-month time period shall include only those months in which a regular chapter meeting is held.</u>  Sec. 11 – RE-PRESENTATION OF NAME... <u>The six-month time period shall include only those months in which a regular chapter meeting is held.</u>  <del>Sec. 12 – SIX-MONTH TIME PERIOD. In all cases related to an invitation to membership, re-presentation of a name, and initiation of a candidate, the six-month time period shall include only those months in which a regular chapter meeting is held.</del>	Sec. 10 – INITIATION...  In all cases related to an invitation to membership and initiation of a candidate, the six-month time period shall include only those months in which a regular chapter meeting is held.  Sec. 11 – RE-PRESENTATION OF NAME...  The six-month time period shall include only those months in which a regular chapter meeting is held.

**EXPLANATION:** Would move the separate section defining the six-month time period related to an invitation to membership, re-presentation of a name and initiation of a candidate, to be included in the applicable sections.

**RATIONALE:** This is a housekeeping amendment to provide information within the sections to which it is applicable.

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# PROPOSED AMENDMENTS TO THE BYLAWS OF INTERNATIONAL CHAPTER P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**

## E-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 56) Amend BYLAWS, ARTICLE I – CONVENTIONS, Sec. 2 – PLACE by inserting the word “/FORMAT” following the word “PLACE” where it appears and by adding a new paragraph 2.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 2 – PLACE. The place of holding convention shall be determined by the executive board. Invitations by state chapters may be extended for consideration.	Sec. 2 – PLACE/ <u>FORMAT</u> . The place/format of holding convention shall be determined by the executive board. Invitations by state chapters may be extended for consideration.  <u>Convention may be conducted 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 occurrences of the proceedings, contemporaneously vote on matters, pose questions and make comments; and be governed by such other rules and policies as may be adopted by the executive board.</u>	Sec. 2 – PLACE/ <u>FORMAT</u> . The place/format of holding convention shall be determined by the executive board. Invitations by state chapters may be extended for consideration.  Convention may be conducted 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 occurrences of the proceedings, contemporaneously vote on matters, pose questions and make comments; and be governed by such other rules and policies as may be adopted by the executive board.

**EXPLANATION:** Would allow Convention of International Chapter to be held virtually at the discretion of the executive board and in accordance with its rules and policies adopted for electronic meetings.

**RATIONALE:** Gives the option of holding a virtual Convention of International Chapter and provides guidance for circumstances under which an emergency may prevent a convention from being held in person.

## E-2. SUBMITTED BY THE BOARD OF TRUSTEES OF THE P.E.O. EDUCATIONAL LOAN FUND AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 62) Amend BYLAWS, ARTICLE VII, P.E.O. EDUCATIONAL LOAN FUND, Sec. 4 – ADMINISTRATION, sentence 1, by striking out the word “five” and inserting the word “six” each time it appears; by striking out the words “one member to be appointed each year” and inserting the words “two members to be appointed at the beginning of each biennium. The president shall designate the chairmanship of the board.”; and by striking out the third sentence.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 4 – ADMINISTRATION.  The P.E.O. Educational Loan Fund shall be administered by a board of trustees consisting of five active members of the Sisterhood, each appointed by the president of International Chapter for a term of five years, one member to be appointed each year. Should a vacancy occur, terms of the other members shall be shortened accordingly, the appointment being for the longest remaining term. The member filling the shortest remaining term for the current biennium shall be chairman, unless she declines to so serve, in which event the trustees shall elect a chairman. In case of the appointment of an entirely new board, the president shall designate the terms of members and chairmanship of board.	Sec. 4 – ADMINISTRATION.  The P.E.O. Educational Loan Fund shall be administered by a board of trustees consisting of <del>five</del> <u>six</u> active members of the Sisterhood, each appointed by the president of International Chapter for a term of <del>five</del> <u>six</u> years, <del>one member to be appointed each year</del> <u>two members to be appointed at the beginning of each biennium. The president shall designate the chairmanship of the board.</u> Should a vacancy occur, terms of the other members shall be shortened accordingly, the appointment being for the longest remaining term. <del>The member filling the shortest remaining term for the current biennium shall be chairman, unless she declines to so serve, in which event the trustees shall elect a chairman.</del> In case of the appointment of an entirely new board, the president shall designate the terms of members and chairmanship of board.	Sec. 4 – ADMINISTRATION.  The P.E.O. Educational Loan Fund shall be administered by a board of trustees consisting of six active members of the Sisterhood, each appointed by the president of International Chapter for a term of six years, two members appointed at the beginning of each biennium. The president shall designate the chairmanship of the board. Should a vacancy occur, terms of the other members shall be shortened accordingly, the appointment being for the longest remaining term. In case of the appointment of an entirely new board, the president shall designate the terms of members and chairmanship of board.

**PROVISO:** The transition from five members serving five years to six members serving six years with the president designating the chairmanship will be accomplished by the 2027-2029 biennium.

**EXPLANATION:** Would increase the number of trustees from five to six and would increase the term of appointment from five to six years.

**RATIONALE:** Increasing the size of the board and length of term provides for more manageable workloads.

**E-3. SUBMITTED BY THE BOARD OF TRUSTEES OF THE P.E.O. STAR SCHOLARSHIP AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 77) Amend BYLAWS, ARTICLE XIX, P.E.O. STAR SCHOLARSHIP, Sec. 2 – ADMINISTRATION, sentence 1, by striking out the word “three” and inserting the word “five”; by striking out the word “six” and inserting the word “five”; and by striking out the words “at the beginning of each biennium” and inserting the words “each year.”

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
The P.E.O. STAR Scholarship shall be administered by a board of trustees consisting of three active members of the Sisterhood, each appointed by the president of International Chapter for a term of six years, one member to be appointed at the beginning of each biennium.	The P.E.O. STAR Scholarship shall be administered by a board of trustees consisting of <del>three</del> <u>five</u> active members of the Sisterhood, each appointed by the president of International Chapter for a term of <del>six</del> <u>five</u> years, one member to be appointed <del>at the beginning of each biennium</del> <u>each year</u> .	The P.E.O. STAR Scholarship shall be administered by a board of trustees consisting of five active members of the Sisterhood, each appointed by the president of International Chapter for a term of five years, one member to be appointed each year.

**PROVISO:** The transition from three members to five members will be accomplished with three appointments at the close of the 2021 Convention of International Chapter of varying term lengths to allow for ongoing annual appointments.

**EXPLANATION:** Would increase the number of board members from three to five; would decrease the length of appointment from six to five years and would stipulate that appointments be made yearly instead of each biennium.

**RATIONALE:** Increasing the size of the board allows for more efficient handling of applications for scholarships.

**THE FOLLOWING EIGHT PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK – THE BLOCK WILL BE VOTED UPON AS ONE WITHOUT DISCUSSION**

**E-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 56) Amend BYLAWS by striking out ARTICLE II, ELECTIONS.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
ARTICLE II ELECTIONS  Sec. 1 – TENURE OF OFFICE.  The tenure of office on the Executive Board of International Chapter may be four years unless an officer, having served four years, shall be elected to office of president, first vice president, second vice president, or organizer.	ARTICLE II ELECTIONS  <del>Sec. 1 – TENURE OF OFFICE.</del>  <del>The tenure of office on the Executive Board of International Chapter may be four years unless an officer, having served four years, shall be elected to office of president, first vice president, second vice president, or organizer.</del>	

**EXPLANATION:** Would remove from the bylaws a provision on tenure of office for the Executive Board of International Chapter.

**RATIONALE:** This is an obsolete provision that is not applicable to the five-member executive board.

**E-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 65) Amend BYLAWS, ARTICLE XI, COTTEY COLLEGE, Sec. 2 – ADMINISTRATION, sentence 2 by striking out the word “five” and inserting the word “six”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 2 – ADMINISTRATION. Cottey College shall be administered by a board of trustees consisting of no more than eleven members elected by unanimous vote of the officers of International Chapter serving as members of the Cottey College Corporation. At least five of the trustees shall be active members of the P.E.O. Sisterhood. The president and first vice president of International Chapter shall serve as ex-officio members of the board, without the right to vote.	Sec. 2 – ADMINISTRATION. Cottey College shall be administered by a board of trustees consisting of no more than eleven members elected by unanimous vote of the officers of International Chapter serving as members of the Cottey College Corporation. At least <del>five</del> <u>six</u> of the trustees shall be active members of the P.E.O. Sisterhood. The president and first vice president of International Chapter shall serve as ex-officio members of the board, without the right to vote.	Sec. 2 – ADMINISTRATION. Cottey College shall be administered by a board of trustees consisting of no more than eleven members elected by unanimous vote of the officers of International Chapter serving as members of the Cottey College Corporation. At least six of the trustees shall be active members of the P.E.O. Sisterhood. The president and first vice president of International Chapter shall serve as ex-officio members of the board, without the right to vote.

**EXPLANATION:** Would increase the number of trustees for Cottey College that are active members of the Sisterhood from five to six.

**RATIONALE:** Conforms to current practice and provides that members of the P.E.O. Sisterhood constitute a majority on the board of trustees.

#### E-6. SUBMITTED BY THE P.E.O. STAR SCHOLARSHIP BOARD OF TRUSTEES AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 77) Amend BYLAWS, ARTICLE XIX, P.E.O. STAR SCHOLARSHIP, Sec. 1 – ESTABLISHMENT., sentence 3, by striking out the words “high school senior women of” and inserting the words “women in their final year of high school in”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Sec. 1 – ESTABLISHMENT.  ...  It shall be used for a program of educational opportunities for high school senior women of the United States and Canada who are pursuing post-secondary education.	Sec. 1 – ESTABLISHMENT.  ...  It shall be used for a program of educational opportunities for <del>high school senior women of</del> <u>women in their final year of high school in</u> the United States and Canada who are pursuing post-secondary education.	Sec. 1 – ESTABLISHMENT.  ...  It shall be used for a program of educational opportunities for women in their final year of high school in the United States and Canada who are pursuing post-secondary education.

**EXPLANATION:** Would redefine high school senior women to be women in their final year of high school.

**RATIONALE:** Language designating high school status is not consistent between the U.S. and Canada.

#### E-7. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 79) Amend BYLAWS by adding a new ARTICLE XXII – HISTORIAN/ARCHIVIST.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
	<p>ARTICLE XXII HISTORIAN/ARCHIVIST</p> <p>Sec. 1 – APPOINTMENT. <u>The historian/archivist shall be an active member of the Sisterhood appointed by the president of International Chapter at the beginning of each biennium.</u></p> <p>Sec. 2 – DUTIES. <u>The historian/archivist shall archive and maintain historical documents and items; and perform such other duties as the executive board shall direct.</u></p> <p>Sec. 3 – EXPENSES. <u>All necessary expenses in conducting the business of the position shall be paid from the funds of International Chapter. This shall include necessary meetings, as approved by the executive board, and expenses when attending Convention of International Chapter.</u></p>	<p>ARTICLE XXII HISTORIAN/ARCHIVIST</p> <p>Sec. 1 – APPOINTMENT. The historian/archivist shall be an active member of the Sisterhood appointed by the president of International Chapter at the beginning of each biennium.</p> <p>Sec. 2 – DUTIES. The historian/archivist shall archive and maintain historical documents and items; and perform such other duties as the executive board shall direct.</p> <p>Sec. 3 – EXPENSES. All necessary expenses in conducting the business of the position shall be paid from the funds of International Chapter. This shall include necessary meetings, as approved by the executive board, and expenses when attending Convention of International Chapter.</p>

**EXPLANATION:** Would provide for the appointment of a historian/archivist and define the primary duties of the position.

**RATIONALE:** Formalizes the position of historian/archivist and provide details for the appointment in the Bylaws.

#### E-7(a). CONFORMING AMENDMENT

##### SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 19) Amend CONSTITUTION, Part I, ARTICLE VII, DUTIES OF OFFICERS, Sec. 3 – PRESIDENT, paragraph 6, first sentence, by adding the words “and to the position of Historian/Archivist”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
To appoint at the beginning of each biennium or annually, in accordance with the Bylaws of International Chapter and with approval by the executive board, members to the following boards of trustees and committees: P.E.O. Educational Loan Fund; ...Leadership Development.	To appoint at the beginning of each biennium or annually, in accordance with the Bylaws of International Chapter and with approval by the executive board, members to the following boards of trustees and committees: P.E.O. Educational Loan Fund; ...Leadership Development; <u>and to the position of Historian/Archivist.</u>	To appoint at the beginning of each biennium or annually, in accordance with the Bylaws of International Chapter and with approval by the executive board, members to the following boards of trustees and committees: P.E.O. Educational Loan Fund; ...Leadership Development; and to the position of Historian/Archivist.

**EXPLANATION:** Would add under the duties of president to appoint a member to the position of Historian/Archivist.

**E-7(b). CONFORMING AMENDMENT  
SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 13) Amend CONSTITUTION, Part I, ARTICLE II, CONVENTION OF INTERNATIONAL CHAPTER, Sec. 1 – MEMBERS, paragraph 1, by adding to the list of active members of Convention the “Historian/Archivist”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
A Convention of International Chapter shall consist of the following active members of the P.E.O. Sisterhood, when present and registered:  ...  Leadership Development Committee	A Convention of International Chapter shall consist of the following active members of the P.E.O. Sisterhood, when present and registered:  ...  Leadership Development Committee Historian/Archivist	A Convention of International Chapter shall consist of the following active members of the P.E.O. Sisterhood, when present and registered:  ...  Leadership Development Committee Historian/Archivist

**EXPLANATION:** Would add the Historian/Archivist to the members of Convention.

**E-8. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 79) Amend BYLAWS by adding a new ARTICLE XXIII – PARLIAMENTARIAN.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
	<p><u>ARTICLE XXIII</u> <u>PARLIAMENTARIAN</u></p> <p><u>Sec. 1 – APPOINTMENT. A credentialed parliamentarian shall be appointed by the president of International Chapter at the beginning of each biennium. Preference shall be given to an active member of the Sisterhood.</u></p> <p><u>Sec. 2 – DUTIES. The parliamentarian shall serve as adviser to the president, executive board and Study and Research Committee; and perform such other duties as the executive board shall direct.</u></p> <p><u>Sec. 3 – EXPENSES. All necessary expenses in conducting the business of the position shall be paid from the funds of International Chapter. This shall include necessary meetings, as approved by the executive board, and expenses when attending Convention of International Chapter.</u></p>	<p>ARTICLE XXIII PARLIAMENTARIAN</p> <p>Sec. 1 – APPOINTMENT. A credentialed parliamentarian shall be appointed by the president of International Chapter at the beginning of each biennium. Preference shall be given to an active member of the Sisterhood.</p> <p>Sec. 2 – DUTIES. The parliamentarian shall serve as adviser to the president, executive board and Study and Research Committee; and perform such other duties as the executive board shall direct.</p> <p>Sec. 3 – EXPENSES. All necessary expenses in conducting the business of the position shall be paid from the funds of International Chapter. This shall include necessary meetings, as approved by the executive board, and expenses when attending Convention of International Chapter.</p>

**EXPLANATION:** Would add the appointment of a parliamentarian to the Bylaws and define the qualifications and primary duties of the position.

**RATIONALE:** Conforms the governing documents to provide details for appointments in the Bylaws.

**E-8(a). CONFORMING AMENDMENT  
SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 19) Amend CONSTITUTION, Part I, ARTICLE VII, DUTIES OF OFFICERS, Sec. 3 – PRESIDENT, paragraph 7 by inserting the words “in accordance with the Bylaws of International Chapter and before the words “with approval by the executive board”; and to strike out the words “to serve as adviser to the president and to perform such other duties as the executive board shall direct.”

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
To appoint, with approval by the executive board, a parliamentarian to serve as adviser to the president and to perform such other duties as the executive board shall direct.	To appoint, <u>in accordance with the Bylaws of International Chapter and</u> with approval by the executive board, a parliamentarian. <del>to serve as adviser to the president and to perform such other duties as the executive board shall direct.</del>	To appoint, in accordance with the Bylaws of International Chapter and with approval by the executive board, a parliamentarian.

**EXPLANATION:** Would add under the duties of the president to appoint a parliamentarian in accordance with the Bylaws of International Chapter, and would remove from the section specific duties of the parliamentarian.

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## PROPOSED AMENDMENTS TO THE STANDING RULES OF INTERNATIONAL CHAPTER P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

**UNDERLINED PRINT = INSERT OR ADD; LINE-THROUGH WORDS = STRIKE OUT.**

**THE FOLLOWING FOUR PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK – THE BLOCK WILL BE VOTED UPON AS ONE WITHOUT DISCUSSION**

### F-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 83) Amend STANDING RULES, GENERAL, Rule 5 by striking out the word “hand” and inserting the word “provide”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
5. When a vote is taken by written ballot or electronic voting equipment in local, state or International chapters, the chairman of tellers shall hand the report to the president who shall read the entire report and announce the result of the ballot.	5. When a vote is taken by written ballot or electronic voting equipment in local, state or International chapters, the chairman of tellers shall <u>hand provide</u> the report to the president who shall read the entire report and announce the result of the ballot.	5. When a vote is taken by written ballot or electronic voting equipment in local, state or International chapters, the chairman of tellers shall provide the report to the president who shall read the entire report and announce the result of the ballot.

**EXPLANATION:** Would remove the instruction that the chairman of tellers hand the report to the president and require that she provide the report to the president.

**RATIONALE:** The process for transmitting the Report of the Tellers should not be limited to a physical process.

### F-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 8.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
8. The recording secretary of International Chapter shall order such additional copies of the Proceedings of Convention of International Chapter as the executive director of the P.E.O. Sisterhood deems advisable to stock for sale.	<del>8. The recording secretary of International Chapter shall order such additional copies of the Proceedings of Convention of International Chapter as the executive director of the P.E.O. Sisterhood deems advisable to stock for sale.</del>	

**EXPLANATION:** Would remove the requirement that the recording secretary of International Chapter order additional copies of the Proceedings of Convention of International Chapter to stock for sale.

**RATIONALE:** The posting of the proceedings to the International website eliminates the need to provide copies for sale and reflects current practice.

### F-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 12.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
12. Articles for publication in The P.E.O. Record and all publicity information and material for distribution to the P.E.O. Sisterhood pertaining to the projects of International Chapter shall first be submitted to the Executive Board of International Chapter for approval. Distribution of information and material shall require approval of the executive board.	<del>12. Articles for publication in The P.E.O. Record and all publicity information and material for distribution to the P.E.O. Sisterhood pertaining to the projects of International Chapter shall first be submitted to the Executive Board of International Chapter for approval. Distribution of information and material shall require approval of the executive board.</del>	

**EXPLANATION:** Would remove the requirement that articles for publication in The P.E.O. Record and publicity information and material for distribution to the P.E.O. Sisterhood pertaining to the projects of International Chapter shall first be submitted to the Executive Board for approval, and that distribution of information and material shall require approval of the executive board.

**RATIONALE:** Simplifies the process for compiling The P.E.O. Record and reflects current practice.

#### F-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 13.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
13. The editor of The P.E.O. Record shall be granted personal interviews with the printer as authorized by the Executive Board of International Chapter, the expense to be paid from the general operating fund of the Sisterhood.	13. The editor of The P.E.O. Record shall be granted personal interviews with the printer as authorized by the Executive Board of International Chapter, the expense to be paid from the general operating fund of the Sisterhood.	

**EXPLANATION:** Would remove that the editor of The P.E.O. Record shall be granted personal interviews with the printer as authorized by the Executive Board; and that the expense would be paid from the general operation fund of the Sisterhood.

**RATIONALE:** Current business practices allow for interviews to be conducted electronically, so travel is no longer necessary.

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## PROPOSED AMENDMENTS TO PARTS I, II AND III OF THE CONSTITUTION, BYLAWS AND STANDING RULES OF THE P.E.O. SISTERHOOD

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules of the P.E.O. Sisterhood.)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**



**THE FOLLOWING SIX PROPOSED AMENDMENTS WILL BE CONSIDERED  
AS A WHOLE WITH A SINGLE VOTE**

#### G-1. SUBMITTED BY NORTH CAROLINA STATE CHAPTER

(page 24) Amend CONSTITUTION, Part I, ARTICLE XI, AMENDMENTS, section (a), by inserting in the first clause the words "of the returned ballots" after the word "two-thirds".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
(a) the proposed amendment has been approved for consideration at a state convention by two-thirds of the local chapters of a state chapter; ...	(a) the proposed amendment has been approved for consideration at a state convention by two-thirds <u>of the returned ballots</u> of the local chapters of a state chapter; ...	(a) the proposed amendment has been approved for consideration at a state convention by two-thirds of the returned ballots of the local chapters of a state chapter; ...

**EXPLANATION:** Would change the required approval for a proposed amendment to the Introduction and Part I of the Constitution and the Procedure for P.E.O. Chapter Meeting to be considered at a state convention from two-thirds of all the local chapters of that state to two-thirds of the returned local chapter ballots of that state.

**RATIONALE:** Makes the vote tabulations at the polling phase consistent with the voting requirements at the state and international conventions; under the present system, local chapters which fail to return a ballot during the polling phase may affect the outcome of whether a proposed amendment shall be approved for consideration at a state convention.

#### G-1. CONFORMING AMENDMENTS: Same provision, identical proposed wording.

- (a). Part II, ARTICLE XIV, AMENDMENTS, section (a);
- (b). Part III, ARTICLE XVII, AMENDMENTS, section (a);
- (c). BYLAWS, ARTICLE XXII, AMENDMENTS, section (a);
- (d). STANDING RULES, GENERAL, Rule #4, section (a); and
- (e). STANDING RULES, AMENDMENTS, section (a).

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THE FOLLOWING SIX PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

G-2. SUBMITTED BY CONNECTICUT STATE CHAPTER

(page 24) Amend CONSTITUTION, Part I, ARTICLE XI, AMENDMENTS, section (a) by striking out the words “approved for consideration at a state convention by two-thirds of the local chapters of a state chapter” and inserting the words “sent to all local chapters of the state chapter and all members of convention entitled to vote at that state convention, prior to convention”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
(a) the proposed amendment has been approved for consideration at a state convention by two-thirds of the local chapters of a state chapter; approved at the following convention of the state chapter by a two-thirds vote of the members voting; reported immediately by the secretary of the state chapter to the president of International Chapter and the chairman of the Study and Research Committee; or...	(a) the proposed amendment has been <del>approved for consideration at a state convention by two-thirds of the local chapters of a state chapter</del> ; <u>sent to all local chapters of the state chapter and all members of convention entitled to vote at that state convention, prior to convention</u> ; approved at the following convention of the state chapter by a two-thirds vote of the members voting; reported immediately by the secretary of the state chapter to the president of International Chapter and the chairman of the Study and Research Committee; or...	(a) the proposed amendment has been sent to all local chapters of the state chapter and all members of convention entitled to vote at that state convention, prior to convention; approved at the following convention of the state chapter by a two-thirds vote of the members voting; reported immediately by the secretary of the state chapter to the president of International Chapter and the chairman of the Study and Research Committee; or...

**EXPLANATION:** Would remove the requirement that two-thirds of local chapters approve a proposed amendment to the Introduction and Part I of the Constitution and the Procedure for P.E.O. Chapter Meeting before it is considered at state convention; and would require proposed amendments be sent to all local chapters and all members of convention entitled to vote prior to convention.

**RATIONALE:** This will allow all proposed amendments to be considered at state convention.

G-2. CONFORMING AMENDMENTS: Same provision, identical proposed wording.

- (a). Part II, ARTICLE XIV, AMENDMENTS, section (a);
- (b). Part III, ARTICLE XVII, AMENDMENTS, section (a);
- (c). Bylaws, ARTICLE XXII, AMENDMENTS, section (a);
- (d). Standing Rules, GENERAL, Rule #4, section (a); and
- (e). Standing Rules, AMENDMENTS, section (a).

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# PROPOSED AMENDMENTS TO THE PROCEDURE FOR P.E.O. CHAPTER MEETING

(Page number refers to the 2020 President's Book)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**

## H-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 1) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER, in paragraph 3 by striking out the words "stand as you are able, and inserting the words "rise as you wish,"

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p>At the tap of the gavel, please stand as you are able while (the password is taken and) the report of the guard is given. Remain standing until we have sung (recited) the Opening Ode and recited the Objects and Aims.</p>	<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p>At the tap of the gavel, please <del>stand as you are able</del> rise as you wish while (the password is taken and) the report of the guard is given. Remain standing until we have sung (recited) the Opening Ode and the Objects and Aims.</p>	<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p>At the tap of the gavel, please rise as you wish while (the password is taken and) the report of the guard is given. Remain standing until we have sung (recited) the Opening Ode and the Objects and Aims.</p>

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would remove directing members to stand and allows an option of rising at the tap of the gavel.

**RATIONALE:** Provides more inclusive wording in rising as you wish rather than as you are able.

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## THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

### H-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 1) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER, by inserting a new paragraph 3; in paragraph 4 by striking out the words "stand as you are able, while (the password is taken and) the report of the guard is given and remain standing until we have sung (recited)" and inserting the words "rise as you wish, while", and by adding the words "are conducted."; and by striking out paragraph 5 and inserting a new paragraph 5.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p>At the tap of the gavel, please stand as you are able while (the password is taken and) the report of the guard is given. Remain standing until we have sung (recited) the Opening Ode and recited the Objects and Aims.</p> <p>PRESIDENT: The guard will see that the doors are closed and take the password from all who enter.</p>	<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p><u>The guard has conducted a visual verification of membership.</u></p> <p>At the tap of the gavel, please <del>stand as you are able while (the password is taken and) the report of the guard is given. Remain standing until we have sung (recited)</del> rise as you wish while the Opening Ode and the Objects and Aims <u>are conducted.</u></p> <p><del>PRESIDENT: The guard will see that the doors are closed and take the password from all who enter.</del></p> <p><u>PRESIDENT: The guard will confirm the membership of all who join the meeting.</u></p>	<p>1. CALL TO ORDER.</p> <p>PRESIDENT: The meeting will come to order.</p> <p>If there is no objection, (name) will serve as (officer) for this meeting.</p> <p>The guard has conducted a visual verification of membership.</p> <p>At the tap of the gavel, please rise as you wish while the Opening Ode and the Objects and Aims are conducted.</p> <p>PRESIDENT: The guard will confirm the membership of all who join the meeting.</p>

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would remove taking of the password for a local chapter meeting and have the guard visually identify those in attendance are chapter members and confirm the membership of a P.E.O. guest and would give the option of rising at the tap of the gavel for the Opening Ode and Objects and Aims.

**RATIONALE:** Simplifies the process for determining active membership to attend a chapter meeting and provides more inclusive wording in rising as you wish rather than as you are able.

**NOTE:** If adopted, the Ceremony of Installation will be written to conform.

### H-2(a). CONFORMING AMENDMENT

#### SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 11) Amend Ceremony of Initiation, Part III, president's part, paragraph 1, by striking out the words "which will admit you to all P.E.O. meetings so long as you are an active member of a chapter" and inserting the words "as established by our Founders."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
I will now give you our password which will admit you to all P.E.O. meetings so long as you are an active member of a chapter.	I will now give you our password <del>which will admit you to all P.E.O. meetings so long as you are an active member of a chapter</del> <u>as established by our Founders.</u>	I will now give you our password as established by our Founders.

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would provide a different purpose for the password than admittance to a local chapter meeting.

**RATIONALE:** Simplifies the process for determining active membership to attend a chapter meeting.

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### H-3. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(page 4) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #3. DEVOTIONS, P.E.O. Prayer, paragraph 2, by striking out the words “to have for our sisters that charity which ‘covers a multitude of sins’” and inserting the words “to support our sisters lovingly in any way we can”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Grant that our meeting may strengthen us for the duties of life; enable us to understand and keep our vows, and especially help us to have for our sisters that charity which “covers a multitude of sins.”	Grant that our meeting may strengthen us for the duties of life; enable us to understand and keep our vows, and especially help us to <del>have for our sisters that charity which “covers a multitude of sins.”</del> <u>to support our sisters lovingly in any way we can.</u>	Grant that our meeting may strengthen us for the duties of life; enable us to understand and keep our vows, and especially help us to support our sisters lovingly in any way we can.

**EXPLANATION:** Would remove the direction to have charity for our sisters that covers different sins and add the direction to support sisters in any loving way possible.

**RATIONALE:** The clause “multitude of sins” is vague and a more specific goal is desirable.

### H-4. SUBMITTED BY MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER, MASSACHUSETTS STATE CHAPTER, NEW YORK STATE CHAPTER AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 4) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #3. DEVOTIONS, P.E.O. Prayer, paragraph 3, sentence 2, by inserting the word “(Amen)” following the word “Thine.”, and by inserting instructions as a new paragraph 4 “*Continue if reciting the Lord’s Prayer*”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Dear Father, grant that all with whom we associate may be purer, braver, and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine.  These blessings we would ask in the name of Him who taught us to pray, <i>(in unison)</i> :  Our Father...	Dear Father, grant that all with whom we associate may be purer, braver, and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine. <u>(Amen)</u>  <u><i>Continue if reciting Lord’s Prayer</i></u>  These blessings we would ask in the name of Him who taught us to pray, <i>(in unison)</i> :  Our Father...	Dear Father, grant that all with whom we associate may be purer, braver, and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine. (Amen)  <i>Continue if reciting Lord’s Prayer</i>  These blessings we would ask in the name of Him who taught us to pray, <i>(in unison)</i> :  Our Father

**EXPLANATION:** Would allow local chapters to choose to end Devotions following paragraph three of the P.E.O. Prayer with an “Amen”, or continue with reciting the Lord’s Prayer.

**RATIONALE:** By providing an option, this proposal allows chapters to recognize diversity and demonstrate inclusiveness within its membership.

### H-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 4) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #3. DEVOTIONS, P.E.O. Prayer, by striking out the word “Father” and inserting the word “God” where it appears.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Kind and loving Father, at this the beginning of another meeting....  Grant that our meeting may...  Dear Father, grant that all with whom we associate may be purer, braver and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine.	Kind and loving <del>Father</del> <u>God</u> , at this the beginning of another meeting....  Grant that our meeting may...  Dear <del>Father</del> <u>God</u> , grant that all with whom we associate may be purer, braver, and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine.	Kind and loving God, at this the beginning of another meeting....  Grant that our meeting may...  Dear God, grant that all with whom we associate may be purer, braver, and stronger for our influence. Bless our Sisterhood; bless each chapter; and may it be our constant endeavor to work, not for our own glory, but for Thine.

**EXPLANATION:** Would replace the word Father with the word God.

**RATIONALE:** Provides inclusive language.

**THE FOLLOWING NINE PROPOSED AMENDMENTS WILL BE CONSIDERED AS A BLOCK – THE BLOCK WILL BE VOTED UPON AS ONE WITHOUT DISCUSSION**

**H-6. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 2) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #2. OPENING ODE, OBJECTS AND AIMS, by inserting a new paragraph 3.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>2. OPENING ODE, OBJECTS AND AIMS</p> <p>PRESIDENT: We will sing (recite) the Opening Ode, after which we will recite the Objects and Aims.</p> <p>OPENING ODE</p> <p>We who are sisters in heart and spirit, Give thanks for the star and its message. May Purity, Justice, Faith, Truth and Love Make glad and holy the secret places of our hearts. Amen.</p>	<p>2. OPENING ODE, OBJECTS AND AIMS</p> <p>PRESIDENT: We will sing (recite) the Opening Ode, after which we will recite the Objects and Aims.</p> <p>OPENING ODE</p> <p>We who are sisters in heart and spirit, Give thanks for the star and its message. May Purity, Justice, Faith, Truth and Love Make glad and holy the secret places of our hearts. Amen.</p> <p><u>Chapter may use the following in place of the Opening Ode:</u></p> <p><u>BLEST BE THE TIE THAT BINDS (adapted for P.E.O. use)</u></p> <p><u>Blest be the tie that binds</u> <u>Our hearts in sisterly love;</u> <u>The fellowship of kindred minds</u> <u>Is like to that above.</u></p>	<p>2. OPENING ODE, OBJECTS AND AIMS</p> <p>PRESIDENT: We will sing (recite) the Opening Ode, after which we will recite the Objects and Aims.</p> <p>OPENING ODE</p> <p>We who are sisters in heart and spirit, Give thanks for the star and its message. May Purity, Justice, Faith, Truth and Love Make glad and holy the secret places of our hearts. Amen.</p> <p><u>Chapter may use the following in place of the Opening Ode:</u></p> <p><u>BLEST BE THE TIE THAT BINDS (adapted for P.E.O. use)</u></p> <p><u>Blest be the tie that binds</u> <u>Our hearts in sisterly love;</u> <u>The fellowship of kindred minds</u> <u>Is like to that above.</u></p>

**EXPLANATION:** Would remove Blest Be the Tie that Binds from Appendix 5 in the President's Book and into the Procedure for P.E.O. Chapter Meeting as an approved option to the Opening Ode.

**RATIONALE:** Places adapted version of "Blest Be the Tie That Binds" where it is commonly used in the Procedure for P.E.O. Chapter Meeting.

**H-7. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 8) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #8. REPORT OF CORRESPONDING SECRETARY, paragraphs 4 and 5 by striking out the words "According to our P.E.O. Constitution, reading" and inserting the words "Having received", and by striking out the words "acknowledges that".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p><i>If letter of reinstatement is read and payment of fee is received:</i></p> <p>PRESIDENT: According to our P.E.O. Constitution, reading the letter for reinstatement, which includes payment of the reinstatement fee, acknowledges that (name) is an active member of Chapter _____.</p> <p><i>If letter of acceptance of invitation to transfer to this chapter, which includes notice of reinstatement, is read and payment of fee is received:</i></p> <p>PRESIDENT: According to our P.E.O. Constitution, reading the letter of acceptance and reinstatement, which includes payment of the reinstatement fee, acknowledges that (name) is an active member of Chapter _____.</p>	<p><i>If letter of reinstatement is read and payment of fee is received:</i></p> <p>PRESIDENT: <del>According to our P.E.O. Constitution, reading</del> <u>Having received</u> the letter for reinstatement, which includes payment of the reinstatement fee, <del>acknowledges that</del> (name) is an active member of Chapter _____.</p> <p><i>If letter of acceptance of invitation to transfer to this chapter, which includes notice of reinstatement, is read and payment of fee is received:</i></p> <p>PRESIDENT: <del>According to our P.E.O. Constitution, reading</del> <u>Having received</u> the letter of acceptance and reinstatement, which includes payment of the reinstatement fee, <del>acknowledges that</del> (name) is an active member of Chapter _____.</p>	<p><i>If letter of reinstatement is read and payment of fee is received:</i></p> <p>PRESIDENT: Having received the letter for reinstatement, which includes payment of the reinstatement fee, (name) is an active member of Chapter _____.</p> <p><i>If letter of acceptance of invitation to transfer to this chapter, which includes notice of reinstatement, is read and payment of fee is received:</i></p> <p>PRESIDENT: Having received the letter of acceptance and reinstatement, which includes payment of the reinstatement fee, (name) is an active member of Chapter _____.</p>

**EXPLANATION:** Would remove the reference to the P.E.O. Constitution and would provide that receipt of the letter of acceptance confers active member status.

**RATIONALE:** Current wording is not correct with reference to the Constitution.

#### H-8. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 10) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #10 – PRESENTATION OF NAMES FOR MEMBERSHIP, paragraph 2, by striking out the words “entire Sponsor for Membership form(s)” and inserting the words “name of the woman sponsored and those who have signed the sponsor form”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The secretary will read the entire Sponsor for Membership form(s).	PRESIDENT: The secretary will read the <del>entire Sponsor for Membership form(s)</del> <u>name of the woman sponsored and those who have signed the sponsor form.</u>	PRESIDENT: The secretary will read the name of the woman sponsored and those who have signed the sponsor form.

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would remove the requirement that the secretary read the entire Sponsor for Membership form and instruct that she read the name of the woman sponsored and those who have signed the sponsor form.

**RATIONALE:** Simplifies the presentation of names during a chapter meeting.

#### H-9. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 12) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, by inserting a new paragraph 1.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
13. BALLOTING  PRESIDENT: The secretary will read the name of the woman proposed and the three who have sponsored her.	13. BALLOTING  <u>PRESIDENT: The next order of business is balloting.</u>  PRESIDENT: The secretary will read the name of the woman proposed and the three who have sponsored her.	13. BALLOTING  PRESIDENT: The next order of business is balloting.  The secretary will read the name of the woman proposed and the three who have sponsored her.

**EXPLANATION:** Would add an introduction to the item of business.

**RATIONALE:** Allows members to be aware of the topic of the next item of business

#### H-10. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 12) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, by striking out paragraph 7 and inserting a new paragraph 7.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: Those in favor will circle pro. Those opposed will circle con. An unmarked ballot abstains. Please rise, if you are able, or signal the vice president when your ballot is ready. Remain standing until your ballot is collected. Each member shall place her unfolded ballot face down in the container.	<del>PRESIDENT: Those in favor will circle pro. Those opposed will circle con. An unmarked ballot abstains. Please rise if you are able or signal the vice president when your ballot is ready. Remain standing until your ballot is collected. Each member shall place her unfolded ballot face down in the container.</del>  PRESIDENT: Those in favor will circle pro. Those opposed will circle con. An unmarked ballot abstains. Please rise if you wish or signal the vice president when your ballot is ready. If standing, you may be seated after your ballot is collected. Each member shall place her unfolded ballot face down in the container.	PRESIDENT: Those in favor will circle pro. Those opposed will circle con. An unmarked ballot abstains. Please rise if you wish or signal the vice president when your ballot is ready. If standing, you may be seated after your ballot is collected. Each member shall place her unfolded ballot face down in the container.

**EXPLANATION:** Would remove the requirement for members to rise for their ballot to be collected and provide the option to rise or signal the vice president when their ballot is ready.

**RATIONALE:** Eliminates non-inclusive language regarding ability to stand.

#### H-11. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 13) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, by striking out paragraphs 7 and 8.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The vice president will distribute ballots.  PRESIDENT: We are now ready and will vote upon the name of _____.	PRESIDENT: The vice president will distribute ballots.  PRESIDENT: We are now ready and will vote upon the name of _____.	

**EXPLANATION:** Would remove incomplete instructions and duplicate language on balloting.

**RATIONALE:** Language is already reflected in president's spoken words prior to these paragraphs.

**NOTE:** Instruction will be added for the president to follow the same balloting instructions used for the initial balloted upon name.

#### H-12. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 14) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, paragraphs 3 and 4, by striking out the words "A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook" and the words "the page shall be destroyed and".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The ballot is unfavorable. A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook. At the expiration of six months from the date of balloting, the page shall be destroyed and the name may be presented again for membership.  <i>OR, if first ballot contains THREE or MORE CON VOTES, a count of votes is necessary. If votes cast equal or are less than number entitled to vote, president announces:</i>  PRESIDENT: The ballot is unfavorable. A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook. At the expiration of six months from the date of balloting, the page shall be destroyed and the name may be presented again for membership.	PRESIDENT: The ballot is unfavorable. <del>A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook.</del> At the expiration of six months from the date of balloting, <del>the page shall be destroyed</del> and the name may be presented again for membership.  <i>OR, if first ballot contains THREE or MORE CON VOTES, a count of votes is necessary. If votes cast equal or are less than number entitled to vote, president announces:</i>  PRESIDENT: The ballot is unfavorable. <del>A name balloted upon unfavorably shall be kept by the president on a separate page of a small notebook.</del> At the expiration of six months from the date of balloting, <del>the page shall be destroyed</del> and the name may be presented again for membership.	PRESIDENT: The ballot is unfavorable. At the expiration of six months from the date of balloting, the name may be presented again for membership.  <i>OR, if first ballot contains THREE or MORE CON VOTES, a count of votes is necessary. If votes cast equal or are less than number entitled to vote, president announces:</i>  PRESIDENT: The ballot is unfavorable. At the expiration of six months from the date of balloting, the name may be presented again for membership.

**EXPLANATION:** Would remove instruction that a name balloted upon unfavorably be kept by the president in a small notebook and the page be destroyed after six months.

**RATIONALE:** This is an outdated provision, and its removal simplifies local chapter procedures.

#### H-13. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 15) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #15 INSTALLATION paragraph 2, by striking out the words "come forward to".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The recording secretary will call the roll of officers, who as their names are called will come forward to receive their instructions and take the oath of office.	PRESIDENT: The recording secretary will call the roll of officers, who as their names are called will <del>come forward to</del> receive their instructions and take the oath of office.	PRESIDENT: The recording secretary will call the roll of officers, who as their names are called will receive their instructions and take the oath of office.

**EXPLANATION:** Would remove the requirement for the officers to come forward to receive instructions and take the oath of office.

**RATIONALE:** Provides flexibility for the location of the Ceremony of Installation.

#### H-14. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 16) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #18 – CLOSING BENEDICTION, by striking out the word “BENEDICTION”.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
18. CLOSING BENEDICTION	18. CLOSING BENEDICTION	18. CLOSING

**EXPLANATION:** Would remove the word benediction from reference to the item of business closing the local chapter meeting.

**RATIONALE:** The word “Closing” is a more universal term, while what is spoken by the president is unchanged.

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## PROPOSED AMENDMENTS TO THE CEREMONY OF INITIATION

(Page number refers to the 2018 Prompter's Part)

**UNDERLINED PRINT = INSERT OR ADD; LINE-THROUGH WORDS = STRIKE OUT.**



**THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE**

#### I-1. SUBMITTED BY CONNECTICUT STATE CHAPTER, DISTRICT OF COLUMBIA CHAPTER, MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER, MASSACHUSETTS STATE CHAPTER AND NEW YORK STATE CHAPTER

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

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood? <i>OR Optional wording:</i> <u>Place your right hand upon your heart and raise your left hand.</u> Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood? <i>OR Optional wording:</i> Place your right hand upon your heart and raise your left hand. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?

**EXPLANATION:** Would allow the option for an initiate to place her right hand upon her heart and raise her left hand rather than placing her right hand upon the Bible when acknowledging her belief in God.

#### I-2. SUBMITTED BY CONNECTICUT STATE CHAPTER, DISTRICT OF COLUMBIA CHAPTER, MANITOBA-NORTHWEST ONTARIO PROVINCIAL CHAPTER, MASSACHUSETTS STATE CHAPTER AND NEW YORK STATE CHAPTER

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

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life? <i>OR Optional wording:</i> <u>Place your right hand upon your heart and raise your left hand.</u>  Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life? <i>OR Optional wording:</i> Place your right hand upon your heart and raise your left hand.  Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?

**EXPLANATION:** Would allow the option for an initiate to raise her left hand when taking her vows rather than placing her hand upon the Bible.

**RATIONALE:** Making the placing of the hand on a Bible optional renders the ceremony more inclusive to diverse faith groups, and provides greater opportunity to grow our membership.

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THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE

I-3. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(page 5) Amend Ceremony of Initiation, Part I, paragraph 4, president's part, by adding optional wording that would read: "Raise your right hand."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?  <i>OR Optional wording:</i> <u>Raise your right hand.</u> Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?  <i>OR Optional wording:</i> Raise your right hand. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?

**EXPLANATION:** Would allow the option for an initiate to raise her right hand when taking her vows rather than placing her hand upon the Bible.

I-4. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(page 8) Amend Ceremony of Initiation, Part II, paragraph 6, president's part, by adding optional wording that would read: "Raise your right hand."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?  <i>OR Optional wording:</i> <u>Raise your right hand.</u>  Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	Place your right hand upon your heart, your left upon the Bible.  Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?  <i>OR Optional wording:</i> Raise your right hand.  Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?

**EXPLANATION:** Would allow the option for an initiate to raise her right hand when taking her vows rather than placing her right hand upon her heart and left hand upon the Bible.

**RATIONALE:** Providing the initiate the choice of how to affirm her belief in God when taking her oaths is consistent with the religious diversity of the organization and will make the ceremony more inclusive.

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**THE FOLLOWING TWO PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE**

**I-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 5) Amend Ceremony of Initiation, Part I, paragraph 4, sentence 1, president's part, by striking out the words "Place your right hand upon the Bible, the Word of God".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<i>(The president may hold the open Bible while the candidate(s) takes (take) vows.)</i> Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	<i>(The president may hold the open Bible while the candidate(s) takes (take) vows.)</i> Place your right hand upon the Bible, the Word of God. Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?	Acknowledging your belief in God, do you solemnly promise to abide by our laws, to keep our regulations, and never to divulge the private proceedings of our Sisterhood?

**EXPLANATION:** Would remove placement of the candidate's hand on the Bible.

**I-6. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

(page 8) Amend Ceremony of Initiation, Part II, paragraphs 5-6, by striking out the words "Place your right hand upon your heart, your left upon the Bible. Standing as you do, with a hand upon each of the sources of life,"

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<i>(The president may hold the open Bible while the candidate(s) takes (take) vows.)</i> We are about assume the mutual vows of our Sisterhood. Place your right hand upon your heart, your left upon the Bible. Standing as you do, with a hand upon each of the sources of life, do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	<i>(The president may hold the open Bible while the candidate(s) takes (take) vows.)</i> We are about assume the mutual vows of our Sisterhood. Place your right hand upon your heart, your left upon the Bible. Standing as you do, with a hand upon each of the sources of life, Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?	We are about assume the mutual vows of our Sisterhood. Do you solemnly promise that the welfare of the Sisterhood shall be a permanent object of your life?

**PROVISO:** If adopted these changes will not become effective until the COVID-19 pandemic emergency restrictions are lifted.

**EXPLANATION:** Would remove placement of the candidate's right hand on her heart and left hand on the Bible when taking her vows.

**RATIONALE:** Establishes a method of taking vows that is inclusive of those from a broad range of faiths that believe in God and those with disabilities.

**NOTE:** Words in italics are instructional as provided by the Executive Board of International Chapter and are not amendable. Wording is shown here as stricken to reflect the intent that, if the amendment is adopted, President's Book Appendix #21 – Guard's Instructions for Initiation will be written, and the diagrams will show, that the Bible is placed on the initiatory table. The local chapter will retain the white Bible.

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#### I-7. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER

(page 7) Amend Ceremony of Initiation, Part II, by striking out paragraph 3 and inserting a new paragraph 3.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
CORRESPONDING SECRETARY: Purity. Purity is the spotless robe which must ever clothe ideal womanhood. Purity in life, in heart, in spirit, must be your ideal. There are eternal standards of purity that must be maintained. According to the purity of its women shall a national rise or fall.	<del>CORRESPONDING SECRETARY: Purity. Purity is the spotless robe which must ever clothe ideal womanhood. Purity in life, in heart, in spirit, must be your ideal. There are eternal standards of purity that must be maintained. According to the purity of its women shall a national rise or fall.</del> <u>CORRESPONDING SECRETARY: Purity. Purity in life, in heart and in spirit shall be your ideal. Honesty and integrity are eternal standards of purity that must be maintained.</u>	CORRESPONDING SECRETARY: Purity. Purity in life, in heart and in spirit shall be your ideal. Honesty and integrity are eternal standards of purity that must be maintained.

**EXPLANATION:** Would delete reference to clothing ideal womanhood in a spotless robe; would remove the statement that a nation rises or falls according to the purity of its women; and would add that honesty and integrity are eternal standards of purity that must be maintained.

**RATIONALE:** Revising this outdated and awkward wording makes the ceremony easier to understand and clarifies the expectations of 'purity'.

#### I-8. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 9) Amend Ceremony of Initiation, Part II, Chaplain's Prayer, sentence 1 by striking out the words "Our Father in Heaven," and inserting the words "Dear God,," and sentence 6 by striking out the word "Father".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Our Father in Heaven, wilt Thou look in tender mercy upon us and bestow Thy blessing on this (these) sister(s) who has (have) just pledged her (their) allegiance to our Sisterhood. Grant her (them) Thy grace that she (they) may prove faithful. Give her (them) strength to overcome the temptations of the world, finding in Thee always her (their) refuge. May we, her (their) sisters, prove true to her (them), and as we walk together through life, may the tie that binds grow stronger for the love and helpfulness we find in one another. Guide us, and bring us at last to Thee, an unbroken band. We ask, Father, in Thy name. Amen.	<del>Our Father in Heaven,</del> <u>Dear God,</u> wilt Thou look in tender mercy upon us and bestow Thy blessing on this (these) sister(s) who has (have) just pledged her (their) allegiance to our Sisterhood. Grant her (them) Thy grace that she (they) may prove faithful. Give her (them) strength to overcome the temptations of the world, finding in Thee always her (their) refuge. May we, her (their) sisters, prove true to her (them), and as we walk together through life, may the tie that binds grow stronger for the love and helpfulness we find in one another. Guide us, and bring us at last to Thee, an unbroken band. We ask, <del>Father,</del> in Thy name. Amen.	Dear God, wilt Thou look in tender mercy upon us and bestow Thy blessing on this (these) sister(s) who has (have) just pledged her (their) allegiance to our Sisterhood. Grant her (them) Thy grace that she (they) may prove faithful. Give her (them) strength to overcome the temptations of the world, finding in Thee always her (their) refuge. May we, her (their) sisters, prove true to her (them), and as we walk together through life, may the tie that binds grow stronger for the love and helpfulness we find in one another. Guide us, and bring us at last to Thee, an unbroken band. We ask in Thy name. Amen.

**EXPLANATION:** Would replace the words "Our Father in Heaven" with "Dear God" and would remove the word Father.

**RATIONALE:** Uses less gender-specific language.

#### I-9. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 11) Amend Ceremony of Initiation, Part III, president's part, paragraph 3, by striking out the words "and then not above a whisper."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<b>PRESIDENT:</b> The meaning of our letters is never written by a P.E.O. and is spoken only by the one who is acting as president or organizer and then not above a whisper.	<b>PRESIDENT:</b> The meaning of our letters is never written by a P.E.O. and is spoken only by the one who is acting as president or organizer <del>and then not above a whisper.</del>	<b>PRESIDENT:</b> The meaning of our letters is never written by a P.E.O. and is spoken only by the one who is acting as president or organizer.

**EXPLANATION:** Removes the requirement to whisper the meaning of the letters P.E.O.

**RATIONALE:** Whispering is outdated, requires close contact to be heard and is not inclusive to those with partial or total hearing loss.

# PROPOSED AMENDMENTS TO THE CEREMONY OF INSTALLATION FOR LOCAL CHAPTERS

(Page number refers to the President's Book 03/10)

**UNDERLINED PRINT = INSERT OR ADD; LINE-THROUGH WORDS = STRIKE OUT.**



**THE FOLLOWING FIVE PROPOSED AMENDMENTS WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE**

## J-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 1) Amend Ceremony of Installation, Officers, paragraph 3 by striking out the word "thus" and adding the word "so."

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
Do you promise thus to do?	Do you promise <del>thus</del> to do <u>so</u> ?	Do you promise to do so?

**EXPLANATION:** Would update terminology in taking oath of office.

## J-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 2) Amend Ceremony of Installation, Guard, paragraph 1 by striking out the words "to see that the rooms are in readiness, that the doors are closed" and Chaplain, by striking out paragraph 4.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
<p>_____, it will be your duty as Guard to take the password from all present at each meeting, to see that the rooms are in readiness, that the doors are closed, and that no one enters unable to give the password.</p> <p>Do you promise to do this?</p> <p>Guard says: I do.</p> <p>_____, as Chaplain, it will be your duty to conduct the devotions at each chapter meeting. In order to become a member of this Sisterhood, it is necessary to affirm our belief in God. It is, therefore, fitting that we should acknowledge our personal accountability unto God to whom all hearts are open, all desires are known, and from whom no secrets are hid.</p> <p>In order to become members of this Sisterhood, it is necessary to affirm our belief in God.</p> <p>_____, as Chaplain, it will be your duty to conduct the devotions at each chapter meeting.</p> <p>Do you promise to perform the duties of this office?</p> <p>Chaplain says: I do.</p>	<p>_____, it will be your duty as Guard to take the password from all present at each meeting, <del>to see that the rooms are in readiness, that the doors are closed,</del> and that no one enters unable to give the password.</p> <p>Do you promise to do this?</p> <p>Guard says: I do.</p> <p><del>_____, as Chaplain, it will be your duty to conduct the devotions at each chapter meeting. In order to become a member of this Sisterhood, it is necessary to affirm our belief in God. It is, therefore, fitting that we should acknowledge our personal accountability unto God to whom all hearts are open, all desires are known, and from whom no secrets are hid.</del></p> <p>In order to become members of this Sisterhood, it is necessary to affirm our belief in God.</p> <p>_____, as Chaplain, it will be your duty to conduct the devotions at each chapter meeting.</p> <p>Do you promise to perform the duties of this office?</p> <p>Chaplain says: I do.</p>	<p>_____, it will be your duty as Guard to take the password from all present at each meeting and that no one enters unable to give the password.</p> <p>Do you promise to do this?</p> <p>Guard says: I do.</p> <p>In order to become members of this Sisterhood, it is necessary to affirm our belief in God.</p> <p>_____, as Chaplain, it will be your duty to conduct the devotions at each chapter meeting.</p> <p>Do you promise to perform the duties of this office?</p> <p>Chaplain says: I do.</p>

**EXPLANATION:** Would remove from oath of office: for guard, references to duties regarding the meeting room; and for Chaplain, references to affirmation of belief in God.

### J-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 3) Amend Ceremony of Installation, Treasurer, paragraph 1 by striking out the word "regular"; Corresponding Secretary, in paragraph 4 by striking out the fourth sentence and by striking out the word "state" in the fifth sentence; and Recording Secretary in paragraph 7, first sentence by striking out the words "the work of".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
...shall call the roll at each regular meeting; keep a correct list of members of this chapter, and of all accounts with them.  ... _____, you have been chosen Corresponding Secretary....It is necessary that the membership records be correct and complete.  Not only the local, but the state (insert state, province or district) chapter records... _____, the work of your office as Recording Secretary will require special attention and diligence....	...shall call the roll at each regular meeting; keep a correct list of members of this chapter, and of all accounts with them.  ... _____, you have been chosen Corresponding Secretary....It is necessary that the membership records be correct and complete. Not only the local, but the state (insert state, province or district) chapter records... _____, the work of your office as Recording Secretary will require special attention and diligence....	...shall call the roll at each meeting; keep a correct list of members of this chapter, and of all accounts with them.  ... _____, you have been chosen Corresponding Secretary...  Not only the local, but the (insert state, province or district) chapter records... _____, your office as Recording Secretary will require special attention and diligence....

**EXPLANATION:** Would remove from oath of office: for treasurer, reference to roll call at only a regular meeting; for corresponding secretary, reference to membership records; and for recording secretary, reference to the work of office.

### J-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 4) Amend Ceremony of Installation, Vice President, paragraph 1, last sentence by striking out the word "her" and inserting the word "the"; and President, in paragraph, 4 second sentence, by striking out the words "in the work".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
_____, as Vice President, ...It is necessary, therefore, that you should be prepared to assume the responsibilities of her office at any time.  ... _____, in electing you President, Chapter _____ has conferred upon you its highest honor and its greatest responsibility. In proportion to your zeal, in proportion to your efforts, will be developed the general growth and interest in the work of the chapter....	_____, as Vice President, ...It is necessary, therefore, that you should be prepared to assume the responsibilities of her <u>the</u> office at any time.  ... _____, in electing you President, Chapter _____ has conferred upon you its highest honor and its greatest responsibility. In proportion to your zeal, in proportion to your efforts, will be developed the general growth and interest in <u>the</u> work of the chapter....	_____, as Vice President, ...It is necessary, therefore, that you should be prepared to assume the responsibilities of the office at any time.  ... _____, in electing you President, Chapter _____ has conferred upon you its highest honor and its greatest responsibility. In proportion to your zeal, in proportion to your efforts, will be developed the general growth and interest of the chapter....

**EXPLANATION:** Would change in the oath of office for vice president reference from "her" to "the" for the office of president; and would remove from oath of office for president the reference to work of the local chapter.

### J-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 5) Amend Ceremony of Installation, Chapter, paragraph 2, last sentence by striking out the words ", on your part," and in paragraph 4 by striking out the words "Madam President".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
...Do you, on your part, pledge them your cheerful and ready support and cooperation? Chapter says: We do.  Madam President, _____, in presenting to you this gavel, the symbol of your office...	...Do you, <del>on your part</del> , pledge them your cheerful and ready support and cooperation? Chapter says: We do.  <del>Madam President</del> , _____, in presenting to you this gavel, the symbol of your office...	...Do you pledge them your cheerful and ready support and cooperation? Chapter says: We do.  _____, in presenting to you this gavel, the symbol of your office...

**EXPLANATION:** Would remove extraneous wording from the chapter pledge and final words to president.

**RATIONALE:** Removes outdated language.

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# THE FOLLOWING SEVEN PROPOSED AMENDMENTS TO THE CONSTITUTION, THE PROCEDURE FOR P.E.O. CHAPTER MEETING AND CEREMONY OF INSTALLATION WILL BE CONSIDERED AS A WHOLE WITH A SINGLE VOTE ONLY IF THE AMENDMENTS ARE ADOPTED TO REMOVE TAKING THE PASSWORD AT LOCAL CHAPTER MEETINGS.

(Page number refers to the 2019 Constitution, Bylaws and Standing Rules and the 2020 President's Book)

**UNDERLINED PRINT = INSERT OR ADD; LINE THROUGH WORDS = STRIKE OUT.**

## K-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 39) Amend CONSTITUTION, Part III, ARTICLE III, MEETINGS, Sec. 1 – NUMBER, by inserting a new paragraph 3 and making the current last sentence paragraph 4.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
... Only meetings held in accordance with the requirements of this section shall be considered regular business meetings.	... <u>Local chapters may conduct meetings in alternate formats following the procedures established in the Procedure for P.E.O. Chapter Meeting.</u> Only meetings held in accordance with the requirements of this section shall be considered regular business meetings.	... Local chapters may conduct meetings in alternate formats following the procedures established in the Procedure for P.E.O. Chapter Meeting. Only meetings held in accordance with the requirements of this section shall be considered regular business meetings.

**PROVISO:** If adopted, this change will not become effective until the COVID-19 emergency restrictions are lifted.

**EXPLANATION:** Would allow local chapters to conduct meetings in alternate formats (hybrid and virtual) following the procedures established in the Procedure for P.E.O. Chapter Meeting.

**RATIONALE:** Provides flexibility in scheduling and offers options in meeting formats for hybrid and virtual meetings.

## K-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 7) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #7. REPORT OF TREASURER, paragraph 4, by striking out the words "say pro" and inserting the words "please raise your hand. Lower your hands.", by striking out the words "say con" and inserting the words "please raise your hand. Lower your hands.", and by striking out the words "The pros (cons) have it" and inserting the words "The vote is favorable (unfavorable)".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: It has been moved and seconded that these bills be allowed. Is there discussion? (pause) Those in favor say pro. Those opposed say con. The pros (cons) have it and the bill(s) are (are not) allowed.	PRESIDENT: It has been moved and seconded that these bills be allowed. Is there discussion (pause) Those in favor <u>say pro please raise your hand. Lower your hands.</u> Those opposed <u>say con please raise your hand. Lower your hands.</u> <u>The pros (cons) have it. The vote is favorable (unfavorable)</u> and the bill(s) are (are not) allowed.	PRESIDENT: It has been moved and seconded that these bills be allowed. Is there discussion? (pause) Those in favor please raise your hand. Lower your hands. Those opposed please raise your hand. Lower your hands. The vote is favorable (unfavorable) and the bills are (are not) allowed.

**EXPLANATION:** Would remove the instructions to say pro or con and replace them with the instructions to raise and then lower hands; and would remove the use of the words pros and cons in announcing the result and replace them with the words favorable and unfavorable.

**RATIONALE:** Allows the president to ascertain the outcome of a vote more accurately in a virtual meeting.

### K-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 11) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #11. SIGNING OF SPONSOR FOR MEMBERSHIP FORM, by striking out the words "SIGNING OF".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
11. SIGNING OF SPONSOR FOR MEMBERSHIP FORM	11. <del>SIGNING OF</del> SPONSOR FOR MEMBERSHIP FORM	11. SPONSOR FOR MEMBERSHIP FORM

**EXPLANATION:** Would edit the title of item of business for flexibility of meeting formats.

**RATIONALE:** Signature on Sponsor for Membership Form will be included in instructions for various meeting formats.

**NOTE:** The Order of Business will be written to conform.

### K-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 12) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, paragraph 4 by striking out the words "The vice president will distribute ballots and pencils".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The treasurer will announce the number entitled to vote. The vice president will distribute ballots and pencils.	PRESIDENT: The treasurer will announce the number entitled to vote. <del>The vice president will distribute ballots and pencils.</del>	PRESIDENT: The treasurer will announce the number entitled to vote.

**EXPLANATION:** Would remove instruction for the vice president to distribute ballots and pencils.

**RATIONALE:** Provides flexibility for balloting in different meeting formats.

**NOTE:** Additional italicized instruction to be given for balloting in an in-person, hybrid or virtual meeting.

### K-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 1) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER, new paragraph 3, by adding the words "Are any members attending by phone?"

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
PRESIDENT: The guard has conducted a visual verification of membership.	PRESIDENT: The guard has conducted a visual verification of membership. <u>Are any members attending by phone?</u>	PRESIDENT: The guard has conducted a visual verification of membership. Are any members attending by phone?

**EXPLANATION:** Would have the president inquire if any members are attending an alternate format meeting by phone.

**RATIONALE:** Provides method to ascertain remote attendance in a different meeting format.

### K-6. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 13) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, by striking out paragraph 1 and inserting new paragraphs 1, 2, 3 and 4, with instructions.

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
The vice president will collect the ballots.	<p><del>The vice president will collect the ballots.</del></p> <p><i>If any members are not attending in person, the president will add:</i></p> <p><u>Those not attending in person, please phone, text or email your ballot to me.</u></p> <p><u>The ballots will be collected.</u></p> <p><i>If using an electronic poll for balloting for any members in attendance virtually, the president will say:</i></p> <p><u>Those in favor will indicate pro. Those opposed will indicate con. An unsubmitted ballot abstains. Those attending by telephone, please call, text or email your ballot to me.</u></p> <p><u>Have all voted? The ballot will now be closed.</u></p>	<p><i>If any members are not attending in person, the president will add:</i></p> <p>Those not attending in person, please phone, text or email your ballot to me.</p> <p>The ballots will be collected.</p> <p><i>If using an electronic poll for balloting for any members in attendance virtually, the president will say:</i></p> <p>Those in favor will indicate pro. Those opposed will indicate con. An unsubmitted ballot abstains. Those attending by telephone, please call, text or email your ballot to me.</p> <p>Have all voted? The ballot will now be closed.</p>

**EXPLANATION:** Would provide alternate instructions for polling when using electronic voting for a virtual meeting and include collection of ballots for those casting ballots in person.

**RATIONALE:** Gives direction for voting in different meeting formats.

#### K-7. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 4) Amend Ceremony of Installation, Vice President, paragraph 1, second sentence by inserting the words "at in-person meetings" following the word "balloting".

CURRENT WORDING	PROPOSED AMENDMENT	IF ADOPTED, IT WILL READ
_____, as Vice President, your duty is to assist the president in every way possible. You will tend to the duty of balloting during the vote for membership,...	_____, as Vice President, your duty is to assist the president in every way possible. You will tend to the duty of balloting <u>at in-person meetings</u> during the vote for membership,...	_____, as Vice President, your duty is to assist the president in every way possible. You will tend to the duty of balloting at in-person meetings during the vote for membership,...

**EXPLANATION:** Would add to the oath of office for vice president reference to duties for balloting at in-person meetings

**RATIONALE:** Provides clarity for the duties of the vice president during balloting at in-person meetings.

\*\*\*\*\*

## EDITORIAL RESOLUTION

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

## RESOLUTION

### SUBMITTED BY COLORADO STATE CHAPTER

WHEREAS, P.E.O. is proud of its "Women Educating Women" projects;

WHEREAS, There are women who have a clear career direction based on their chosen degree and should be supported in their drive to achieve a specific educational goal;

WHEREAS, There are a great many women who have attained sophomore completion status in a bachelor's program at institutions of higher learning and are academically successful but challenged to finance an upcoming term;

WHEREAS, These students may be holding down jobs but find it necessary to drop out until they have the necessary funds to continue;

WHEREAS, These students do not currently qualify for a P.E.O. Program for Continuing Education grant and would face a hardship to incur additional debt through the P.E.O. Educational Loan Fund or other lending institution; and

WHEREAS, There is a void to assist students in these circumstances in the existing philanthropic projects offered by the P.E.O. Sisterhood;

*RESOLVED*, That the Executive Board of International Chapter appoint a special committee to determine the feasibility of establishing a program of grants-in-aid for educational expenses to allow women successfully completing the sophomore term in a bachelor's degree program to continue their education without interruption caused by lack of finances; and that the committee report its findings and recommendations at the 2023 Convention of International Chapter.

## RESOLUTION

### SUBMITTED BY MISSOURI STATE CHAPTER

WHEREAS, P.E.O. celebrates the advancement of women and motivates women to achieve their highest aspirations and has successfully administered a low interest revolving loan fund for more than 112 years;

WHEREAS, Student loan debt is the second highest American debt category affecting 44.7 million borrowers who hold more than \$1.56 trillion in student loan debt;

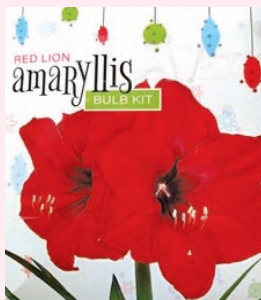
WHEREAS, This debt is a challenge to society resulting in financial insecurity that delays marriage and family formation, hampers the growth of small businesses, prevents and/or delays the acquisition of mortgages, impedes the ability to weather financial crises and precludes saving for retirement;

WHEREAS, Student loan debt is particularly a women's issue with two-thirds of outstanding student debt held by women who because of the gender pay gap have less disposable income and need more time than men to pay off student loan debt; be it

*RESOLVED*, That the Executive Board of International Chapter appoint a special committee to determine the feasibility of establishing a program of low interest student loan debt refinancing to ease the burden of women's student loan debt and financial insecurity; and that the committee report its findings and recommendations at the 2023 Convention of International Chapter.

# AWARD-WINNING | ideas

## Amaryllis Race Connects Sisters



Spurred by the creativity and generosity of a sister, members of **Chapter BI in Carlisle, Pennsylvania**, remained in touch with one another over the winter through an Amaryllis Race. Bulb kits were purchased before the holidays, then were kept in a cool, dark place to inhibit growth before the race start day. A bulb kit was delivered to each sister, along with directions for start date and measuring growth milestones. Then the competition was on!

Pictures of flowers' progress were exchanged, along with stories of plants "getting a good talking to" when they weren't keeping up. Notes were made of tallest, shortest, first to bloom, number of blossoms and more. Pictures of successes (and failures!) were shared via emails, and the results were as beautiful and varied as our sisters themselves. It was a happy and fun way to stay connected during the quarantined winter.



## Go Away While Staying Home!

Karen Coy with her P.E.O. airline ticket



**Chapter PV in Lancaster, California**, wanted to allow members to take a vacation during the COVID-19 lockdown while also raising funds for P.E.O. projects. They emailed and mailed a promotional flier to members and encouraged them to purchase a "ticket" to a surprise getaway location. Once the money was received, the member was mailed an "airline ticket" from tiny Fox Field Airport, to one of four fun holiday spots.

The \$10 destination went to The North Pole, the \$20 to Iceland, the \$30 to the Land of Oz and the \$40 to Star Island, Saint Marguerite in the Caribbean.

After the last flight departed, the chapter raised \$575 for P.E.O. projects, while bringing joy to their members.



Bev Waterfield created a "speakeasy" in her garage

Chapter EA sisters visit Bev's Speakeasy



## BEV'S SPEAKEASY

It's been over a year now since P.E.O. meetings have been held on Zoom rather than in members' homes, due to COVID-19. While **Chapter EA, Batavia, Illinois**, has adapted to this temporary protocol, the inability to gather in person took its toll—especially during the long, cold and often ennui-inducing months of January, February and into March in the Midwest. Solution? Bev's Speakeasy.

Bev's Speakeasy was established January 2021 by 50-year-member Bev Waterfield, who is one of the chapter's most senior sisters at age 88. She decided it was time to create a way to see sisters' actual faces, inquire of each other's well-being and hear some good old-fashioned laughter. Knowing we couldn't meet inside her home, Bev set about transforming her two-and-one-half car garage into a speakeasy. First, she rolled out an old Oriental style rug, then pulled in a large patio table, arranged social distancing seating around it, set up several heaters, stacked a few piles of lap blankets, draped several strings of lights on the walls, and last, but not least, cranked in some Ragtime jazz.

With a maximum of four sisters (including Bev) per week, sisters could book a time slot at the speakeasy, which met once a week. Each week, a new combination of sisters gathered.

As sisters approached a seemingly ordinary-looking garage side door, they were transported immediately from a cold, snowy outside into a festive, warm and cozy speakeasy.

Like water-deprived flowers in a rain shower, sisters perked up, strengthened by the bonding that is transpiring by learning of sisters' life events, accomplishments of children and grandchildren, the depth of love for a spouse, or how lives have changed during this extraordinary time in which we live.



## Reaching Out to Homebound Sisters

The membership committee of **Chapter ED, Sarasota, Florida**, wanted to reach out to sisters who were not well or weren't comfortable attending meetings via Zoom. They came up with the idea of taking these sisters a bud vase with flowers and attaching a note telling them they are missed. Jeanne Asakura and Nancy Hogue, co-chairs of the committee, traveled together to deliver them and had a wonderful time doing it. The recipients were overwhelmed and so appreciative of the thought. ★

# P.E.O. | authors

## AMY KEAST



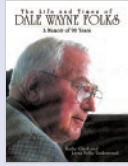
**Amy Keast, PD, Harlan, Iowa,** wrote "Is This Sickness or an Energy Block? Know the Difference and What to Do About it." Amy

aims to help readers discover the difference between an illness and an energy block. She offers tools to understand the ins and outs of stuck energy and how to clear it. Topics she writes about include: There is more than one way to heal, how the chakras affect your well-being when blocked, the various types of stuck energy and the telltale signs of stuck energy, the original wound and how it is the core of all sickness, the keys to clearing stuck energy, why is it that some people don't heal and much more.

Amy, a third-generation P.E.O., is a pharmacist turned intuitive, energy healer. Working in the medical field as a pharmacist for most of her adult life, Amy has a unique perspective about how society has been dealing with sickness/disease. She's flipped the dynamic from looking outside ourselves to looking within in order to heal.

Amy has two grown daughters, and lives in Harlan, Iowa, with her husband, Steve, and their long-haired dachshund, Paul.

## JAYNE UNDERWOOD



**Jayne Underwood, FH, Edmond, Oklahoma,** wrote and illustrated her father's life story, "The Life and Times of Dale Wayne Folks,

A Memoir of 90 Years," with help of co-author Kathy Clark. Dale's story spans a lifetime of over 90 years, beginning with his birth in 1925 to a poor western Oklahoma farm family. Dale grew up on an Indian lease with his parents and six siblings; he spent his teen years helping to work the family farm in the Depression Era of the Oklahoma Dust Bowl. Dale's story includes his service in the U.S. Navy in World War II, marriage, family, leisure-time pursuits and professional success on his rise to upper-middle class status. Dale passed away on August 30, 2019, at the age of 93. He and his wife (a P.E.O.) were married 70 years.

Jayne is a 47-year member of P.E.O. She is a graduate of the University of Oklahoma (B.A. in journalism) and has been published in local newspapers and periodicals. She lives in Edmond, Oklahoma, with her husband of 46 years, Gary.

## BARBARA MASON CONDRA



**Barbara Mason Condra, IJ, Kansas City, Missouri,** wrote "Taking Civility Out of the Box." Frustrated and concerned with the increasing incivility that

bombards us every day, she strove to write a book warning readers about the dangers of incivility and the negative impact it is having on society. The book calls for readers to join her in turning things around and offers practical suggestions that show how to get started. "Taking Civility Out of the Box" provides insight into answering questions about how we can better relate to others, so we are able to address some of the serious issues facing our country. The book does not support or promote any political affiliation but addresses an issue that is a concern facing all of us, regardless of our political leaning.

Barbara, a retired teacher and school administrator, lives in Kansas City with her husband. They have two children and six grandchildren. Barbara teaches a Bible study class at her church and has traveled to India several times helping to establish a Christian school and providing teacher training programs for the teachers.

## JUDY FINDLEY REED



**Judy Findley Reed, CL, Corvallis, Oregon,** illustrated children's book "Sarah's Christmas Crown." It's Christmas

Eve and four-year old Sarah is in for a lovely, life-changing surprise. "Sarah's Christmas Crown" documents the awe and wonder reflected in her reaction to an explanation of the Christmas story that reaches her open, innocent heart.

## HELEN WEISBRUCH



**Helen Weisbruch, CK, Hinsdale, Illinois,** wrote children's book "Sunday at Castle Rock Park." Tanner feels lonely. Sundays are his family's usual day to plan an outing, but it appears everyone is too busy on this day to have fun. Just when he is about to give up, Tanner's parents surprise him with plans to drive to Castle Rock Park for a picnic. After Tanner, his parents and new baby brother meet up with his nana, papa and other family members, he takes in the sights of the park that is surrounded by tall mountains and a sheer face cliff called Elephant Buttress. But when Tanner asks to take a walk to a nearby stream, he has no idea that very soon, he will meet a friendly rock climber who will teach him all sorts of important lessons about nature, the environment, teamwork and, above all, how to trust others and believe in himself.

## A.YVETTE MYRICK



**A.Yvette Myrick, AO, Grand Junction, Colorado**, co-wrote with Estelle M. Young, Ph.D., a personal and professional development resource

“Thriving in Higher Education Careers.” The book includes tips, informational resources, questions for reflection and spotlights on professionals whose practices serve as an inspiration. The authors selected tips that are easy to adopt and implement, low- or no-cost and effective. There is also a section for journal writing during the higher education journey. The authors hope this book is useful to both individuals and groups as a part of professional development activities or course instruction.

A.Yvette has worked in careers with adult learners for over 25 years in California, North Carolina, Maryland and Colorado. She holds degrees from The George Washington University (Ed.D. in higher education administration), Coppin State University (M.S. in adult education and continuing education) and University of Baltimore (B.S. in business administration).

## SUSAN MOSSMAN RIVA



**Susan Mossman Riva, EF, Omaha, Nebraska**, wrote the memoir “Homing In: An Adopted Child’s Story Mandala of Connecting, Reunion, and Belonging.”

Susan was adopted in Omaha, Nebraska, in 1963. In 1995, she sought the help of the Nebraska Children’s Home to find her birthmother, leading to the discovery of her birth family. Miraculously, her search and reunion coincided with her biological sister’s search. The divine timing of their reunion happened months before their biological maternal grandmother died of cancer.

Susan connects the phases of her life in a story mandala, connecting adoption, reunion and belonging. Her social science background provides an explanatory framework, sharing insights into transformational processes in relations to autoethnographic writing.

Susan received her doctorate in the social sciences at the University of Tilburg in the Netherlands. Her postdoctoral work has been in public health research focusing on mental health, immigrant health and the senior living lab. She teaches mediation at the University of Geneva’s Valais Campus and medical anthropology at Creighton University. She lives in Valais, Switzerland, with her husband and children.

## DIANE CARLSON EVANS



**Diane Carlson Evans, AO, Helena, Montana**, wrote “Healing Wounds: A Vietnam War Combat Nurse’s 10-Year Fight to Win Women a Place of Honor in Washington, D.C.”

What is the price of honor? It took 10 years for Vietnam War nurse Diane Carlson Evans to answer that question—and the answer was a heavy one. In 1983, when Diane came up with the vision for the first-ever memorial on the National Mall to honor women who’d worn a military uniform, she wouldn’t be deterred. She remembered not only her sister veterans, but also the hundreds of young wounded men she had cared for, as she expressed during a Congressional hearing in Washington, D.C.: “Women didn’t have to enter military service, but we stepped up to serve believing we belonged with our brothers-in-arms and now we belong with them at the Vietnam Veterans Memorial. If they belong there, we belong there. We were there for them then. We mattered.”

In the end, those wounded soldiers who had survived proved to be there for their sisters-in-arms, joining their fight for honor in Diane’s journey of combating unforeseen bureaucratic obstacles and facing mean-spirited opposition. Her impassioned story of serving in Vietnam is a crucial backstory to her fight to honor the women she served beside. She details the gritty and high-intensity experience of being a nurse in the midst of combat and becomes an unlikely hero who ultimately serves her country again as a formidable force in her daunting quest for honor and justice. ★

## ELIZABETH BARR



**Elizabeth Barr, IM, Lufkin, Texas**, wrote “The Jeweled Room.” The story follows a hero’s adventure from rags to riches as he recovers stolen crystals and saves

the day! It is also a math practice book suitable for all ages who have completed approximately 6th grade level math. The math problems are built right into the storyline to provide real-world examples, the book is designed with ample blank space on the pages with problems, so that they can be worked right in book.

Elizabeth is a third-generation P.E.O. “The Jeweled Room” combines her professional background in elementary education with her hobbies of Live Action Role Playing (LARPing) and writing to create a story-math adventure book of real-world opportunities to practice math skills.



**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.

# 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](https://members.peointernational.org/fundraisingmarketplace). Questions please contact [commissist@peodsm.org](mailto:commissist@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. \$12.00 ppd (MN res. add \$.90 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, Waukegan, IA 50263. 703-944-4974.

**Grave marker/garden ornament** 6" brass star on 24" rod. \$60 ppd. Also avail w/o rod. Ch. HV, c/o Gina Richardson, 1001 Ruby Ave, Butler, MO 64730. [gbadrich@gmail.com](mailto:gbadrich@gmail.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](mailto:kgkilmer@comcast.net).

**Long handled baby spoon** Stainless, engraved with P.E.O. including a certificate for further engraving. \$20 ppd (MN residents add 7.525% tax). Ch. CX, c/o Julie Brooks, 9937 Little Rd, Bloomington, MN 55437. 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](http://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](mailto: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](mailto: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](mailto: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. 360-223-6789 or [patricia.alesse@theshop.com](mailto: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. 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](mailto: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** Solid 14K gold gavel on marguerite. Ch. HB/CO. Due to gold price fluctuation, please call for price. Margaret A. Lamb, 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](mailto: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](mailto: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](mailto: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.


**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.


 **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.


 **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](http://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 Lisa Burns, Ch. M/TN, for more information at lisaburns2003@gmail.com.


 **Original art** Full-color, 6 different marguerite designs on 6 notecards with envelopes. \$10 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.


 **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.


 **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.kluss@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. PEOFQPINS@hotmail.com.

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

 **P.E.O. silver star bookmark/letter opener** \$25, plus \$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 Bethany Falvey, 2448 Ohio St, Lawrence, KS 66046.

 **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.

**📷 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.

## 📷 Kitchen towels – new design!

Gather Together on white with black trim; Daisy on cream; Daisy on yellow polka dot (while supply lasts); Daisy Patch on white; Projects on yellow—Specify design and color. 20" x 28". All cotton. \$12 each ppd. Ch. FL/OK, c/o Joan P, 15604 Acacia Rd, Oklahoma City, OK 73170. kt4s@yahoo.com.

## 📷 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.

## 📷 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 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. \$10 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 Voelker, 1716 Lynwood Dr, Champaign, IL 61821.

## 📷 "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.

## 📷 Yearbook template

Includes images & logos \$20. Ch. AG. cparkman.peo@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. anndelach@hotmail.com.

## 📷 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

PRESIDENTS: Terrific board member gift! 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.

## 📷 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.

## 📷 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.

**📷 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.

## Luggage tags

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

## 📷 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. patchescmusa@aol.com.

## 📷 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.

## 📷 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. window clings** Show you're proud to be a P.E.O.! These clings use static cling so no sticky mess. You can move them to other sites easily. They are 4" x 5". \$4 each ppd. Ch. LR. Contact pblair4546@gmail.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 chapterwcjewelry@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.

**Cloth face masks** Black with small daisy emblem used to help slow the spread of COVID-19. \$7 ppd. For order form or questions, contact Ch. R, nancy-archer@att.net.

**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.

**Texas wildflower seeds** Now choose from three different packets! RED POPPIES, TEXAS WILDFLOWER MIX & DAISY SEED MIX! Easy to grow in many parts of the country! Plant in meadows, containers or window boxes. Each packet covers 25 sq. ft. No fillers. Poppies: 1 packet/\$4 or 4 packets/\$15. Other mixes: 1 packet/\$3 or 4 packets/\$10. Send orders to Ch. IC/TX, c/o Sandy Norton, 222 Clubhouse Dr, Lakeway, TX 78734.

**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. 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; \$12.50 for 10; \$25 for 25. All pricing includes postage. Ch. AQ/OR. Contact Cathy Brown at Tips4cathybrown@gmail.com.

**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, 7363 Hubert St, Seminole, FL 33776.

**P.E.O. magnet decal** Show your P.E.O. spirit with an oval decal. 6" x 4", durably designed. \$5 each ppd. Decal designed with Florida state outline, but can be customized for any state/province/district electronically for \$30 per design. For order form or questions, contact Ch. R, nancy-archer@att.net.

**Initiation robes** Eight choir-robe style with seven P.E.O.-themed bags. \$50 PPD. Ch. LO, Nancy Welsh, 309 S 2nd Ave, Chenoa, IL 61726. nlwelsh@aol.com or 309-310-1117.

**Custom coasters** 4" x 4" travertine coasters with chapter letters, sister or officer name. Choose from other samples as well. \$6 each or 4/\$20, plus S/H, PPD. Email Ch. IL at ChapterILTX@gmail.com for more info.

**P.E.O. educating women car magnet** Celebrate P.E.O. darling oval car magnet. \$6 each ppd. Reads "P.E.O. Educating Women." Send checks to Ch. OA, c/o Diane Jelinek, 744 Cutler St, St. Charles, IL 60174. dejelinek71@gmail.com.

**P.E.O. themed playing cards** Colorful and beautifully-designed deck of cards with 52 different P.E.O. historic facts on each. \$15/deck ppd. For order form or questions, contact Ch. R, nancy-archer@att.net.

**Women helping Women mousepads** Includes pretty daisy design. Great gift! \$10 each ppd. Checks to Ch. DC, c/o Sarah Yerkes, 16 Belleza Way, Hot Springs Village, AR 71909. sjyerkes@gmail.com.

**P.E.O. tumblers** Beautiful aqua tumblers with a daisy on one side and the letters P.E.O. inscribed on the other side. \$15 each ppd. Checks payable to Ch. AD, c/o Wendy Dooley, 2800 S. Waldron Rd, Ft. Smith, AR 72903. For questions, call 479-452-8848.

## 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.

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

**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.

**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](http://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.



View photographs of items at  
[HTTPS://MEMBERS.PEPOINTINTERNATIONAL.ORG/FUNDRAISINGMARKETPLACE](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 **more than 116,000 women\*** pursue educational goals by providing **over \$383 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 \$229.5 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 \$43.5 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 \$65.1 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 \$30.1 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 \$14.9 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](http://www.peointernational.org). Look for the **"Giving Opportunities"** link on the home page. ★

\*As of April 2021

*"...I can't thank you enough for all of your support through the past couple of years. P.E.O. is truly an amazing group of women...you have helped make my dreams come true."*

—KELSEY WHITE  
P.E.O. PROGRAM FOR CONTINUING  
EDUCATION GRANT RECIPIENT

.....

*"P.E.O.'s purpose supports the goals of women in a responsible, meaningful manner —encouraging each woman to nourish her talents and, in response, help others do the same."*

—ML CHANDLER  
PO, TURLOCK, CALIFORNIA



### New Member Website Password Effective July 1

The P.E.O. International member website passwords were updated on July 1, 2021. All passwords now have the current year added to the end. For example, the new password for members is formatted like this, with the current password filling in the blanks: \_ \_ \_ \_ \_ 2021.



### Uplifting weekly messages on Official P.E.O. International Facebook page

P.E.O.s and P.E.O. supporters across the United States and Canada are “radiating all light possible” by sharing messages weekly on Sundays via the official P.E.O. International Facebook page. Be sure to follow the official page to like, comment and share these posts with your friends and family. The resources in their entirety are available on P.E.O. International website by visiting <https://www.peointernational.org/positive>.



### Ask a Cottey Graduate to Join

Cottey College recently hosted on-campus graduation ceremonies this year. Often, Cottey graduates ask about joining the

Sisterhood, which has helped support them through their undergraduate work. Alumnae have the opportunity to let local P.E.O. chapters know of their interest in joining the Sisterhood. Each local chapter determines whom to consider for membership, but the form at [cotteygrad.com](http://cotteygrad.com) allows alumnae to express interest in learning more about the Sisterhood.



### Connect with Your Project Recipients

“The financial assistance helped me continue my education; however, the encouragement and support I received from the chapter

was an unexpected blessing.” This is a sentiment shared by project recipients—your cards, check-ins and support mean the world to them. During this time as their educational experience has changed, reach out and let them know you are thinking of them. Perhaps invite them to join a Zoom social with your chapter to hear an update of their progress—it can be as inspiring for you as it is encouraging for them.

P.E.O.  The Path Forward

### The P.E.O. Path Forward Update

Updated Overarching Guidance for P.E.O. Gatherings due to COVID-10 Pandemic Emergency is now available. To view the latest information and to access resources, please see page 6 or visit <https://members.peointernational.org/covid-19>. ★



**Our local chapters and members** have shown **dedication, hard work and financial contributions** for our projects and recipients. By working together, the following results have been achieved:\*

**PE.O. has given over \$283 million** in financial assistance through ELP, IPS, PCE, PSA and STAR projects to **more than 116,000** women to pursue their educational goals.

**PE.O. Educational Loan Fund loans** are **\$228.5 million** and **6,549** women have received loans since **1907**.

**PE.O. International Peace Scholarships** are **\$43.5 million** and **50,183** women have received scholarships since **1949**.

**PE.O. Program for Continuing Education grants** are **\$65.1 million** and **51,027** women have received grants since **1973**.

**PE.O. Scholar Awards** are **\$30.1 million** and **2,627** women have received awards since **1991**.

**PE.O. STAR Scholarships** are **\$14.9 million** and **6,018** women have received scholarships since **2009**.

In addition, P.E.O. has owned and supported Cottey College since **1927**. Cottey is a dynamic independent baccalaureate-granting liberal arts and sciences institution that develops leadership qualities and a global perspective within its students throughout the entirety of their academic and co-curricular experience. In **2020-21**, **75%** of Cottey's students were enrolled in a four-year program, and spring 2021 welcomed students to the beautiful new student center and refreshed Cottey Chapel. Cottey College and P.E.O., together, are **Creators of Incredible Futures!**

\*As of April 2021

### P.E.O. Project Impact Numbers

The yearly impact P.E.O. is having through its philanthropic projects on women reaching their educational goals were included on the May-June 2021 issue of The P.E.O. Record back cover. The information is also available on the P.E.O. International member website here: <https://members.peointernational.org/resource/peo-project-statistics>. As a P.E.O., you should be proud and inspired by helping women reach for the stars!



### Gifts and Contributions

Our P.E.O. projects can only succeed with the continued support of our membership.

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

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

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



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](mailto:membership@peodsm.org)

**Web** [peointernational.org](http://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 \_\_\_\_\_





**BUILD** Your Legacy  
Make **HISTORY**

75th Convention of International Chapter  
**September 20-25, 2021**

Reminder!

**REGISTRATION CLOSES ON  
AUGUST 1 AT 12:01 A.M.  
CENTRAL TIME**

**[HTTPS://MEMBERS.PEointernational.org/  
CONVENTION](https://members.peointernational.org/convention)**