

THE P.E.O. RECORD

Philanthropic Educational Organization

MARCH/APRIL 2021

Meet Natalie Williams- Bouyer, Renaissance Woman

MICROBIOLOGIST,
ARTIST, P.E.O.



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Brenda J. Atchison,
President,
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Love will Prevail

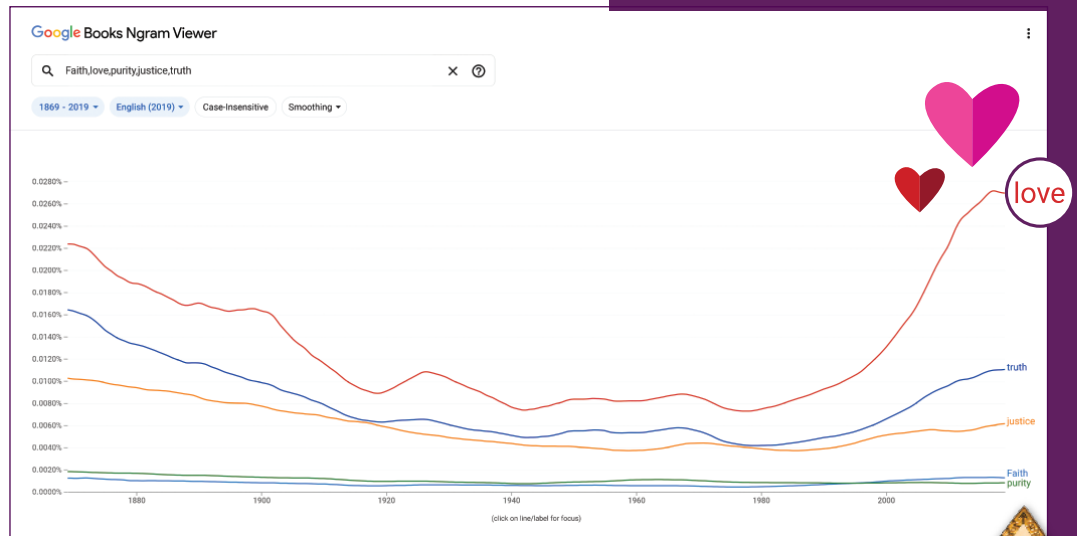
Recently, I was introduced to a “new to me” online search engine that charts the frequency of any word or set of words called an N-gram. According to the online dictionary, an n-gram “is a contiguous sequence of n items from a given sequence of text or speech.” N-grams show up in the fields of computational linguistics and probability.

At times, my brain can exhibit somewhat of a numbers and statistical computations euphoria and I was “down the rabbit hole” quickly as I played around online with this intriguing Google Ngram Viewer; setting up strings of words and sets of words to find a yearly count of n-grams found in sources printed since 1869.

Five simple yet meaningful words kept popping into my thoughts; **Faith, Love, Purity, Justice and Truth.** Which of these virtues had the highest count found in print from 1869 to the most recent application update in 2019? Would the virtue and word of “Love” top them all? I held my breath as I hit the enter button.

World religions believe that love flows from God to human beings and from human beings to God. It is essential to love ourselves and one another. Loving kindness and compassion are cornerstones of the loving concern we share with each of our sisters and as well as for those who have yet to be invited.

The turmoil the world has presented to us and all the pressure and angst we may feel, need not sway us from our virtues and values that bind us together. Patience, understanding and love are closely aligned and will always push aside hate, intolerance and prejudice when shown together. Our Sisterhood must be committed to express our greatest virtue, Love, in our thoughts, our speech, and in our actions. Now more than ever; we must



express Love to our family, friends and strangers, yet most especially between our sisters.

I am reminded of the wisdom of our P.E.O. traditions, which are laid out for new initiates in the Guide for a New Member. We all come to P.E.O. with our own views on politics and religion, but P.E.O. is not a place to debate those personal beliefs.

To build a legacy of Love, we should have patience and think like the carpenter, cutting a log to build her log cabin.

Measure twice; then cut once.

Think first to make sure your thoughts are based in Love. Then before you start or join a conversation, think again to make sure your thoughts reflect P.E.O.

Love **must** prevail.
Love **will** prevail.

WHAT WILL YOUR legacy BE? ★

“Our Star, as a badge, what could be more significant?... The stars of heaven are bright because they are reflected upon. Likewise should our lives be made radiant by the reflection of God’s love upon our hearts, giving us light and wisdom.

“Our star...with its five shining points directing us...in the paths of virtue, and with those mystic letters, P.E.O., telling their own sweet story. The points radiating from them bear their message of faith in God and in each other. Purity in thought, speech and action. Justice to all in deed and opinion. Truth in speech and conduct. Love to God, to our friends and to each other. With the five lessons of virtue ever before us, their principles embodied in our own beautiful star, let us keep strict watch that its brilliance is not dimmed nor the beauty of a single point marred by ought we do or say.”

P.E.O. Founder Ella Stewart, 1890

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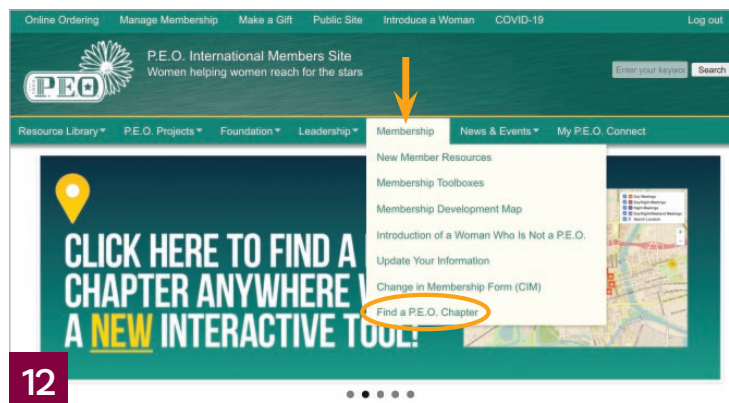
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Sisters

by Marci Lindemann, BL,
Fort Lauderdale, Florida

My mom and dad had just one child. Yes, there's only me.
I always wanted a sister, maybe two or three...

But I made do with cousins, classmates and dear friends,
And longed to have a sister's love—the kind that never ends!

My friends have been important. They've taught me quite a lot.
I'm blessed to have a husband who's the best friend that I've got!

There still was something missing, a woman's point of view,
Someone to help me understand the things we all go through.

I dreamed still, of a sister who'd help me change the world
By providing education to every little girl.

A colleague saw it in me, my faith and dedication.
She became my sister—and remains my inspiration.

And thus I came to P.E.O., a woman on a quest
For sisterhood and doing good—I want to give my best.

I now have many sisters and thanks to P.E.O.,
I've realized my dreams of helping others grow.

Through ELF and IPS, STAR and PCE,
PSA and even more, I do philanthropy!

Our College known as Cottey provides that education.
My sisters and I support it through the P.E.O. Foundation!

Our focus is on women whose growth we celebrate.
We work, we give, we champion. We educate and motivate.

Our grads are building futures, solving problems, lighting lights!
Our sisters make a difference! Our tomorrow's looking bright!

It's not that we're so perfect. It's obvious we're not.
P.E.O.s are women and when we get hot, we're hot!

We'll form a new committee and charge them with the chore
Of reaching out to others for solutions to explore.

Our focus never waivers, not our objects nor our aims.
Our sisters are our sisters, "P.E.O.'s" not just a name!

So now I have my sisters—more than two or three!
I've got many in my chapter and across two whole countries.

This year's been tough on all of us in many different ways.
I'm grateful I have sisters to love me through these days!

Our focus never waivers, not our objects nor our aims.
Our sisters are our sisters, "P.E.O.'s" not just a name!



LOVELY & THOUGHTFUL P.E.O. SISTERS

I have to tell you about my sisters in Chapter HT in Granite City, Illinois. I live 10 miles away. I'm in a wheelchair because I have Stiff-person disease. My sisters sent a picture of them at a meeting holding signs that say, "We miss you." They are as lovely as they are thoughtful.

— Faith Holsinger, HT, Granite City, Illinois

A Beloved P.E.O.'s Last Meeting



Jeanne Garnett

Chapter V in Madison, Wisconsin, had their regular business meeting on Monday, November 9 via Zoom. Among our 31 sisters present was our oldest and longest member, Jeanne Garnett. Jeanne was initiated into Chapter V in 1946...74 years ago. She rarely missed a meeting, and she attended this meeting laying in her hospital bed planning to show us a favorite cup and saucer. The program was "Sister Sharing—Have a Cuppa." Before she was able to show her lovely cup and saucer the Wi-Fi went out at her home, and Jeanne was tired so she went to sleep. In the early hours of Thursday, November 12, Jeanne entered Chapter Eternal. Her daughter, Barb, also a sister in Chapter V, thought it fitting that her beloved P.E.O. was the last thing in which she consciously participated.

Jeanne cherished the camaraderie of her fellow sisters, and she had a phenomenal life. Had it not been for meetings being held via Zoom, she would not have been to that meeting. Those sisters who attended will never forget hearing her voice and the last image we have of our dear sister, Jeanne.

— Jean Mortenson, V, Madison, Wisconsin

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.



75TH CONVENTION OF INTERNATIONAL CHAPTER SEPTEMBER 20-25, 2021

A **VIRTUAL** CONVENTION TO MAKE HISTORY! REGISTRATION OPENS ONLINE IN MAY 2021

Watch for more details in the May/June issue of The P.E.O. Record

- ★ Work Convention of International Chapter into your schedule with different viewing opportunities
- ★ Watch on demand items throughout the week
- ★ Connect and engage with sisters throughout the U.S. and Canada from the comfort of your own home.
- ★ Learn about topics and issues facing our Sisterhood and the world today through workshops and seminars
- ★ Vote on the business of the Sisterhood (voting members only)
- ★ Interact with sisters during networking, wellness and social activities

YOU WON'T WANT TO MISS THIS HISTORIC EVENT!



Virtual Voices Choir

We are looking for sisters to share their vocal talents at the 2021 Virtual Convention of International through our virtual choir.

Join your sisters for this once in a lifetime opportunity! Choir members should identify as **Soprano I, Soprano II, Alto I or Alto II** and be able to read music.

Visit <https://members.peointernational.org/convention> to express your interest in joining the choir **by April 1, 2021!** Act fast! Space is limited and choir members will be selected on a first-come, first-served basis. ★



BUILD Your Legacy
Make **HISTORY**



Natalie loves to travel. Here she is in Paris with her family. From the left: Donald Bouyer (husband), Kevin McKinney (godson/family friend), Dylan Bouyer (son), Natalie

P.E.O. NATALIE WILLIAMS-BOUYER: A “Behind the Scenes” Healthcare Hero

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

While the eyes of the world are on the scientists and pharmaceutical companies working on the development of safe and effective vaccines for the coronavirus and people are cheering for nurses and doctors, there

are countless more healthcare professionals working behind the scenes who are critical to a well-functioning medical system, providing crucial support in patient care. P.E.O. Natalie Williams-Bouyer, EF, Galveston, Texas, is one of these “behind the scenes” heroes. Natalie is the medical director of the Division of Clinical Microbiology at the University of Texas Medical Branch (UTMB) in Galveston. The Division of Clinical Microbiology provides services in infectious disease laboratory diagnostics and as medical director, Natalie provides technical, clinical and administrative oversight of the division.

Natalie explained how UTMB’s response to the coronavirus evolved. “When this pandemic was starting in China in November/December 2019, we were already starting to plan for it coming to the U.S. and preparing to respond to it. It was an institution-wide response—from executive leaders, physicians, nurses to folks working in the supply chain and us in the lab—we began to educate ourselves.

NATALIE EXPLAINED HOW UTMB’S RESPONSE TO THE CORONAVIRUS EVOLVED. “WHEN THIS PANDEMIC WAS STARTING IN CHINA IN NOVEMBER/DECEMBER 2019, WE WERE ALREADY STARTING TO PLAN FOR IT COMING TO THE U.S. AND PREPARING TO RESPOND TO IT. IT WAS AN INSTITUTION-WIDE RESPONSE—FROM EXECUTIVE LEADERS, PHYSICIANS, NURSES TO FOLKS WORKING IN THE SUPPLY CHAIN AND US IN THE LAB—WE BEGAN TO EDUCATE OURSELVES.

“At that time there was no standardized test for this coronavirus. Once the genetic structure of the virus was made known, a laboratory developed test was designed by researchers in the Galveston National Laboratory

(a part of UTMB that does infectious disease research). These researchers advanced the test to a stage where we could perform it in a clinical lab. The developed test incorporated an ‘old school’ technology known as polymerase chain reaction (PCR), which allows for the amplification of specific COVID-19 virus genetic material, if present in a patient sample. The final test result is reported as positive when this amplified material is detected. However, the type of instrument, for which the test was developed, was limited in its testing capacity. It was because of this that we were not able to do much testing initially. We could perform 21 tests at a time, with each test

run taking about eight hours. The maximum number of specimens that we could test was 42—two runs in 24-hour period. A few weeks after initiating the laboratory developed test, commercial testing with greater testing capacity was developed, and our laboratory was able to make these tests available for patient care. It took us



Natalie is an accomplished painter. She does acrylics on canvas and loves decorating her home with her creations

about six weeks before we could build up capacity for testing to where it is presently—we can now perform 4,000 tests in a 24-hour period.”

Because the lab at UTMB was able to ramp up testing so swiftly for the coronavirus, area hospitals started requesting UTMB to perform tests for them; Natalie’s lab is still providing coronavirus diagnostic services for other area hospitals.

As the pandemic continues to rage and the lab at UTMB is inundated with samples to test for COVID-19, they are also continuing to perform all other required testing as well—from standard clinical tests to infectious disease testing, looking for bacteria, viruses, fungi that need to be identified for diagnoses and the creation of treatment plans.

It is a busy and stressful time, but Natalie says she is lucky to have great friends and her husband, Donald, and her 16-year-old son, Dylan, make sure she takes time for self-care during which she rests, reads, exercises, meditates or paints. Support and love from her P.E.O. sisters also buoy Natalie’s spirits.



Natalie became a P.E.O. in April 2011. One of her coworkers, Theresa Friloux, would sell pecans every year around the holidays. Finally, Natalie asked, “Why do you have these pecans? What are you fundraising for?” Theresa explained she was in P.E.O. and what it was about; she asked if Natalie was interested in learning more. Once Natalie learned more about the organization she said, “Wow! Philanthropic, educational and helping women further themselves—I am all about that! I had my initial meeting with Chapter EF and was really for it!”

Natalie jumped into P.E.O. with enthusiasm and has served as both recording secretary and treasurer a couple of times. She was also a delegate to the 84th Texas State Convention, Houston, Texas, in 2015.

“I love the camaraderie of P.E.O.,” she says. “Most of the ladies in my chapter are older, more like my mother’s age. I so enjoy talking to them. Getting their different points of view about things is really cool. I love learning about all the things they have been able to do in their lives—travel, family, careers. It’s such a welcoming group!” ★



DR. NATALIE WILLIAMS-BOUYER

HOMETOWN:

New Iberia, Louisiana

EDUCATION:

- Bachelor of Science, University of Southwestern Louisiana (now called University of Louisiana at Lafayette), Lafayette, Louisiana, Microbiology, 1989
- Doctor of Philosophy, Meharry Medical College, Nashville, Tennessee, Biomedical Sciences, Microbiology, 1997
- Post-Doctoral Fellow, University of Texas Medical Branch, Galveston, Texas
- Medical and Public Health Microbiology, 1999

PROFESSIONAL INTEREST:

“Antimicrobial resistance trends have been a long-standing interest of mine. I am particularly interested in the origins of microorganisms that acquire multiple antibiotic resistance. Individuals infected with drug-resistant organisms are more likely to have longer hospital stays and require treatment with second- or third-generation drugs that may be more toxic, and/or more expensive. Therefore, the focus of my studies is on the utilization of various molecular techniques to determine the epidemiology of multidrug-resistant organisms (MDRO), as a means of prevention and control of infections caused by these microbes. Ideally, these methods will lead to an improved efficacy in the characterization of antimicrobial resistant organisms isolated in the clinical microbiology laboratory.”

Let's Go Shopping!

- ✓ LOOK GOOD
- ✓ FEEL GOOD
- ✓ GIFT GOOD



Just because Convention of International Chapter is virtual this year, that doesn't mean you will miss out on all the incredible locally-sourced and hand-crafted items from Oregon that the marketplace team has assembled.

Visit CIC2021MARKETPLACE.COM and check out the clothing, specially-created P.E.O. items, tote bags, water bottles, masks and more.

Use those online shopping skills you have developed during the past year and treat yourself to all the daisies and stars every P.E.O. needs.

Happy shopping!



All merchandise sales will help cover expenses incurred by the Oregon Convention of International Chapter Committee.

Stock is limited and the marketplace will close in June.

SHOP EARLY FOR THE BEST SELECTION!



March is Introduce Your Family to P.E.O. Month

Tell **everyone** in your family—spouses, daughters, sons, brothers, sisters, mothers, fathers, aunts, uncles, cousins (everyone!) about the mission of the P.E.O. Sisterhood and how important the organization is to you. **Talking to your family** about P.E.O. helps **spread the message** of our mission and broadens the reach of our philanthropies.





Get Ready for Virtual STATE/PROVINCIAL/DISTRICT CONVENTIONS

by Annie Jenkins, Digital Communication Specialist, International Chapter, The P.E.O. Sisterhood

WHO KNEW THAT 2020 WOULD BE THE YEAR WE ALL BECAME ZOOM EXPERTS? We used Zoom for work, birthday parties, book clubs and, of course, P.E.O. meetings. The 2021 virtual state/provincial/district (s/p/d) conventions will also use Zoom for the opening meeting, but it will be a little different from your usual P.E.O. chapter meeting.

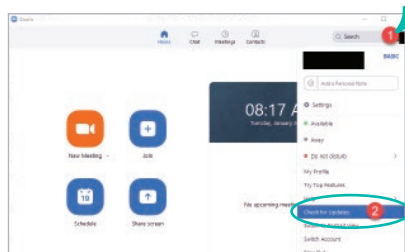
Voting members of convention will participate in the opening meeting using the Zoom Video Webinar platform. The platform works similarly to Zoom Meetings but is designed for larger gatherings. Due to technology limitations, only voting members of convention (defined in each s/p/d's bylaws) will be able to join the opening meeting.

If you are a voting member of your s/p/d convention, here are a few things you need to know in order to join the opening meeting.

Download the Zoom application on the device you will be using. Although you do not need to have a personal Zoom account, you must download and install the Zoom client or application in order to fully participate in the Zoom Video Webinar.

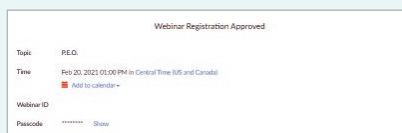
Prior to convention, download Zoom by visiting <https://zoom.us/download>. If you have already been using Zoom for P.E.O. meetings and other gatherings, you probably already have the Zoom application installed, but it is still a good idea to open it and update it if prompted.

To update the Zoom application: Simply open the Zoom application, click on the icon in the upper right hand corner and select "Check for Updates." If updates are found, follow the prompts and install.



When completing the Zoom Webinar registration for the opening meeting of your s/p/d convention, you will see a screen pop up after you fill in your information and click "Register."

If the screen does not change, that means your registration has not been accepted. Your screen should look similar to below.



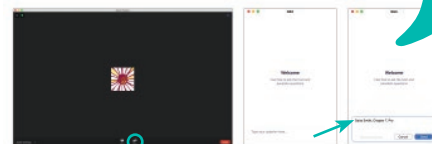
After you register, check to see that you receive a confirmation email with a Zoom link. You should receive the email shortly after you register, and if you do not see it, check your Spam or Junk folder. It will be sent to the same email address used during the webinar registration process. You will need this Zoom link, so do not delete the email.

The Zoom link will only work for you. The link you receive in your confirmation email is unique to you and will not work for another P.E.O. member. If your chapter needs to register an alternate delegate, contact your state/provincial/district chapter registration committee to register the alternate.

You need to know your Zoom Video Webinar password. Thirty minutes prior to the start of the opening meeting of convention, sign in to the Zoom Video Webinar platform using the password sent to you in the Zoom confirmation email.

Unlike in a Zoom meeting, you will not see all the participants during the convention opening meeting. You will instead see presenters and a PowerPoint presentation. If you choose to participate in debate, you will be prompted to unmute your device when called on by the president. The Zoom host will mute your device when you are finished speaking.

You must enter your information in the Zoom Q&A to debate. Once you are logged into the Zoom Video Webinar opening meeting, you will see a Q&A button at the bottom of your computer screen. If you wish to speak on a matter presented for voting, when directed by the president, you will type **your name, chapter letters and Pro, Con or Request for Information (RFI)**. Do not use the Q&A feature for any other purpose or until prompted to do so. The Q&A box will be cleared between votes, but your own entries will always be visible to you.



Make a plan for where and how you will participate. You will need reliable internet and a quiet room, so a few days before convention, make a plan for this. You are responsible for your own internet connection.

Understand that the opening meeting of convention could take a few hours. We will not know ahead of time exactly how long the opening meeting of convention will last, but you should have a few hours blocked off for it.

Help will be available. A tech support phone number for the opening meeting will be available. You will find more details in the Zoom Video Webinar registration email from your state/provincial/district chapter registration committee. ★

Registration for all sessions of the state/provincial/district conventions will be handled by each individual state, province or district.

Opening Our Hearts and

Listening



Tby Pam Donnelly, Chairman, Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.
he members of the Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O. (SCOCIP) are a diverse group and as such, we don't always agree on everything.

One of the important things we have learned during our many meetings the last six months is how critical it is to listen to each other. True listening requires us to pay attention to what is being said without thinking about what we are going to say in response.

Another important thing we have learned is to keep our minds and hearts open to hearing what a sister is sharing. Every P.E.O. sister brings her own life experiences, beliefs and opinions to a discussion. We are not being inclusive if we close our minds to others' beliefs. Our own beliefs and experiences may be different but that does not negate what others are saying. The result of doing so contributes to their feelings of not being valued in P.E.O.

One of P.E.O.'s traditions, and a practice that promotes inclusion in our Sisterhood, is our Objects and Aims, much of it written by our Founder Alice Bird Babb as the first constitution of our Sisterhood. SCOCIP uses our Objects and Aims to guide us as we listen to each other and as we consider each assigned task we are working on. Local chapters start every meeting with all members reciting these Objects and Aims; words that came from our Founders. Let's look at some of them together:

"To seek growth in charity toward all with whom we associate, and a just comprehension of and adherence to the qualities of Faith, Love, Purity, Justice and Truth."

In another traditional practice, when asked which is the greatest of these qualities we are to uphold, the answer is "love." We show our sisters we love them by listening to them without thinking of our own agenda.

"The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them."

RALPH G. NICHOLS

Every local chapter has its own character and invites women in its area to become members. Some chapters are in places with very little diversity and others are in places with a great level of diversity. To keep our Sisterhood healthy, we need to expand our thinking and understand we have a responsibility to our organization as a whole. Listening to the needs of chapters other than our own will help with this understanding.

"To seek growth in knowledge and in culture..." The best way to do this is to listen to our sisters who are from different cultures, faiths and other under-represented groups. Learning about their life experiences and how they truly feel will give us a better understanding and empathy toward groups that have been traditionally marginalized in society and in our Sisterhood.

"To aim at self-control, equipoise, and symmetry of character, and temperance in opinions, speech, and habits." This speaks directly to tempering our own opinions and speech.

"...a careful consideration of feeling when speaking, and a determination to do all we can at all times and under all circumstances to express a loving concern for each sister."

We are "to express a loving concern for each sister," not just for those who agree with our beliefs and opinions.

How do we start these conversations in which we can learn from each other? Many of you have contacted us and it is important to us to hear from our sisters. Your thoughts can be sent to peofeedback@peodsm.org. We are listening to you.

As you start to have these conversations in your chapter, we ask that you listen to each other with open hearts and minds. Truly listen to what your sisters share with you. It is our sincere hope that listening to each other will be the beginning of building a more inclusive sisterhood and finding a way forward together. We believe it is most important for the future of P.E.O. ★



The P.E.O. Leadership Development Committee has excellent resources about listening skills and how to have constructive conversations about differences to find common ground.

Visit the P.E.O. member website at <https://members.peointernational.org/CommonGround>

Constructive LISTENING

L Look at the person; Pay Attention

- Maintain comfortable eye contact.
- Show your interest in what's being said.
- Pay careful attention to nonverbal and verbal cues.
- Stay focused on what they're saying, without trying to anticipate what they're going to say next.

I Inquire; Ask questions; Clarify

- Refrain from interrupting. Ask your questions in an even tone of voice when the speaker pauses.
- Use open-ended questions; Who, what, where, when, how or why questions.
- Probing questions invite reflections and thoughtful response.

S Shhh...; Hold judgment

- Be Sensitive. Make an effort to understand how the other person sees the situation.
- Holding judgment is very important when tensions run high. Don't jump to conclusions or problem solve immediately.
- Practice empathy. Put yourself in the other person's shoes. Keep your personal beliefs from clouding the speaker's statements.
- Indicate that you have an open mind. You want to understand, but may have another view of the situation.

T Think about what the person's saying; Reflect

- Be patient. Be comfortable with silence.
- Listening quietly can be confused with agreement. Acknowledge differences.

E Echo; Repeat; Summarize; Simplify

- Repeat a brief restatement of core themes/issues raised.
- Confirm your grasp of key points. Find out what the real issue is.
- Ask the other person to summarize.
- Simplify the discussion to real issues or the key point.

N Now; Share your thoughts

- Introduce your ideas, feelings and suggestions as you gain a clear understanding of the other person's perspective.
- Collaborate on solutions.
- As a leader and/or mentor, don't think you have to have all the answers.
- Bring in other people to provide input, guidance and/or ideas.
- Set another time to follow up.

Chapter Map

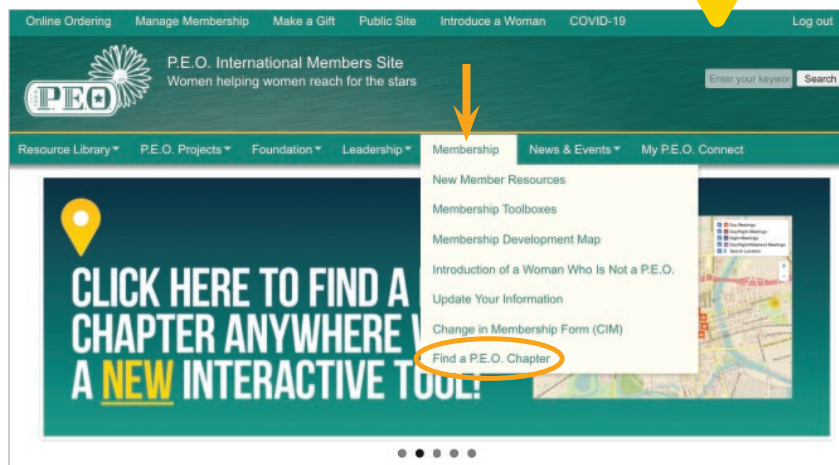
O SISTER, WHERE ART THOU?



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

Have you explored the interactive Chapter Map tool yet? Now we can see our communities and the chapters located within them in a new way. Members are using the map to locate a chapter, connect inactive members and invite prospective members into P.E.O.

This is a powerful tool, and to keep it at its best, let's work together to keep the map accurate. Take a moment to check the following:



3 IMPORTANT DETAILS



Can you find your chapter on the map?



Is your meeting time (day, night, weekend) the same as what's on the map?



Does it show your current chapter president's name and her correct contact information?

To submit a change to the map, fill out the form on the map page or contact the membership department.

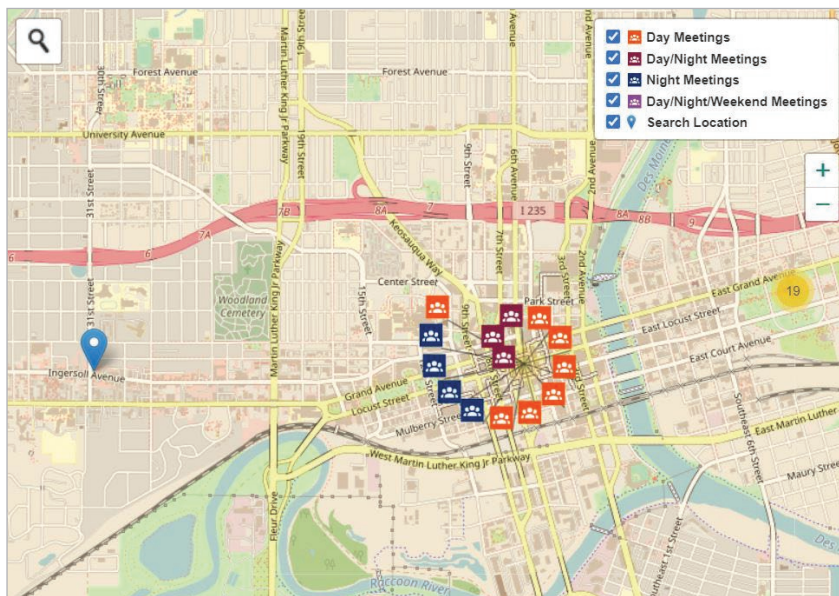
FAQ HIGHLIGHT

"Why is my chapter located there?"

This is a common question. Because chapters do not have an official address, they are located on the map in the majority zip code of the chapter's members.

The local chapter is the heart of P.E.O. and being connected is important for members to experience the bonds of sisterhood and strengthen local chapter vitality.

Check out the Chapter Map today! Log into the P.E.O. International Member Website at <https://members.peointernational.org> and select "Find a P.E.O. Chapter" under the Membership tab. ★





From Kabul to Cottey

by Carolyn Gallaher, AJ, Larchmont, New York

THIS AMAZING P.E.O. STORY BEGINS IN AFGHANISTAN. Alina Rasool was a junior at the International School in Kabul in 2012 when P.E.O. Libby Stephens, DT, DeLand, Florida, a visiting college counselor, met Alina and, seeing great potential, encouraged her to continue her education in the U.S. Libby described Cottey College's academic and financial aid programs and felt Alina would be the perfect match. Alina did not have family members to support her but with great courage and commitment, she began her journey to fulfill her dream of attending Cottey in Nevada, Missouri. Libby became Alina's friend and mentor. With her support, Alina completed the admissions application, received financial aid and secured transportation to the United States with Libby's Chapter DT in DeLand, Florida, as a sponsor.

Alina feels Cottey was the perfect place for her! It was small enough so she could cope with the adjustments of life in a new country, while its great faculty-to-student ratio enabled her to get to know her professors personally; they, in turn, gave her the encouragement and recognition she needed. Majoring in international relations and government, Alina soon excelled and was inducted into the Honor Society.

P.E.O. support has been crucial to Alina's success. Chapter DT invited Alina to spend her first summer vacation with them. Wanting to give Alina a broader picture of the U.S., P.E.O. Chapter DT member Betty Gregg called her college roommate and P.E.O. sister Mary Lee Berridge, AJ, Larchmont, New York, who invited Alina to Westchester, where Chapter AJ members took Alina to important sites in and around New York City. Chapter AJ was so impressed with Alina's talents that Mary Lee (who became another friend and mentor to Alina) introduced her to a Smith College graduate friend who arranged an interview and tour. Smith offered Alina a full scholarship so she could obtain a four-year degree after completing Cottey's two-year degree program. While at Smith, P.E.O.s continued to help Alina with friendship and loving support.

Alina is deeply grateful for the good academic grounding she received at Cottey that prepared her to meet the challenges of Smith's program in government and economic development. After graduating from Smith, Alina began work as a paralegal in Boston and was recently granted refugee status. She is currently pursuing a master's degree in international economics at Northeastern University.

When asked by others about Cottey, she enthusiastically recommends the school and says, "Yes! Go! It's a great place!" Cottey is special to Alina because it was the crucial first step—the foundation—for her continued academic success. Cottey is also a place where Alina formed many treasured and lasting friendships. She is deeply grateful to Cottey and P.E.O. members, who she feels have helped make her the person she is today. Alina plans to become a P.E.O. herself because she has seen what women can do when they work together. Her life, her college education, focus and direction in international affairs and economics is a testament to the energy of P.E.O. members and Cottey's excellent preparation and academic programs. As a P.E.O., Alina will be in a position to make a difference for other women. ★



Purposeful Preservation: GUIDANCE ON MANAGING P.E.O. HISTORICAL COLLECTIONS



*by Fran Becque, KL, Carbondale, Illinois;
Ellen Endslo, Past President, Pennsylvania
State Chapter; Kylie Smith, Past President,
Ohio State Chapter*

At 150 years and counting, P.E.O. has amassed an unparalleled archive of information about women's achievements in the United States, Canada and around the globe. State/Provincial/District (S/P/D) and local chapter records document P.E.O.'s remarkable influence on women's education and leadership capacity. But what do we do with this valuable and unique resource that can sometimes seem to be unmanageable?

The Executive Board heard members' concerns about the growing and unwieldy historical collections and so established a P.E.O. Archives working group in 2020. With the charge in hand, Fran Becque, Ellen Endslo and Kylie Smith set forth on the challenging but rewarding task of establishing guidelines that any local or s/p/d chapter can use to determine what to preserve and possible methods for doing so.

The working group brought collective decades of historical collections management to this effort. Fran Becque was co-editor of "We Who Are Sisters" and is the archivist for Pi Beta Phi. Ellen Endslo is the Director of Collections/Curator at the Chester County History Center in Pennsylvania and has helped to develop collections standards for national museum organizations. Kylie Smith is the Archivist and Museum Director for the Kappa Kappa Gamma Fraternity and Foundation.

Managing historical collections well requires an awareness of a few basic concepts. Historical materials must reflect the mission of the organization, must be accessible and should be cared for in a way that enables them to last for multiple generations. Keeping these principles in mind, the working group developed guidelines to address a variety of circumstances and skill levels. These can be found at <https://members.peointernational.org/history>.

BEYOND THE ANECDOTES

The working group developed a survey for s/p/d chapters and learned that there are inconsistent methods of preserving and identifying what is in s/p/d history collections. Similar circumstances reflect the dilemma of local chapters. The survey responses highlighted the need to identify a historian or history committee, the value of an inventory that is current and available to more than one person and the essential need to hold collections outside of non-P.E.O. organizations that might impose content restrictions or limit access to the information.

HISTORIAN / HISTORY COMMITTEE

Historians balance individual tendencies. Some people are inclined to save all papers, photos and memorabilia while others tend to dispose of everything that doesn't address an immediate need. A historian has the responsibility to think about historical collections as fitting somewhere in-between those extremes.

They maintain information that is critical to understanding the mission and the manner of operation. In the case of P.E.O., this reflects our influence on the advancement of women through education and the trends and activities over time that had an impact on these outcomes. A few questions can help determine if something is worth saving. Does the information reflect how the chapter promoted and supported women's education? Does the information identify who was involved in making decisions and how the outcome made a difference? If the answer is "yes," the information is probably worth saving. On the other hand, if information is about a personal opinion it may not have the same historical value. It is not an exact science. Be judicious. The overarching need is to save that which can be maintained for the long term.

REQUIRED RECORDS NOT IN HISTORY COLLECTIONS

Historians' work is somewhat simplified due to what is not preserved in history collections. As a not-for-profit organization that adheres to legal rules of the U.S. and Canada, P.E.O. must maintain some records within the purview of elected officers or executive staff. The P.E.O. Executive Office manages long-term membership information and s/p/d convention proceedings, chapter secretaries are required to maintain minutes in perpetuity, and tax codes dictate financial records retention by treasurers. Therefore, these categories are not included in historical collections. Similarly, confidential P.E.O. information, maintained by chapter presidents, is also not part of historical collections.

Retention requirements for legal and tax-related information are outlined in authorized P.E.O. policies that are reviewed by auditors. These resources are available to P.E.O. members on the International and s/p/d websites.

- **Constitution Bylaws and Standing Rules of the P.E.O. Sisterhood** – updated after each biennial Convention of International Chapter (CIC) when amendments are approved
- **Instructions for Officers of Local Chapters (IOLC)** – retention schedules for each local chapter office
- **Instructions for Officers of State/Provincial/District Chapters (IOSC)** – retention schedules for each s/p/d board office
- **S/P/D Chapter Bylaws** – updated after each s/p/d convention when amendments are approved

HISTORY COLLECTIONS

What to keep in historical collections is less specific. There are parallel guidelines for s/p/d and local chapter historical collections that outline the choices that historians and history committees can make.

Local chapter history collections may include chapter member accomplishments or noteworthy events that document chapter life and its direct connection to the P.E.O. mission about women empowering women.

It is less useful, for example, to save information about a BIL, even if he has provided valuable support. S/P/D chapters typically save information about conventions. Above all, avoid duplication, make sure that what is saved is accessible and ensure that the chapter can manage it.

ONE SIZE DOES NOT FIT ALL

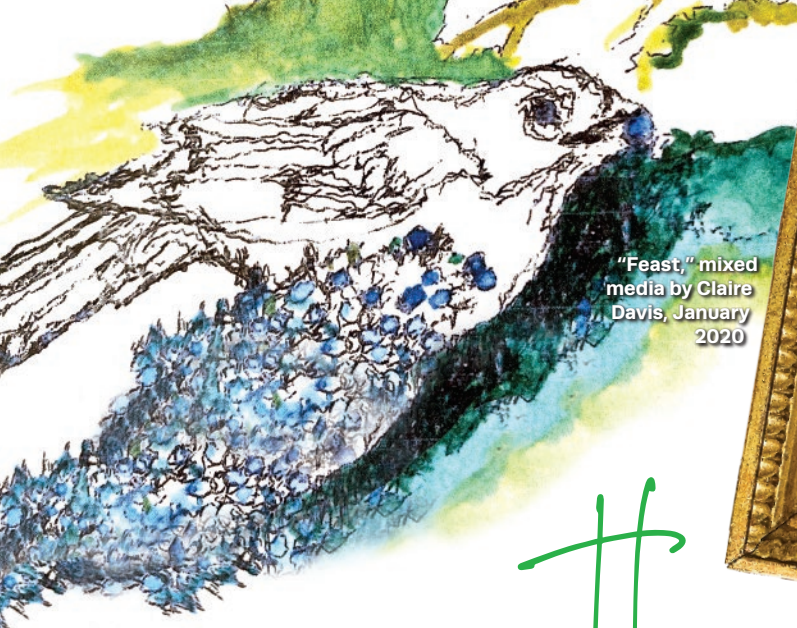
Preservation and access methods may differ based upon the experience and resources of local or s/p/d chapters. For example, if a local chapter does not have tech savvy members, a paper-based archive may be practical. If a chapter has numerous members who have a strong understanding of standard digital platforms, digital records may be the most useful. Most chapters fall somewhere in between. Minutes, for examples, must legally be kept in perpetuity but guidelines in the IOLC now indicate that minutes 10 years or older may be digitized. Whatever a chapter chooses should be sustainable well into the future. Information that is digitized should be as accessible as information saved on paper.

A WORD ABOUT SCRAPBOOKS

Scrapbooks and photograph albums present one of the greatest challenges to archivists. They are often well organized and attractive. However, they also take up essential space and, because of the varieties of materials and adhesives used, are often problematic for preservation. Since taking scrapbooks apart is counter to archival standards, chapters should consider other storage methods moving forward.

OUR LEGACY

An essential foundation of P.E.O. is the work of our historians. Past records document more than a century of women's progress in education and the role of a women's organization in North America. P.E.O. work continues to evolve and future members will obtain insights about how we influenced these efforts today by the materials that we preserve from the past and present. ★



"Feast," mixed media by Claire Davis, January 2020



Chapter AD arts group gathers for lunch in January to decide which month each member of the group will design the card for the year. Attendees are Pam Winter, Claire Davis, Linda Newman, Donna Kincheloe, Carol Merrell and Ibby Davis. (photo taken pre-pandemic)

Artistry of Wyoming Chapter AD



by Sandy Pedersen, AD, Cheyenne, Wyoming



Ibby Davis hosts art classes over Zoom



Wouldn't you love to receive a birthday card each year with a charming painting on it done by one of your P.E.O. sisters? Members of Chapter AD, Cheyenne, Wyoming, have been lucky enough to be on the receiving end of such gems since 2016. That is when the chapter's birthday card art group was formed.

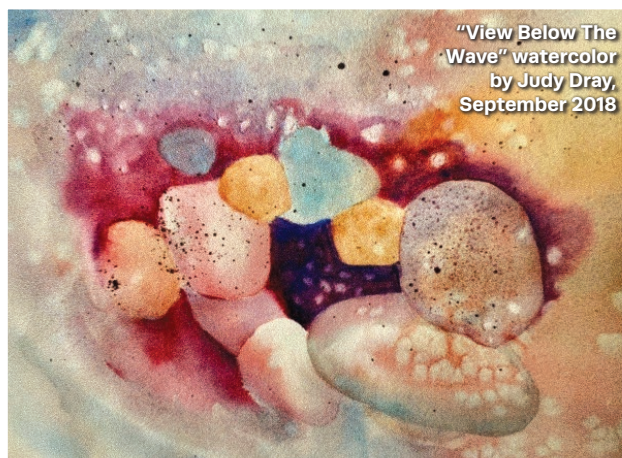
Members of the P.E.O. Chapter AD birthday card group include Claire Davis, Judy Dray, Pat Gustafson, Donna Kincheloe, Linda McGuire, Carol Merrell, Linda Newman, Janie Wilcox, Pam Winter and Ibby Davis. At the beginning of each year, the artists get together and select which month they will do the artwork. The card designs can be any medium from watercolor, pastel, oil, pencil, acrylic, to pen and ink. One month even featured art done in crayon!



"Smiling in the Sun" pastel by Donna Kincheloe, June 2019



"Just Soakin' Up the Sun" watercolor by Ibbby Davis, August 2018



"View Below The Wave" watercolor by Judy Dray, September 2018

"Palette of Promise" watercolor by Ibbby Davis, April 2020

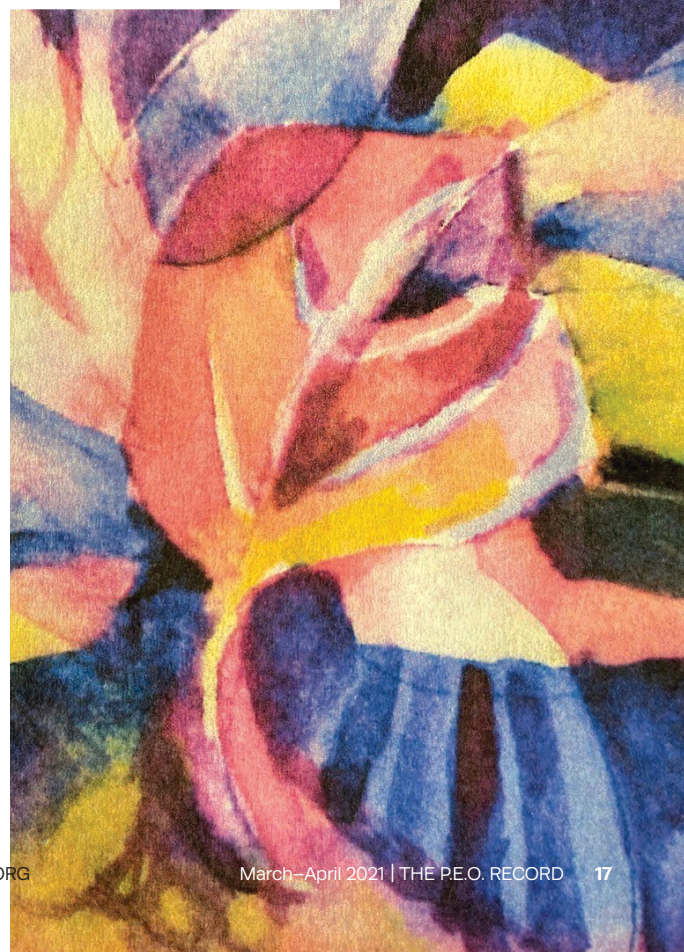
Artwork is submitted to sister Ibbby Davis, an exceptionally talented artist, especially in watercolor, and co-chair of the courtesy committee. Each month, Ibbby scans the art, produces the cards and sends them to the Chapter AD sisters who are celebrating birthdays that month. It is such a delight to receive a card and see the beautiful artwork and the name of the artist, who is a beloved sister.

Ibbby generously provides free watercolor classes and several members of our chapter jumped at the chance to be taught by this accomplished artist. It was during one of these classes that the students began making cards for P.E.O. sisters' birthdays, in addition to get well, thinking of you and sympathy cards.

Twice, the P.E.O. Chapter AD program committee asked the sisters to display their artistic talent for a chapter art show, which included handmade quilts, crewel and needlepoint, photography and artwork comprised of oils, pastels, acrylics and watercolors. It was amazing to observe and brag about the number of talented sisters and the quality pieces they created.

When the COVID-19 pandemic hit, the birthday card group started to hold class via Zoom. Ibbby gives students an assignment to work on until the next class. When they meet again, they display their artwork via Zoom and critique each other's art and share ideas and helpful hints.

Even though this year has been a difficult one for all P.E.O. chapters, this act of our sisters sharing their talents has been much appreciated and cherished by our members. ★





Myth-Busting

Roots of the P.E.O. Marguerite

Just like the founding of P.E.O., the marguerite flower for P.E.O. has roots tied to Iowa.

“At the convention in Waterloo in 1893, Mrs. Siddie F. Richards (Thummel) suggested that a flower be chosen as the society flower, and moved that the matter be referred to the chapters, asking them to express a choice. At the following convention these flowers were suggested as the society flower: marguerite, calla, yellow and white roses, cosmos and daisy. The marguerite being the choice of the majority of the chapters, was chosen as the flower.” — “The Story of P.E.O.”, Volume I (1869-1923)

Membership Requirements Have Evolved Since Our Founding

Today, membership requirements per the Constitution (Part III, Article VI, page 44) read:

Sec. 1—REQUIREMENTS. A woman recommended for membership in the Sisterhood must acknowledge her belief in God.

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.

However, they haven’t always been that way. Our Founders were young women ranging in age from 16-20. In a 1903 P.E.O. Record article from the convention report it says there was a proposition to restrict initiates to persons between the ages of 21-50 but that wasn’t done.

The required belief in the Supreme Being as a qualification of membership came in 1893:

- **1869-1881:** Constitution Art. 1st, Sec. 1st – “This society shall be composed principally of young ladies attending school but shall not exclude the alumni of any institution or young ladies of excellent standing not in school attendance.”
- **1881-1893:** Art. 2nd, Sec. 1st – “This society shall be composed of ladies of good standing.”

▪ 1893 Constitution (the first printed Constitution):

Article XII, Sec. 1 – “A candidate for membership must be a believer in the Supreme Being.”

Sec. 10 – “The following may be used as a form of invitation to persons elected to chapter membership:

“I am instructed by the members of _____ P.E.O. Society to extend to you an invitation to become one of its members. Should you decide to join us you will be requested to affirm that you come voluntarily with a desire to assist the order all in your power, and furthermore that you have faith in God. Please give us your decision as early as possible.”

In 1919, at Convention of Supreme Chapter held in Denver, Colorado, an amendment passed to require a belief in God. Also at that convention, there was an amendment to require at least a high school education but it was defeated.

Objects and Aims Source

At the first business meeting of P.E.O., which was held two days after founding, excitement was still in the air, but business was the order of the day with one of the major tasks was for the Founders to determine what they wished to become. Alice Bird was tasked with writing the Constitution for the society, which is the basis for our present-day Objects and Aims according to “We Who are Sisters.”

In a November-December 1994 P.E.O. Record article by Rosemary Wood, past International Chapter Historian, she states, “The original writing could well have read like this (within the first P.E.O. Constitution):

‘Whereas, recognizing it to be the chief duty of every individual to cultivate her powers, physical, mental, moral, and social to their fullest extent, we organize ourselves into a Secret Society, and adopt for our government the following constitution and by-laws.’”

ARTICLE 1ST

Sec. 1st The Society shall be known by the name of P.E.O.

Sec. 2nd The badge of this Society shall be a golden star with P.E.O. in black enameled letters in the center.

P.E.O. Lore

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

ARTICLE 2ND

- Sec. 1st The object of this society shall be general improvement, which shall comprehend more especially
- 1st Improvement in charity toward and interest in each other as P.E.O.'s.
- 2nd Improvement in our charity toward and interest in all with whom we associate.
- 3rd Improvement in our manners at home and in society.
- 4th Improvement in our minds by the pursuing of such books and pamphlets in and out of society as shall be proper for P.E.O.'s.

ARTICLE 3RD

This article was based on the chief duty, or principle object as it was called then. We have changed the original wording very little, but the original copy was arranged differently on the page. Points 1st, 2nd and 3rd were set apart and so numbered as in Article 2 above. Then at the end of the third point three beautiful clauses were added: "to care for each other in trouble, to sympathize in affliction, and to console in grief."

Members sometimes inquire regarding why the Objects and Aims within the P.E.O. Constitution (Introduction, Article 3) differs than what is included in Procedure for a Chapter meeting. Upon advice of a tax attorney, the Introduction to the P.E.O. Constitution was amended in 1961 to include a statement of the purposes of the organization and a statement of the objects and aims of members. Changes in wording of the latter in no way affected the official wording of the Objects and Aims as they appear in the Local Chapter President's Book.

Is P.E.O. a Religious Organization?

P.E.O. is a sisterhood based upon universal principles of faith, love, purity, justice and truth. The early goals of the Founders led to the statement in the P.E.O. Articles of Incorporation that defines our purposes as "exclusively educational and charitable."

The Founders were all Protestants and their churches were an important commitment in their lives. It was natural for

them to base their new society on the universal principles; however, the Founders did not go further to duplicate the role of their churches. Today there are many members of different faiths. We have a Christian foundation but we are not a Christian organization. We are not a religious organization.

In our chapters we grow in understanding and appreciation of our differences in religion, background and personality, all brought into the special harmony that is our Sisterhood.

Origin of the Past President's Pin

Cornelia Sawyer's design was a circle of seven white enameled marguerites with a gold star in its center. In 1925, the design was officially adopted and the raised gold letters on the star were changed to fit the U.S. Post Office designation of each state, provincial or district chapter. The letters continued to adjust to postal abbreviations until 1969 when the letters were changed to P.E.O., according to the "We Who Are Sisters" book.

History of the Password and Other "Secretive" Practices

When P.E.O. began it was a college society, similar to later sororities. During this era, keeping "secrets" was a common way to create bonds of friendship. P.E.O. practices were far from unique. In the post-Civil War era when membership in fraternal organizations was commonplace for men, the fathers of Suela Pearson, Alice Bird and Franc Roads were Masons. Such organizations meant for their rituals to remain private.

We know in the very early days even the time and place of meetings were kept secret, hopefully, from the public. Today, meeting dates are published and shared with members. In the late 1900s there was an intentional shift from being a secretive organization to an organization with a secret.

There was not only a password but also a special "grip" or handshake. Hand signals were used to identify another P.E.O. and to indicate a stressful situation. This is no longer a practice today.

The password was changed in 1907 before being reverted back to the original password—and the one in current use—in 1921. ★

Successful Officer Transitions FOR LOCAL CHAPTERS

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

It's that time of year when a slate of new local chapter officers are chosen. Whether you are becoming a local chapter officer for the first time, taking on a new officer role or serving in a role you've served before—thank you for saying YES! Local chapters are the heart of P.E.O. and your dedication to these important leadership roles are vital to the success of the Sisterhood and the important work we do to help “women reach for the stars.”

We know the pandemic has presented challenges and officer roles may look a little different than they used to; you may have recently been asked to review the President's Book to become more familiar with the various procedures for meeting formats. Like the supportive and loving sisters in your chapter, International Chapter wants you to succeed in these roles and we, along with the P.E.O. Leadership Development Committee, have created myriad resources, available on the P.E.O. member website, to help make the annual chapter officer transition efficient, meaningful and effective.

By the time of this publication, you may have already held an officer transition meeting. Don't worry if you haven't—it's not too late! Step-by-step guidance on holding officer transition meetings is available at [HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/OFFICERTANSITIONS](https://members.peointernational.org/officertansitions).

An effective transition will vitalize a chapter's leadership group. Attitudes and behavior modeled from leaders inform the attitudes and behavior of all members—their willingness to be fully involved in chapter life and to cheerfully accept leadership positions in the future.

On the P.E.O. member website you will also find specific resources created for some local chapter offices. There are PowerPoints for local chapter officers that include detailed training for her office.



[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/VICEPRES-PRES](https://members.peointernational.org/vicepres-pres)



[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/RECORDINGSECRETARY](https://members.peointernational.org/recordingsecretary)



[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/TREASURER](https://members.peointernational.org/treasurer)



[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/CORRESPONDINGSEC](https://members.peointernational.org/correspondingsec)
[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/CORRSEC](https://members.peointernational.org/corrsec) ★



Thank
you for
saying
YES!

CENTENNIAL | chapters



CHAPTER FK ★ COUNCIL BLUFFS, IOWA



ORGANIZED: March 11, 1920

CELEBRATED: February 14, 2020

First row, from left: Westy Nelson, Deann Over

Second row: Marilyn Knauss, Katherine Sherbondy, Elma Lynn, Patricia Peterson, Imogene Woodrow, Elaine Cenovich, Linda Tapke

Third row: Marcia Grandick, Caryl Martinez, Kathy Fox, Judy Whalen, Barb Reese, Kate Weis, Lana Cruz, Idella Spann, Julianne Morton, Kathleen Mahan, Janice Ward

Fourth row: Charmaine Kaiser, Shawni Atherton, Diane Carlon, Marilyn Wymore, Carolyn Vannier, Jan Stone, Jeanie Killion, Marilyn Linkletter, Jane Meyer, Linda Martens, Char Les Kemmish, Carolyn Weichelman



CHAPTER J ★ BUFFALO, WYOMING



ORGANIZED: October 21, 1920

CELEBRATED: October 21, 2020

First row, from the left: Margaret Alinder, Colleen Kirven, Amanda Kaufmann, Cathy Beels, Pat Schueler, Ruthann George, Linda Clark, Kendrick Michelena and son Camden, Eleanor Straessler

Second row: Elyse Parker, Barb Mueller, Cyndi Geesman, Vexie Reimann, Kathy Reimann, Kathy Smith, Peggy Skinner, Wendy Martin, JoAnn Pearson, Lynne Michelena

Third row: Jamie Straessler, Joyce Tyrrell, Kristi Smith, Cathy Lawson, JoAnne Gaston, Julia Bettinger, Ellen Dickey, Marcy Schueler, Marsha Parker, Sharon Miller



CHAPTER BH ★ OBERLIN, KANSAS



ORGANIZED: March 1, 1921

CELEBRATED: March 1, 2021

First row, from the left: Danielle Rouse, Linda Glaze

Second row: Violet Shaw, Tami Shaw, Cheryl Metcalf, Karen Thompson

Third row: Joy Russell, Theresea Reeves, Patricia Brown, Ronin Rouse, Jeannie Martin, Debbie Withington

Fourth row: Susan Nelson, Jessica Bremer-Wasson, Betsy Haag, Peggy Roe, Diane Frickey, Tonya Tally, Marlene Moxter, Carol Wasson ★

Please note, all
photos were taken
pre-pandemic

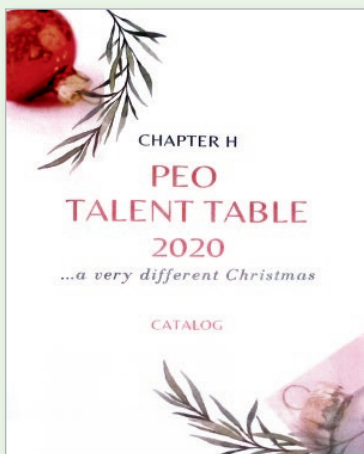
AWARD-WINNING | ideas



Art Projects Connect Neighbors

Peggy Halsey of **Chapter AF in Gainesville, Florida**, lives in a neighborhood full of young families. Each evening, many of them walk past her home. Since March, she has put an art project out at the end of her driveway every few weeks. Peggy enjoys sitting on her porch and chatting with them from a safe distance. She now knows many more families and children than she did in the previous 11 years. If Peggy goes too long without putting a new project out, children will knock on her door and ask for one!

There have been about 15 projects so far—from murals, Easter eggs and personal flags to Mother's Day cards for a nearby assisted living residence and small posters depicting what they are thankful for.



Virtual Talent Table Fundraiser

From the very beginning of the pandemic, the Ways and Means committee of **Chapter H, Ketchikan, Alaska**, had the foresight to begin planning an alternative way to hold their fundraising auction in case the virus remained a factor for an extended period. Chapter H's Talent Table Fundraiser, held annually in November, is a grand event where the chapter invites family and friends to an elegant luncheon, and they sell items donated by members, including handmade crafts, baked goods, artwork, gift baskets and unique items. It is both immensely popular and very successful, regularly raising thousands of dollars for P.E.O. projects.

The committee, through incredible innovation and creativity plus countless hours, came up with a way to hold the sale online using a free online software tool for event planning. Each member of Chapter H submitted a description and photo of their donated item(s), and a catalog of these items was compiled by the daughter of a member. A catalog or a PDF version was sent to all invited guests.

After collecting orders from guests, participants received detailed instructions on how the online sale would work. Members waited to receive the link by email; the email appeared and the sale began. Picture this: It is Black Friday; the doors are opened and the shoppers swarm into the store to grab the bargains. This was the virtual scene. The pace was fast and furious, everyone trying to snap up that one special item. Many items were sold out in the first two hours.

Producing the event online was a massive undertaking and successful beyond Chapter H's wildest imaginations.

SEW *Awesome*



Cottey College invited P.E.O.s to respond to their goal of providing masks for students and staff for the fall term. Knowing the importance and necessity of using a face covering, a band of nine "maskateers" in **Chapter ED, Sarasota, Florida**, picked up the challenge. The leader developed an administrative plan, an artistic sister designed a clever mask pattern, sisters unearthed a wonderful assortment of fabric from their stashes and washed and ironed all, gathered the elastic (which was in such short supply), and the rotary cutter and the sewing machines came to life. Within a short time 59 masks were collected, packaged according to color and sent to Cottey. This project has been a small but important contribution to the health of Cottey students and staff to serve in this collective specific cause, and a social distance project which bonded this small group of sisters together, each one sharing their talent. In addition, several sisters supported the project with requests for their own unique Chapter ED mask.



SUCCESSFUL Pandemic-Safe

Chapter AY, Toledo, Ohio, had its annual P.E.O. Garage Sale in August. Even though they worried sales would be down due to the pandemic, they did the best in the seven years that they'd been having the sale. The chapter made \$1,406.25 for our P.E.O. projects! The chapter followed all of Ohio's coronavirus mandates. They had an entrance table with sanitizer, gloves, masks and social distancing guidelines. They spread all sale items down the driveway, in the garage and on the lawn with tents covering everything. There were one-way arrows up the driveway, around the garage and down the other side of the driveway to the exit table where customers paid. When chapter members enthusiastically explained about P.E.O., many customers kindly donated their change—some even generously donated \$5 or \$10.



Bald & Beautiful for P.E.O.

At a loss of ideas for fundraising in the COVID year of 2020, **Chapter BP, Saint Petersburg, Florida**, sister Cindy DeCrow made a warm-hearted offer to shave her head for the projects.

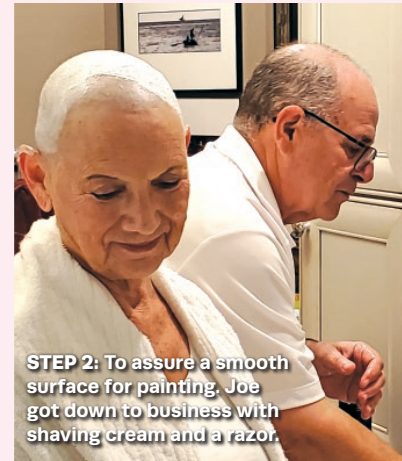
She presented the idea to the Ways and Means committee and then to the chapter. They had about six weeks to raise the money. Within a short time, the chapter realized they were going to raise more than the original \$1,500 goal, so they "upped the ante" to \$2,000.

In place of a regularly scheduled social, the big day arrived. Cindy's BIL, Joe, volunteered to do the honors. First with scissors, then clippers and finally, a razor, he expertly shaved his wife's head, which was then beautifully decorated with stars, flowers and hearts by her granddaughter Keilani.

Between donations from Chapter BP sisters, friends, BILs and Saint Petersburg Reciprocity, the chapter raised \$3,227 for the P.E.O. projects!



STEP 1: Joe seemed pretty confident, as well as Cindy. How hard could this be? With scissors, clippers and a comb, he began.



STEP 2: To assure a smooth surface for painting, Joe got down to business with shaving cream and a razor.

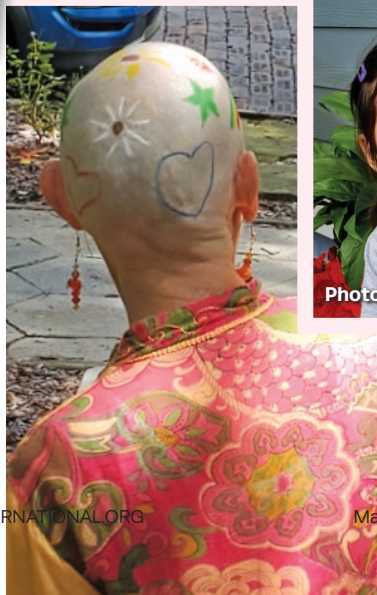


Photo by Jason DeCrow

GRAND FINALE: The Grand Master's work; under the direction of granddaughter Keilani.



Jim, Mary and Emily Ferguson

P.E.O. Chapter AS Mini Triathlon Fundraiser Featuring the Ferguson Family

The new normal with COVID-19 has certainly changed our lives and the way we accomplish P.E.O. meetings, connect socially and achieve our Sisterhood goals is very different. Normally **Chapter AS, Cary, North Carolina**, raised money by selling tickets for a social gathering in the fall. That was not an option last year.

As luck would have it, Chapter AS's president, Mary Ferguson, and her daughter, Emily were going to participate in the Hermosa Beach, California, Mini Triathlon in June and Chapter AS decided to sponsor them, with the proceeds going to the P.E.O. projects... then the triathlon was canceled. Meanwhile, Mary and Emily were already rigorously training, so Mary then looked into a triathlon being held in Charlotte and Raleigh, North Carolina—that was also canceled due to COVID restrictions. Mary is a strong spirit and was determined to follow through on her idea for the mini triathlon, so we planned for a private event.

Mary trained faithfully every day, often swimming numerous laps, biking up to 25 miles and walking 10 miles. Her stamina was amazing and her determination impressive. After months of training, a date was set for the actual event. Rain or shine, the mini triathlon would be privately held at Falls Lake on October 10 at 10:30 a.m.

October 10 was a drizzly and overcast day. However, that did not dampen the spirits of Mary, her husband, Jim, or her daughter, Emily. All three geared up in wetsuits and goggles, readied themselves for the first round of the mini triathlon, which was a 1,200 yard swim in the chilly water of Falls Lake. Upon completion they immediately forged ahead for a 12-mile bike ride on hilly trails, then finished up with a three-mile trail walk. A professional trainer managed and verified the event while Chapter AS sisters watched from the park pavilion. Mary, Jim and Emily were amazing as they demonstrated stamina and perseverance to complete the event.

Chapter AS's Fall Triathlon Fundraiser was a huge success. Many kudos to Mary Ferguson and her family for creating and participating in this event! In addition, a big shout out and thank you for the overwhelming love and generous support of the P.E.O. Chapter AS sisters, plus friends who sponsored the event, which raised a grand total of \$2,785 for P.E.O. projects.



Sisters are like angels...they sparkle, twinkle and glow.
They are the greatest gifts our hearts will ever know.
(author unknown)
Until we meet again. Love your Chapter ID sisters.

Special Yearbook Deliveries

The sisters in **Chapter ID, Madrid, Iowa**, had a pleasant surprise one evening when a knock on the door revealed a member of the social committee. They had prepared and hand-delivered envelopes which contained the chapter's program for the new year, complete with a sweet message and a cookie! They stayed for a short (physically-distanced) chat to make sure their sisters were doing okay. Hats off to Angie, Carol, Amy, Glea and Emily for proving once again that sisters are our greatest gift—even during a pandemic!

The officers in **Chapter V, Madison, Wisconsin**, went above and beyond, personally delivering yearbooks to sisters with lots of goodies, including tea, snacks, tissues, P.E.O. notecards and a crossword puzzle.

Membership Outreach Results in Reinstatement

Patty Barbosa
reinstated her
P.E.O. membership
after outreach
from Chapter XQ



As part of **Chapter XQ, Brentwood, California's** membership outreach during the COVID-19 pandemic, they created and moved a sign to each sister's house. Patty Barbosa was a founding member of Chapter XQ in 2005. In 2011, Patty went inactive. The chapter has stayed in touch with Patty and continued to encourage her to come back to P.E.O., including by sharing the sign with her. The exciting news is that Patty expressed her desire to reinstate her membership—she paid her dues and is now an active member again!



CELEBRATING “NIFTY FIFTY” GOLDEN GIRLS

Chapter LC, Fullerton, California, recently honored eight sisters who have been in P.E.O. for 50 or more years.

Initially, the plan was to hold a social program to honor the “Nifty Fifty” Golden Girls, but the pandemic changed those plans. Committees got together via Zoom to exchange ideas. It was decided to fill golden bags with special items and flower containers full of daisies. Chapter LC president Judy Lech was joined by Harriet Bouldin and Janet Tentler to deliver bags filled with golden wishes to eight sisters. Everyone had fun even though they had to be distanced.

The chapter was proud to honor these ladies; as one member wrote, **“You have touched the lives of thousands of women around the world to help make their education goals a reality. Closer to home, you are an inspirational sister, friend and mentor to all. Thank you for your devotion to our Sisterhood.”**



Judy, Dorothy, Harriet and Janet



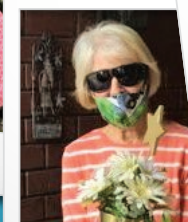
LoAnne Johnson



Dorothy Yates



Judi Anderson



Marilyn Carlson



Evelyn Bryeans



Oda Hatten

S-I-S-T-E-R GAME

Chapter BV, Seattle, Washington, is doing all they can to keep sisters connected during the time of COVID-19. One sister had the idea for a Zoom BINGO game. They came up with the SISTER BINGO game to reinforce our Objects and Aims and used it at their chapter birthday celebration. It generated a lot of discussion and reflection and some fun sharing. ★

Object and Aims – P.E.O. SISTER!

S	I	S	T	E	R
Just comprehension of truth	Seek growth in knowledge	Influence in the community	Aim at self-control	Adherence to purity	Obtain wisdom from books
Adherence to faith	General improvement	Radiate light by right of exercise of talent	Just comprehension of justice	Aim at temperance in opinions	Consider full import of P.E.O.
Aim at symmetry of character	Thank someone today	Obtain wisdom from study	FREE SPACE	Adherence to love	Just comprehension of purity
Obtain wisdom from art	Just comprehension of faith	FREE SPACE	Seek growth in charity	Do all we can for a sister	Aim at temperance in speech
Just comprehension of love	Radiate light by conversation	Aim at equipoise	Adherence to justice	Obtain wisdom from society	Radiate light by writing
Adherence to truth	Aim at temperance in habits	Share a smile	Obtain wisdom from nature	Reach out to a sister	Consideration of feeling when speaking

P.E.O.s IN THE NEWS

CELEBRATE



JENANNE SOLBERG

Jenanne Solberg, D, Whitefish, Montana, was named Montana's Outstanding Music Educator by the National Federation of State High School Associations for her contribution to the profession. Jenanne has bachelor and master's degrees in piano performance. She started playing piano at age 5, took up violin in the eighth grade and learned to play the viola while a graduate student.

Jenanne's teaching career started in 1990. Since then she has expanded the band and orchestra programs in her community and is known for her supportive and fun-loving teaching style.



NANCY TYCHSEN

Nancy Tychsen, KO, Des Moines, Iowa, received the 2020 Robert D. Ray Pillars of Character Award, the highest honor from the Robert D. and Billie Ray Center which is dedicated to improving civility and developing ethical leaders throughout the world.

Nancy introduced the Character Counts program to her students at Clegg Park elementary school in 1996; it went on to become a model for Iowa schools as well as schools across the nation. Nancy's goal was to build the next generation of good citizens. The Character Counts program emphasizes trustworthiness, respect, fairness, caring and good citizenship. Each year, the Ray Center recognizes Iowans and Iowa organizations that display those same six pillars of character.

Nancy retired from teaching in 1998, the same year she became a member of P.E.O.



JENNIFER BANEK

Jennifer Banek, OF, Mundelein, Illinois, was sworn into office as the new Lake County, Illinois, Coroner. Jennifer is a charter member of Chapter OF, Mundelein, and is a certified registered nurse anesthetist, providing anesthesia to patients in Illinois and Wisconsin in preparation for surgery. For years she has been an active member in the anesthesia field, providing professional guidance and leadership to more than 200 registered nurses in Illinois.

Jennifer has dedicated her life to public service and serving people. She is a Captain in the U.S. Army Reserve and most recently returned last January from her deployment at Al Udeid Air Base in Qatar, where she provided anesthesia to military personnel before surgery.

She is a member of the Cook Memorial Library Board and is a board member of the Illinois Association of Nurse Anesthetists and committee member of the American Association of Nurse Anesthetists.



JENNIFER SCHENCK

Jennifer Schenck, GO, Boonville, Missouri, was awarded the 16th Annual Debin Benish Outstanding Businesswoman Award on behalf of the Columbia Chamber of Commerce Women's Network and Delta Systems Group. The Debin Benish Outstanding Businesswoman Award honors a Columbia, Missouri, businesswoman who demonstrates success in business, exhibits leadership in supporting small business, volunteers in the community and creates positive change and mentors other businesswomen.

Jennifer grew up in the Dallas, Texas, area, then attended William Jewell College in Liberty, Missouri, earning a B.A. in international business and Spanish. She started her career at IBM Dallas in the Global Marketing and Sales division, but shortly after became an entrepreneur. Jennifer started a children's bedding and accessory boutique that transitioned into a line of wholesale furniture and bedding, and also co-owned an ice cream franchise in Dallas. After moving to Missouri, she worked in marketing and operations before co-founding The Connection Exchange with Cara Owings.

The Connection Exchange is a welcome service that connects new businesses and residents with resources, products and services needed to excel within a new community. Additionally, The Connection Exchange provides software, coaching and startup assistance for other welcome services nationally.

HONORS

INSPIRING

**BRENDA MAULDIN**

Brenda Mauldin, CQ, Chicago, Illinois, was recently honored as a 2020 Who's Who in Chicago Residential Real Estate by Chicago Agent Magazine.

Brenda is a real estate broker with Baird & Warner and a certified relocation expert with 15 years of industry experience who works with buyers and sellers in and around Chicago. Taking an educational approach to the buying and selling process, she guides clients along the way, providing them with crucial information on everything from real estate law to regulations to mortgage requirements so there are no surprises.

Brenda is a member of the Women's Athletic Club of Chicago, the Chicago Association of Realtors, Illinois Realtors, the National Association of Realtors, the women's fraternal organization Chi Omega and the Junior League of Chicago. She was recently elected as a deacon for Fourth Presbyterian Church, where she also serves as chairperson for the committee that plans congregational events and serves meals to the homeless.

In her free time, Brenda enjoys going to the movies, playing and watching sports, traveling, walking and spending time with friends.

**BEVERLY THORP**

Beverly Thorp, BT, Manlius, New York, received the 2020 Older New Yorker of the Year award from New York State Senator Rachel May for her outstanding voluntary contributions to her community.

Bev is a member of the board of directors for Community Resources for Independent Seniors, a member of the Cazenovia Area Senior Association, a charter and lifetime member of the Cazenovia Area Volunteer Ambulance Corps and a lector, usher, money counter and funeral committee member at Saint James Catholic Church and she conducts a prayer service at the Crouse Community Adult Day Care Center in Cazenovia. Bev was also the recipient of the 2020 Madison County Older Volunteer Award.

Bev and her husband, Bob, own an apiary. Bev bottles the honey and helps with marketing.

Bev has been a P.E.O. since 2007. She currently serves as chapter treasurer. What Bev loves about P.E.O. is the work that is done for the projects, the closeness of the sisters and that "no matter where you live, no matter what car you drive, no matter how much money you have, P.E.O. sisters always have a loving concern for each other!" ★

**CAROL STEVENSON**

Carol Stevenson, L, South Bethany, Delaware, was awarded the 2020 Bowl of Hygeia Award for her outstanding record of civic leadership in the community.

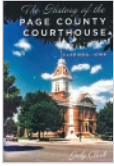
The award was presented by the Maryland Pharmacists Association. The Bowl of Hygeia Awards are presented by participating state pharmacy associations, Puerto Rico and the District of Columbia to pharmacists who have not only served their local, state and national pharmacy associations, but also have devoted their time and talent to a wide variety of causes and community associations.

In addition to her long time membership in the Maryland Pharmacists Association, Carol has been a member of the Board of Trustees, president, chairman of the Board of Trustees, and member of the Maryland Pharmacists Association Foundation. She worked in many areas of pharmacy, spending her last work years in a large retirement community where she frequently spoke about medications to community support groups and appeared on a question and answer local television program. She was chosen as Preceptor of the Year for her work teaching student pharmacists.

As an elected council member of the town of South Bethany, Carol worked to improve the town green spaces by citizen garden adoptions and planting of rain gardens to cleanse storm water and keep local canal waters clean. She has assisted in organizing and building an exercise area open to all. She is responsible for town community and public relations activities including family movies on the beach, Independence Day parade floats, yoga classes, boot camp classes, caroling parties, pot luck suppers and organized the South Bethany Town 50th Anniversary Celebration honoring town volunteers and organizations.

P.E.O. | authors

JUDY McKAY CLARK



Judy McKay Clark, AE, Clarinda, Iowa, wrote "The History of the Page County Courthouse." Judy served in the office and as Page County Auditor for over

30 years. The courthouse suffered a devastating fire in December of 1991. After returning to the courthouse more than two years after the fire, many people visited the building and wanted to know about the history of the courthouse itself. From that time in 1994, Judy's mission was to write a short brochure about the courthouse. With many hours of research, that brochure turned into a 200-page book that covers the history of the courthouse from the creation of the county in 1847, continuing through the courthouse restoration after the fire, until Judy's retirement in 2011.

NAN ROSSITER



Nan Rossiter, AA, Brookfield, Connecticut, wrote "Promises of the Heart." Nan's novels always include threads of faith and family, and

her newest novel also touches on ways to give back including through Donate Life, Locks of Love, Adopt US kids and Adopts Pets.

Nan is a New York Times and USA Today bestselling author. She grew up in Pelham, New York, and graduated from Rhode Island School of Design. After freelancing for several years, she began writing and illustrating books for children. In recent years, Nan has turned her attention to writing contemporary fiction.

Nan lives on a quiet country road in Connecticut with her husband and a black Lab. Nan and her husband are the parents of two sons who have struck out on life journeys of their own, and after college, have decided to pursue careers in aviation.

ANTOINETTE BERTHELOTTE



Antoinette Berthelotte, UE, Idyllwild, California, has released her debut historical novel, "Fiona of Kinsale." After years of business and how-to

books, Toni was inspired to write this story after finally getting to visit her ancestral home of Ireland.

Fiona Gearaghty's future seemed assured during the summer of 1601. She was still in the bosom of her loving and prosperous family, in a picturesque village on the southern Irish Coast. She had several choices of whom to wed, but Roland, rich and from the prominent Fitzpatrick family, was her best choice for security, if not for love.

However, her life turned upside down in the fall as the Spaniard's last Armada, through the capriciousness of winds and weather, put the village of Kinsale in the middle of a historic battle for a free Ireland. With upheaval, tragedy and deprivation as a backdrop, Fiona's safe future is cruelly torn from her and she is forced to find a new path while hiding a black secret from those she loved.

Antoinette is already working on a sequel to the novel.

AMY CLARKSON



Amy Clarkson, IF, Pratt, Kansas, wrote "As We Lay Dying," after working for the last decade as a hospice and palliative care physician. The book is

fiction; however, her own experiences as a physician inspired the stories. Each chapter is the odyssey of a different character as they navigate end of life issues, ultimately dealing with hope, forgiveness, regret, fear, control, pride and acceptance.

JOHNNIE BERNHARD



Johnnie Bernhard, D, Biloxi-Ocean Spring, Mississippi, wrote her third novel, "Sisters of the Undertow," which examines the

connotations of lucky and unlucky, the complexities of sibling rivalry and the hand fate delivers without reason. Sisters Kim and Kathy Hodges are born 16 months apart in a middle-class existence in Houston, Texas. Kathy, born premature with cognitive and physical disabilities, enters public school as a special education student, while Kim is recognized as gifted.

Both sisters face life and death decisions as Houston is caught in the rip current of Hurricane Harvey. Kim learns the capricious nature of luck, while Kathy continues to make her own luck, surviving Hurricane Harvey, as she has survived all undertows with the ethereal courage of the resolute.

Johnnie is a former teacher and journalist. Her work has appeared in multiple publications.

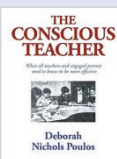
JUDITH BURTNER



Judith Burtner, C, Anchorage, Alaska, wrote "Robison Family Governess: Letters from Kaua'i and Ni'ihau, 1911-1913." In 1911,

22-year-old Hettie Belle Matthew took a daring leap into the unknown as she sailed away from her cosmopolitan life in the bustling Bay Area for the remote Hawaiian Islands to work as a governess for the prominent and wealthy Robinson Family. Letters discovered by her granddaughter over a century later are painstakingly woven together by Judith to bring this true story to life with rare insight and authenticity.

DEBORAH NICHOLS POULOS



Deborah Nichols Poulos, SE, Davis, California, wrote "The Conscious Teacher," a book about strategies and techniques educators might employ

to become more effective teachers. In an accessible, conversational style, Deborah presents unique approaches to teaching, hoping to inspire new and veteran teachers alike.

"The Conscious Teacher" is a guide for new teachers. Many of the ideas Deborah provides may also be an eye-opener for parents and experienced teachers as well. The book is for anyone interested in giving young children a positive and solid foundation for their later schooling.

Deborah taught grades one through six over 27 years. As she gained experience and confidence, she started to develop her own strategies that she found yielded better results than what she had been taught—or, in many cases, had not been taught at all. Having experience in many different grades during her early years of teaching prepared her to be flexible—and to develop techniques that she could use with students of any age or ability.

DOROTHY TURNER



Dorothy Turner, CG, Pueblo, Colorado, wrote "The Return of the Scoundrel." It is 1888 and handsome scoundrel Bridger Crandall has

escaped from prison. He is eager to plot revenge against the woman who put him there seven years ago, Maggie Blackstone. He assumes a new identity and finds refuge in the lawless, booming silver-mining town of Leadville. Teeming with miscreants and swindlers, newcomers all, it is the perfect place for an escaped convict to blend in and make a new start. A chance meeting with innocent young schoolteacher Libby Talbott facilitates his plans to exact revenge. Convinced that Bridger is a reputable gentleman, Libby unwittingly provides him the information needed to advance his evil scheme. His passionate kisses overwhelm her sensibilities. Soon she is torn between her growing attraction to a man who is merely using her and the amorous attentions of a wealthy businessman from Greeley. Will Libby fall victim to a charming rogue? Will Bridger Crandall be stopped before it is too late?

CAZANDRA CAMPOS-MACDONALD



Cazandra Campos-MacDonald, AY, Farwell, Texas, is a columnist, nationally recognized speaker, TEDxABQ speaker, advocate

and author. Her new book, "Dear Hemophilia, Finding Hope Through Chronic Illness," chronicles her life raising two sons with severe hemophilia. Her book is not simply about living with hemophilia, it is a story of what it is like to live through the "worst of the worst" and hold on to faith and hope. Her book is for anyone living with a rare or chronic disorder.

Cazandra is a former middle school band director and national patient advocate in the medical field. She is now a student at the Iliff School of Theology and is on the track to ordination in the United Methodist Church. She is an avid writer, blogger and produces a podcast called The Fishbowl which features leaders in ministry and the world.

JENNIFER SOULE



Jennifer Soule, BS, Sioux Falls, South Dakota, wrote a book of poems called "Postcard Days." The poems in the book are at once

rooted and aspirational, reaching for the expansive sky from the grounded earth. Jennifer's work has appeared in South Dakota Review, The Sow's Ear Poetry Review and various anthologies. Her first chapbook was called "Hiawatha Asylum for Insane Indians."

Jennifer has been a community organizer, clinical social worker and professor. A South Dakota native, she now lives in Sioux Falls (hometown) with her husband, Brad and dog, Eliot. Her passion for place and language are well-nurtured in South Dakota.

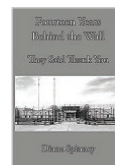
LAURA WOLD



Laura Wold, BI, Sheridan, Wyoming, recently wrote her first children's book, "Magic Pajamas." Read how going to bed is a secret adventure when you have magic pajamas!

Laura is a practicing small animal veterinarian, musician and author. She has two adult children and lives with her husband and three dogs in Sheridan, Wyoming.

DIANA SPINNEY



Diana Spinney, Z, Goodland, Kansas, wrote "Fourteen Years Behind the Wall: They Said Thank You," the

memoir of a former prison teacher who wants to set the record straight about inmates. In 1999, Diana helped set up the education classes at the new prison in Burlington, Colorado. Soon she was the GED instructor. During her 14 years, 933 inmates earned a GED. This is the story about how they said "thank you" and taught the teacher who they really were.

continued on page 30...



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.

continued from page 29...

JEANNE MAXANT BLANCHET



Jeanne Maxant Blanchet, CC, Sun City, Arizona, wrote "KAMIKAZE: A Novel of the Mongol Invasions of Japan."

"KAMIKAZE" takes place in Japan's turbulent Kamakura era. An action-packed romance set against the background of Kublai Khan's 1274 and 1281 CE attempted invasions of the Land of the Rising Sun, the story highlights Atsuko, an aristocrat, and Ichirō, a swordsmith, as they attempt to fulfill their forbidden love. Sword-wielding samurai, pirates and Nichiren, a zealous monk, lend further excitement to this fast-paced novel.

Jeanne is an award-winning author, artist and lecturer born in Chicago. After graduating summa cum laude from Northwestern University, she was awarded a prestigious Woodrow Wilson Fellowship for graduate study. She earned an M.A. from Arizona State University and a Ph.D. from the University of Hawaii, spending five additional years in Japan doing post-doctoral research. Following a teaching career at various colleges and universities, she is at home in Arizona and Colorado. In her leisure Jeanne enjoys playing piano, duplicate bridge, traveling and volunteering.

LINDY SCHNEIDER



Lindy Schneider, HV, Littleton, Colorado, and her BIL, Tom, coauthored "College Secrets of Highly Successful People: Keys to Launching a Great Life."

In the book they tell the little-known stories of what CEOs and celebrities did while in college to launch their careers and how anyone can follow in their footsteps. Lindy has been featured on TV and speaks to parent and college groups throughout the country, helping students create their own plan of action to have powerful relationships and lucrative careers after college. Lindy is also the contributing author to 10 of the New York Times bestselling book series "Chicken Soup for the Soul."

KATIE McCABE



Katie McCabe, M, Bethesda, Maryland, co-wrote "Mighty Justice: My Life in Civil Rights" with trailblazing Washington, D.C. civil

rights and criminal defense lawyer Dovey Johnson Roundtree, who died in 2018 at the age of 104. The book, termed "an exquisite and essential memoir" by Oprah Magazine, was selected for the magazine's January 2020 issue as One of Ten Titles to Pick Up NOW. The book tells the story of Roundtree's groundbreaking achievements as one of the first black women in the World War II military, a legendary lawyer in Washington's all white judicial system and a leader of the vanguard of women ordained to the ministry in the African Methodist Episcopal Church. "Mighty Justice" is in development as a feature film and is being adapted for two children's books. It won the Association of Black Women Historians' Letitia Woods Brown Memorial Book Prize for the best book on an African American woman.

A former English teacher who began her writing career in 1985, Katie is the winner of the National Magazine Award for her Washingtonian article on black surgical legend Vivien Thomas. Her story formed the basis for the 2004 Emmy and 2005 Peabody Award-winning HBO film "Something the Lord Made."

LINDA KUHLMANN



Linda Kuhlmann, FH, McMinnville, Oregon, wrote "Koenig's Promise,"

the third and last novel in her Koenig Triple Crown Series. The powerful characters of "Koenig's Wonder" and "Koenig's Spirit" return with new challenges in the thrilling world of Thoroughbred racing.

This series was created from a mystery that Linda learned while doing genealogy research on her dad's side of her family. Linda loves to speak at P.E.O. chapter meetings about her writing.

ADRIENNE H. SMALL



Adrienne H. Small, DQ, Walnut Creek, California, wrote a children's science picture book called "The Princess and the Ph.D." In 1976, Adrienne

competed at the county level in a Miss America Pageant. A bathing suit, an evening gown and a dance routine for talent were the focus for her on that day. Times have changed and so has this competition. Scholarship awards still provide funds for education but today's Miss America also inspires with a platform for social impact, women's leadership and empowerment. The talent portion in the 2020 Miss America Competition provided inspiration for this book. Why? A chemistry experiment was the talent that led to the crown—evidence that beauty and brains are not mutually exclusive.

Now Adrienne's main focus is to engage, encourage and support girls in the many exciting fields of science. Her other children's book is titled "If You Ask a Scientist a Question."

JAMIE DAHL



Jamie Dahl, CR, La Crosse, Wisconsin, wrote "I Have Two Words For You: A Story of One Woman's Journey to Healing, Freedom and Faith,"

about her battle with breast cancer.

Part One is her breast cancer journey. Jamie begins by detailing the moment she discovered a lump in her breast, continues through the process of developing her treatment plan, the challenges of chemotherapy and finally addresses her double mastectomy surgery. She shares how her diagnosis affected both her husband and their daughters, and how they worked through this challenge together as a family. Part Two is a collection of Jamie's "gems." These are lessons she learned along the way, tips, and tricks for other women experiencing a similar diagnosis and anecdotes for anyone facing a challenging time in their lives.

CHRISTINE MABON



Christine Mabon, B, Pittsburgh, Pennsylvania, wrote "Comfort Food – Amazing Friends and the Everyday Stories That Happen Around Food,"

a collection of personal essays about friendship as seen through the lens of a five-course meal.

Following the sudden death of her husband, Chris discovered the true power of community and food. Chris' neighbors and friends rallied around her to offer meals and comfort. From delicious braised brisket, to advice on how to embark on a new career, the support she was given helped her learn to move past grief. She believes these relationships enabled her to heal and move forward; as with each gift of support, a new friendship was formed or an existing one deepened. In addition to the food, these relationships brought her insight into personal characteristics she needed to correct or develop. Because of her experience, she wants to share the transformative lesson she learned: good friends, like good food, can renew, restore and revitalize your life.

When she is not writing or speaking, Chris enjoys going for walks, salsa dancing and, of course, spending time with her friends.

KATHRYN JAMISON EELMAN



Kathryn Jamison Eelman, U, Winter Haven, Florida, compiled the letters written by her parents to each other during WWII in her book "The Jamison Letters."

This is their love story and so much more. Her father, Wallace, was a Navy Chaplain stationed in North Africa and Italy. Her mother, Ruth, was a nurse in New York City. Life in New York City is contrasted to war torn Africa and Italy. The letters are told by real people in their own way and give a different and personal perspective to war outside the actual battles.

Kathryn is a retired insurance claims specialist. She has been a P.E.O. since 1967.

DIANA BRADDOM



Diana Braddom, IF, The Villages, Florida, wrote "Fundraising from a File Box: Your Pocket Guide and Workbook for Libraries and Nonprofit Organizations."

This guide and workbook gives tips on how to get prepared for seeking donations and applying for grants. Although this book refers to a manual filing method, it can be used for computer use. Diana's methodology is easily adaptable for either manual or computerized storage of essential documents readily available to submit a grant proposal in a timely manner.

This book is a compendium of the knowledge Diana has gathered about fundraising from her many years as a library director, non-profit board member and teaching fundraising as an adjunct college professor. Diana has also learned fundraising techniques and strategies from fellow library fundraisers and professional development officers, especially through her involvement with the American Library Association and its Fundraising and Financial Development division.

MARTI HEALY

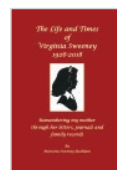


Marti Healy, B, Aiken, South Carolina, wrote "Breathings: Tiny Stories for the Thin Places of Your Heart."

Marti says, "The stories are about dogs and cats and woods and ideas, about imagination and remembering, about ghosts in the night and song birds in the morning, about shadows and beaches, old cars and spiders in the bathtub, dancing bunnies and panic attacks."

Marti strives to have a "sister-like" voice in her writing – sitting at the reader's side with reassurance that there is still good and kindness in the world; there is hope and fun and reasons to smile; there are times and places of peace to be found – if we just pay attention.

MARIETTA BECKHAM



Marietta Beckham, Y, Las Vegas, Nevada, wrote "The Life and Times of Virginia Sweeney," which tells the unique history of one Midwestern family,

their moves around the country and their daily adventures. The chapters provide a glimpse into American life from 1926 to 2018 and reveal much of a mother's character and resilience, as seen through the eyes of her daughter.

Ninety-two years, 72 as a P.E.O., are condensed into these pages, including historic photos and stories, many in Virginia's own words. It's a time capsule and distinctive family history written with love and humor.

Born in Virginia, raised in Iowa, Ohio and Tennessee, Marietta pursued higher education wherever her many Air Force moves took her. She graduated cum laude from Coastal Carolina University with a Bachelor of Arts in English. She now lives in Nevada.

A self-proclaimed member of the "grammar patrol," she is a talented editor, analyst and supporter of the many other writer friends she has coached through the years. Marietta is a committed writer, an ardent research enthusiast and a great fan of her children and grandchildren's numerous activities. She is also an award-winning quilt-maker.

SARA BROYHILL ANDERSON



Sara Broyhill Anderson, AB, Fairfield, Connecticut, wrote "20/20 Vision: How Exodus 20:20 Brings the Purpose of Our Trials into Focus." This book was

part of a study Sara wrote and taught and, in light of the decade 2020, felt compelled to publish. The goal is to find out where you have been, where God needs you to go and how to get to where you want to be.

Sara has five children and lives in Austin, Texas. She has been a member of P.E.O. since 1994. Both her mother and grandmother, mother-in-law, sister and sisters-in-law all belong to P.E.O. It's a family affair! ★

WHERE AT HOME



Beth Quesnel, AV, Prince George, BC



3 Generations of P.E.O.s Dana Eggleston, HT, CA; Vivian Gaddis, ID, WA; Amy Gaddis, ED, OR, in Carmel, CA

Janet Welch, Paula Watts and Donna McMillan, N, Nashville, TN



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

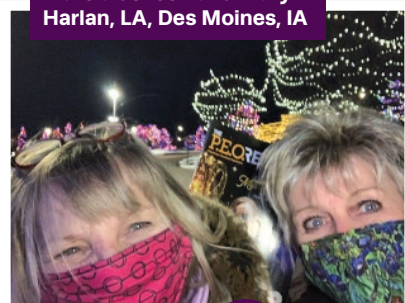
Send photos to
mediamanager@peodsm.org.

Lois Tysseling, BR, Everett, WA, on Pass Mountain, Mesa, AZ



IS THE RECORD?

Marcia Jensen and Mary Harlan, LA, Des Moines, IA



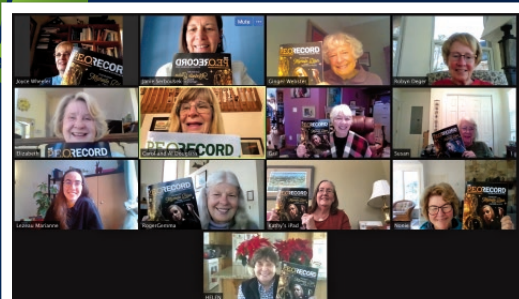
Julie Smith, GB, Jerseyville, IL



Pamela Hart, G, Wilmington, DE



Becky Watson, G, Montpelier, VT



Chapter CJ, Outer Banks, NC, with International Peace Student in Montreal

Top row, from the left: Joyce Wheeler, Janie Serbousek, Ginger Webster, Robyn Deger
Second row: Elizabeth Wendling, Carol Douglass, Gail Via, Sue Callens
Third row: Marianne Lezeau (IPS), Gemma Green, Kathy Batenic, Nonie Booth
Bottom row: Helen Gauvreau

Anne Mitchell, E, Salt Lake City, UT, birding in Avondale Park, Birmingham, AL



Peggy Gallagher and Margaret Balke, N, Atlanta, GA, at the Enchanted Woodland Trail, Chattahoochee Nature Center



Tell Us About Your COMMUNITY SERVICE PROJECTS!



As the coronavirus pandemic has impacted our everyday lives for more than a year, many people have learned what P.E.O.s have always known—that it's our duty to lift up and help those around us however we can. We know P.E.O.s have a sincere regard for the Sisterhood's influence in the community and you, and your local chapters, strive to make positive impacts in your communities, not only in times of crisis, but at all times.

The P.E.O. Record and the official P.E.O. Sisterhood social media accounts want to share stories of how P.E.O. chapters have served your communities. Send brief articles (no more than 300 words) and photos to mediamanager@peodsm.org. ★



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FUNDRAISING | marketplace

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

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

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

Questions and Submissions:

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



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

📷 Lapel pin or charm Small pin, circular monogram, cutout letters, 24K gold plate with spring-back post; or as charm. \$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 or garden ornament 6" brass star on 24" rod. \$50 ppd. Also avail w/o rod. Ch. HV, c/o Pam Hedger, 1 Willow Green Dr, Butler, MO 64730. pam.hedger@yahoo.com.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

📷 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.

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.

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

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

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

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

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

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

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

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

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



View photographs of items at
**HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/
 FUNDRAISINGMARKETPLACE**

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

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

📷 P.E.O. chapter garden flag Waterproof 14" x 20" flag with your chapter letters! \$25 ppd. Checks payable to Ch. JP, c/o Bethany Falvey, 2448 Ohio St, Lawrence, KS 66046.

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

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

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

📷 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. OL, c/o Lorrie Etheredge, 10569 Reagan Ct, Peosta, IA 52068.

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

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

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

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

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

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.

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


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


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

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

Color P.E.O. beautiful program idea

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

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


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


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

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


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


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


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


 **P.E.O. 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. g4fs@yahoo.com.


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


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


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

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

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


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


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


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

 **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.


 **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.

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

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


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


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

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.

Handpainted watercolor bookmarks

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


 **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.

 **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.

Books

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


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


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


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

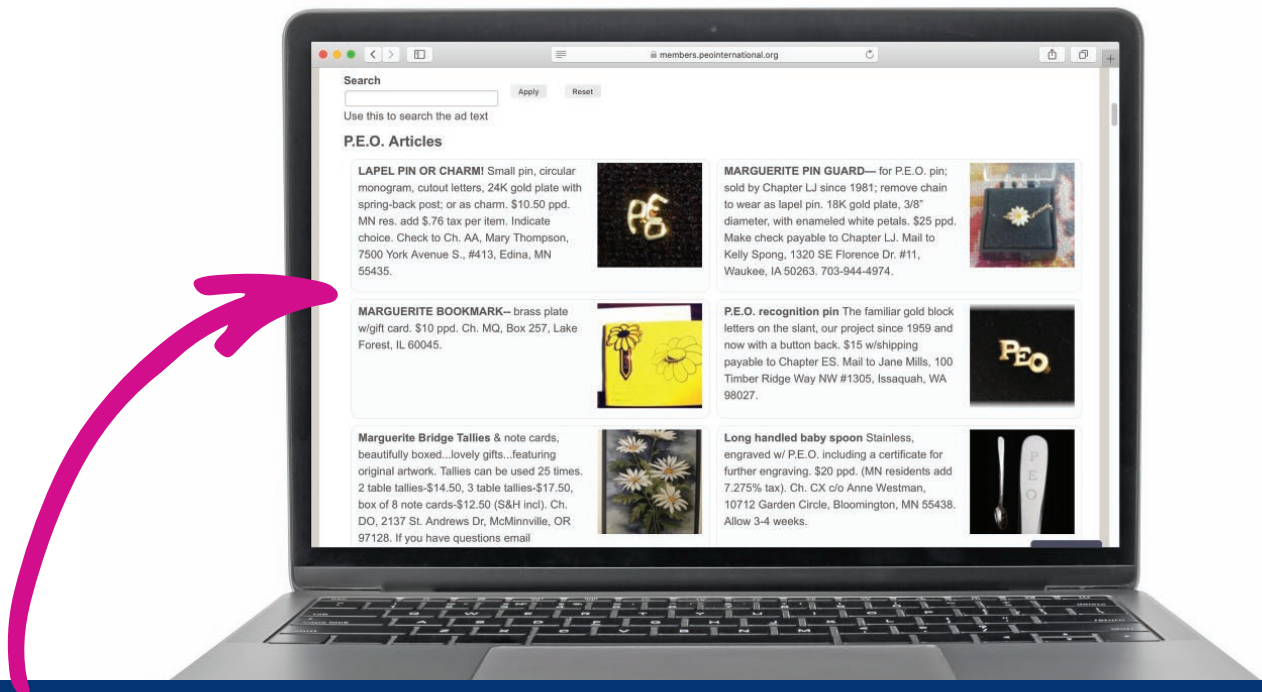
 **Daisy Delights cookbook** Beautiful 3-ring binder, categorized, helpful hints sections. Includes E-version. \$20 + \$5 S&H. Checks to Ch. J/NV, 800 Anniversary Rd, Reno, NV 89510.

Homes

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

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

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



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



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

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



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



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



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



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



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



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



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

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

*As of June 30, 2020

"I am grateful for the leadership opportunities, the amazing friendships I have received and deeply treasure and the support we give to one another and women in pursuit of their dreams."

—**SUSAN HARBER**
AE, WASHINGTON, D.C.

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"P.E.O. combines my two favorite things: philanthropic work and education. I've been a member of Chapter K in Mesa since 1984...It's a wonderful group of women dedicated to the education of women through grants, scholarships, loans to women of all ages and there is so much more."

—**CHRIS MOONEYHAM RHODES**
K, MESA, ARIZONA



2021 State/Provincial/ District Chapter Conventions

The 2021 state/provincial/district chapter conventions are going virtual! In order to continue the business of P.E.O., while keeping our members safe and healthy during this global pandemic, s/p/d chapter conventions will be held on a Zoom Video Webinar platform. Members of convention will receive a Zoom link to register for the opening meeting after registering for their s/p/d convention. Please note that a separate registration is necessary to receive the Zoom link in order to join the opening meeting. Registration for s/p/d conventions will be handled by each s/p/d.

Due to technology limitations, only members of convention will be able to attend the opening meeting. Zoom Video Webinar attendee training sessions will be offered in early April. They will provide a preview of how convention will work and allow you to practice voting. All voting members of convention are invited and welcome to attend. Watch www.peointernational.org for information on registration.



Policy Update! Retention of Chapter Minutes

In late 2020, an update to the requirement of the retention of local chapter minutes was included within the Instructions to Officers of Local Chapters. This update to the Retention Record for Recording Secretaries was made based on recommendations from the P.E.O. Archives working group (*see article on pages 14–15*). Minutes of chapter must be kept in their original form for a minimum of 10 years. Upon vote of chapter, minutes older than 10 years may be preserved in any manner in accordance with the archival policy. Refer to the Instructions to Officers of Local Chapters for more information.



Reporting Officers for Local Chapters, Reciprocities and P.E.O. Groups and Local Chapter Project Chairmen

• Officers

Reported on the P.E.O. International member website, *Resource Library/Local Chapter Officer Resources/Corresponding Secretary*. There you will find the Report of Election of Officers of Local Chapter.

• Local Chapter Project Chairmen

Reported on the P.E.O. International member website, *Resource Library/Local Chapter Officer Resources/Corresponding Secretary Forms*. There you will find the Local Chapter Report of Project Chairmen. By reporting your local chapter project chairmen, you will be able to receive project information more expediently from your s/p/d chairman.

• Reciprocities and P.E.O. Groups

Reported on the P.E.O. International member website, *Resource Library/Listings & Directories/Reciprocity*. There you will find the Report of Election of Officers and Contact Person of Reciprocities and P.E.O. Groups.

If assistance is needed by a local chapter, please contact your state, provincial or district secretary.



P.E.O.s Living Outside the U.S. and Canada

Names and addresses of P.E.O.s serving as overseas contacts in countries around the world are provided on the P.E.O. International member website under *Resource Library/Listings & Directories/Overseas Members*. Members living abroad are encouraged to strengthen their P.E.O. ties by communicating with the contact in their area.

Members willing to serve in this role should call the P.E.O. Executive Office at **515-255-3153** or email commassist@peodsm.org. P.E.O.s who agree to serve the Sisterhood by welcoming other P.E.O.s to their respective areas are not to be asked to serve the vacationing or business interests of individual P.E.O.s.



Rx:TLC Listing

The Rx:TLC listing on the P.E.O. International member website under *Resource Library/Listings & Directories/RX-TLC*, are chapters willing to help P.E.O. members or their families who are hospitalized or in need of assistance when away from home.

To be included or change a listing for either the regular or college section, please send the information to commassist@peodsm.org. To better help our sisters needing assistance, please list two contacts when possible. The chapter's listing will run until we are advised to change or delete it.



P.E.O. Membership

What do the healthiest chapters have in common? All of them initiate and welcome new members into P.E.O. every year. If your chapter has not initiated this year, set it as the number one goal for the coming months. One resource for potential members is the Introduction of a Woman Who is Not a P.E.O. form. These women have been recommended to you by another sister. Please connect with them and share the gift of P.E.O. to strengthen your chapter and our Sisterhood.



Celebrating Cottey's Chapel and new Center for Campus Life

Thanks to gifts from many alumnae, P.E.O.s, and BILs to the CONNECT initiative, Cottey has much to celebrate. Groundbreaking for the Susan Bulkeley Butler Center for Campus Life took place on August 18, 2020, and the dedication of the newly refurbished facility will be held on March 27, 2021, during the Cottey alumnae virtual Founder's Weekend festivities and on the birthdate of Virginia Alice Cottey. We are excited about the future of the Chapel and Center for Campus Life; it will be a space where the campus community will enjoy the relationships that are the heartbeat of Cottey College and where they will continue to make connections that will last a lifetime. ★



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

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

Fax The P.E.O. Record, 515-255-3820
Call 800-343-4921 (*Automated line available 24 hours a day. May not be available in all areas of Canada.*)

Email membership@peodsm.org

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

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

Address or Name Change (please print)

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

Name _____

Email address _____

Street or box address _____

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

2021 Convention of International Chapter

A **VIRTUAL** CONVENTION TO MAKE HISTORY!

Join us the week of **September 20, 2021**,
for the first ever VIRTUAL Convention of
International Chapter!

Registration will open in May. Watch for more
details in future issues of The P.E.O. Record and
at [https://members.peointernational.org/
convention](https://members.peointernational.org/convention).

