

THE P.E.O. RECORD

Philanthropic Educational Organization

MAY/JUNE 2021

Virtual Convention of International Chapter
SEPTEMBER 20-25, 2021

FREE REGISTRATION FOR ALL ATTENDEES



OFFICERS OF International Chapter

President

14306 Hobnob Way, Nevada City, CA 95959-9407

Brenda J. Atchison

First Vice President

P.O. Box 305, Sun Valley, ID 83353-0305

Patricia L. Brolin-Ribi

Second Vice President

1400 Willow Ave. #1204, Louisville, KY 40204-1423

Cathy Moss

Organizer

9055 E. Kalil Dr., Scottsdale, AZ 85260-6835

Alix Smith

Recording Secretary

7220 NE Par Ln., Vancouver, WA 98662-3656

Kathryn S. Ebert

Standing Appointments

Administrative Staff

Executive Director

Kathy A. Soppe

ExecDir@peodsm.org

Director of Finance/Treasurer

Dana Van Roekel

dvanroekel@peodsm.org

Director of Communications/Historian

Kate Westercamp

kwestercamp@peodsm.org

Director of Information Technology

Dawn Clayberg

dclayberg@peodsm.org

Director of Membership

Jennifer Chittenden

jchittenden@peodsm.org

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

Cottey College

President, Jann Rudd Weltzel, Ph.D., 1000 West Austin Blvd., Nevada, MO 64772

Boards of Trustees and Standing Committees

Cottey College

Chairman, Grace Chalker, 1381 Annette Ct., Lakewood, OH 44107-3049

Vice Chairman, Kathryn Bayne, P.O. Box 37, Libertytown, MD 21762-0037

Secretary, Diann E. McChesney, 12 Fisher Ln., Ridgefield, CT 06877

James R. Bickel, 303 East Vernon, Nevada, MO 64772

Cheryl Denslow, 10787 Vista Rd., Parker, CO 80138-3129

Georgann Douglas, 7821 Silveridge Dr., Fort Worth, TX 76133-7429

Tamara Kenworthy, 1204 S 46th St., West Des Moines, IA 50265-5215

Hope Zoeller, 1221 Summit Ave., Louisville, KY 40204

Jack Ewing, 593 Crum Dr., Lake Junaluska, NC 28745

Joan Braddock, 3875 Geist Rd., Ste. E #410, Fairbanks, AK 99709

Lydia Bangert, 8135 Kimble Dr., Pinckney, MI 48169

P.E.O. Educational Loan Fund

Chairman, Jan Keeley, 2516 Zarah Dr., Great Bend, KS 67530-2461

Vice Chairman, Ann Lambert, 515 Madison St., Wrentham, MA 02093-1670

Nanci Rosensteel, 20 Red Leaf Lane, Lancaster, PA 17602

Laurel Andrew, 10300 Summit Canyon Dr., Las Vegas, NV 89144-4339

Stephanie Halton, 170 E. 2480 N. North Logan, UT 84341-1200

P.E.O. International Peace Scholarship Fund

Chairman, Barbara C. Olson, 35524 Zephyr Way, Pleasant Hill, OR 97455-9764

Jan Knuckey, 5544 Meissen Dr., Springfield, OH 45502-8878

Karen Neylon, 6101 Saddle Horn Ct., Columbia, MO 65201-2886

P.E.O. Program for Continuing Education

Chairman, Susan Penrod, 22959 Central Pr., San Antonio, TX 78255-2119

Debra Dumlér, 214 S. Douglas, Lyons, KS 67554-2627

Beverly Prewitt, 419 Peachtree Ln., Yorktown, VA 23693-4444

P.E.O. Scholar Awards

Chairman, Laurie Collins, P.O. Box 209, Elmwood, NE 68349

Rebecca Daniel, 24700 Deep Water Point Dr., Unit 1, St. Michaels, MD 21663

Terry Northcutt, 909 Wellesley Rd., Pittsburgh, PA 15206-1728

P.E.O. STAR Scholarship

Chairman, Janet Steury, P.O. Box 6458, Saint Joseph, MO 64506-0458

Jayne Resnik, 20617 W. 96th St., Lenexa, KS 66220

Sheri Bailey, 30 Martin Way, Brandon, MB R7C 1C8

P.E.O. Foundation

Chairman, Lou McLaren, 2700 Fuller Mountain Rd., North Ferrisburgh, VT 05473-4022

Nicole Berner, 1501 Linden Way, Sioux City, IA 51106

Margaret "Peggy" Rose, 650 NE 64th St., #G610, Miami, FL 33138-6270

Finance Committee

Chairman, Lori O'Keefe, 1415 E 3rd Ave., Mitchell, SD, 57301-3088

(Barbara) Ann Bowen, 2913 Eagle Pointe Rd., Godfrey, IL 62035-4719

Ellen Fox, 14812 Ballantyne Country Club Dr., Charlotte, NC 28277-2717

Audit Committee

Chairman, Lori O'Keefe, 1415 E 3rd Ave., Mitchell, SD, 57301-3088

(Barbara) Ann Bowen, 2913 Eagle Pointe Rd., Godfrey, IL 62035-4719

Ellen Fox, 14812 Ballantyne Country Club Dr., Charlotte, NC 28277-2717

Study and Research Committee

Chairman, Beth Linderman, 927 Ives St., Watertown, NY 13601-4241

Vice Chairman, Karen Blair, 15658 Himebaugh Cir., Omaha, NE 68116-4535

Elizabeth McFarland, 3924 Los Robles Dr., Plano, TX 75074-3831

Christine Ankeney, 31866 Julep Rd., Marceline, MO 64658-1284

Judith French, 10403 Amherst Ave., Silver Spring, MD 20902-4140

Karen Leftwich, 209 Granite Dr., Whitefish, MT 59937-7866

Special Appointment

Parliamentarian, Barbara Rost, PRP, 448 Raintree Ct. Unit 2Q, Glen Ellyn, IL 60137-6736

Nominating Committee

Chairman, Lou Ireland, 1660 NW 101 Way, Plantation, FL 33322-6501

Peggy Bottorf, 2566 Discovery Rd., Carlsbad, CA 92009-3062

Jeanette Mooney, 470 Kingfisher, Sheridan, WY 82801-4542

Mary Elliott, 125 Wynd Star Ct., Glasgow, KY 42141-8144

Cathy Manhart, 981 Strawberry Ave., Billings, MT 59105-1931

Membership Committee

Chairman, Jan Loftin, 3635 S 77th St., Lincoln, NE 68506-4706

Vice Chairman, Jacqueline Dawson, 7793 E Joshua Tree Ln., Scottsdale, AZ 85250-7962

Kathleen Feldman, 32702 View Haven Ln., Sorrento, FL 32776-7754

Rita Briggs, 705 Avalon Way, Peachtree City, GA 30269-3255

Lauri Cushing, 31 E Kent Rd., Duluth, MN 55812-1421

Laura A. Parris, 129 Willow Wood Dr., Slidell, LA 70461-4112

P.E.O. Leadership Development Committee

Chairman, Jennifer Mitchell, 471 Birchington Ln., Melbourne, FL 32940-2114

Marylou Ruud, 13100 Enchantment Ln., Albuquerque, NM 87111-7132

Debbie Kotecki, 11617 Midlavian Dr., Raleigh, NC 27614-6948

Julee Carucci, 12028 Hunting Crest Dr., Prospect, KY 40059-9178

To Reach P.E.O.

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

Phone 515-255-3153 **Fax** 515-255-3820

Web peointernational.org (*Go to Members Login, enter username and password, then click Contact Us.*)

To Reach Cottey College

Mail 1000 W Austin Blvd., Nevada, Missouri 64772-2790

Phone 417-667-8181 **Fax** 417-667-8103

Email peorelations@cottey.edu

Web cottey.edu

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

Becky Frazier, Editor

Mail 3700 Grand Ave., Des Moines, Iowa 50312

Phone 515-255-3153 **Fax** 515-255-3820

Email bfrazier@peodsm.org

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

A Field of Daisies

Our Objects and Aims guide this Sisterhood and each member toward general improvement. We take to heart these words we speak together to seek growth in charity, in knowledge and in culture, and to have a sincere regard for our influence in the community of which we are a part.

We lift each other up. We care for one another expressing a loving concern for each sister. *Every sister.*

We are women helping women. *All women.*

All women are elevated through our shared mission of supporting them through education and our actions, *both big and small.*

On March 24, 2021, the Executive Board of International Chapter made the following statement of solidarity:

As P.E.O.s, we seek growth in charity toward all with whom we associate.

We do not tolerate racism, bigotry, bullying, hatred, violence, or oppression toward any community or individual, inside or outside of our Sisterhood.

We stand in solidarity with those who have been impacted by recent violence, and particularly with our sisters who are feeling pain from the events that continue to target marginalized identity groups.

We recognize that beyond words, positive actions will serve to memorialize the women who have lost their lives.

We affirm our commitment to our shared mission of supporting the education and advancement of all women as a means of positive action.

Love will prevail!



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

Our Sisterhood could be thought of as a field of daisies.

We are all caretakers. The field is watered and nurtured; cared for as the sun rises and sets. Hands of nature and human touch the field, ensuring that blossoms, both big and small, will smile forth for all to see.

Many of us have daisies growing in our yards. It is amazing how different the blossoms can be on a single plant. Some flowers are big "Look at Me" beauties, and some are small delights, tucked into the plant. Some flowers are a bit chewed on by bugs and even missing petals, but the daisy plants when seen as a whole are glorious. As caretakers, we reseed the plants to help our field of daisies grow.

To care for a field of daisies takes work. The rewards are glorious.

Reach out to your sisters.

Reach out to all women.

Love will prevail. ★

Contents

The P.E.O. Record | May–June 2021 | Vol. 133 | No. 3

SPECIAL FEATURES

- 5 Slate of Officers for Election to the Executive Board of International Chapter 2021–2023
- 5 Jennifer Mitchell: Nominee for Office of Recording Secretary of International Chapter
- 29 New Member Website Password Effective July 1

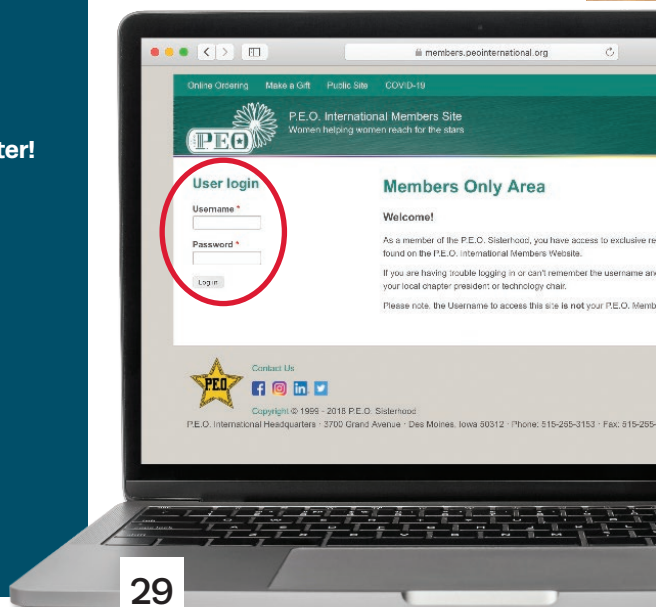


CONVENTION OF INTERNATIONAL CHAPTER

- 8 Welcome to the 75th Convention of International Chapter
BY BRENDA J. ATCHISON
- 9 Join us for Opening Night of Convention of International Chapter!
- 10 Required Seminars
- 11 Convention Displays
- 12 Signature Sessions
- 13 Workshops, Activities and Special Events
- 14 Projects Night
- 16 Convention Schedule
- 20 Registration for International Convention Opens May 1!
- 20 Who's Who at Convention



8–20 **ON THE COVER:**
Quilt by Natalie Salt, Ankeny, Iowa



29

FOLLOW US



IN EVERY ISSUE

- 1 President's Message**
A Field of Daisies
BY BRENDA J. ATCHISON
- 4 Your Letters**
- 6 P.E.O. International Membership Committee**
Keeping Engaged...
Keeping Connected...
Keeping our Sisters
BY JACQUELINE DAWSON
- 7 Tech Tip**
Member Site
Password Updates
BY ANNIE JENKINS
- 21 P.E.O. Leadership Development**
Elements of Resilient Leadership
BY JENNIFER MITCHELL AND DEBBIE KOTECKI
- 38 Award Winning Ideas**
- 40 P.E.O. Authors**
- 42 New Chapters**
- 43 Fundraising Marketplace**
- 48 About P.E.O.**
- 49 To The Point**

GALLERY OF PRESIDENTS

- 30 Denise Williams**, Alabama
- Kristen Dyson**, Alaska
- Bev Adam**, Alberta-Saskatchewan
- Deb Schmalz**, Arizona
- Maysel Teeter**, Arkansas
- Jane Donald**, British Columbia
- Sue Miller**, Delaware
- Deborah Smith**, Georgia
- Lynette Phyfe**, Manitoba-Northwest Ontario
- Barbara Florian**, Maryland
- Sherilyn Burnett**, Massachusetts
- Debbie Zischke**, Mississippi
- Jenny Nunn**, Nevada
- Robyn Burns**, New Jersey
- Nicol Moss**, New Mexico
- Viola Lunderville**, Northeast District
- Preeti Sareen**, Ontario-Quebec
- Nancy Labahn**, Utah
- Laurie Evans**, Tennessee
- Karen Burgess Boothe**, Texas
- Barb Daly**, West Virginia

P.E.O. PHILANTHROPIES AND FOUNDATION

- 22 Chapter Recognition Opportunities**
- 23 P.E.O. Educational Loan Fund**
ELF Recipient Works in Foreign Policy, Strives to Make a Difference for People and Communities Around the World BY STEPHANIE HALTON
- 24 Cottey College**
Updates from Cottey—A New Recognition Program for P.E.O. Chapters and the New Campus Center Grand Opening BY JANN WEITZEL
- 25 P.E.O. International Peace Scholarship Fund**
IPS: Building a Legacy of Worldwide Transformational Leaders
BY JAN KNUCKEY
- 26 P.E.O. Program for Continuing Education**
Former Sudanese Refugee's Quest for Continuing Education Boosted by the Power of P.E.O. BY BEVERLY PREWITT
- 27 P.E.O. Scholar Awards**
A Model for Finding New Sisters BY REBECCA DANIEL
- 28 P.E.O. STAR Scholarship**
Building Your STAR Legacy: A Tale of Two Chapters BY SHERI BAILEY
- 29 P.E.O. Foundation**
Undesignated Funds What Are They Again? BY LOU MCLAREN
- 50 Thank you**
P.E.O. Project Recipient and Donation Totals

The P.E.O. Record (ISSN 0746-5130) is published bimonthly by the P.E.O. Sisterhood, 3700 Grand Avenue, Des Moines, IA 50312-2899. Periodical class postage paid at Des Moines, Iowa, and at all additional mailing offices. Subscription price is \$5.00 per year. Single copies are \$1.00. POSTMASTER: Send address changes to The P.E.O. Record, 3700 Grand Avenue, Des Moines, IA 50312-2899. Printed in USA. Canada Publications Mail Agreement No. 40586518. Return undeliverable Canadian addresses to IMEX, P.O. Box 4332, Station Rd., Toronto, ON M5W 3J4.

Submission of material to The P.E.O. Record is your consent to our right to edit and publish it, either all or in part, in any P.E.O. print or digital communication medium. The content matter may or may not reflect the opinions of the Sisterhood. Complete submission guidelines appear on the "Members Only" section of P.E.O.'s official website, peointernational.org. The P.E.O. Record welcomes members' submissions to the address on the inside front cover.

P.E.O.'S LEGACY OF GRACE, WELCOMING DIVERSITY

The Chapter K, Charleston, South Carolina, program theme for 2020–2021 year is The Legacies of Sisterhood. My assigned topic for the second March meeting via Zoom was The Legacy of Grace.

Preparing the program was an awakening. I carefully considered the question: What does the concept of **grace** mean within the context of P.E.O.? This fundamental inquiry provided the focus for research and reflection. I was inspired by the article by Kate Westercamp “Myth-Busting P.E.O. Lore” in the March/April 2021 issue of The P.E.O. Record.

My search began with a definition of legacy. Our seven sister Founders created an inspiring sisterhood; they described the P.E.O. purpose as “exclusively educational and charitable.” Despite their traditional Protestant affiliations, the Founders did not create a Christian organization. To the contrary, as was stated in the article, Myth Busting P.E.O. Lore: “We are not a religious organization.”

The next step of my journey was exploring definitions of grace. I began with the related word **gracious**, which originally meant “filled with God’s favor or help.” Biblical guidance on how to secure God’s help or grace is found in Hebrews 11:1 “Now faith is the assurance of things hoped for, the conviction of things not seen. Many of us remember fondly, those words as they relate to P.E.O. Only faith can guarantee the blessings of things hoped for, the conviction of things not seen.

Another definition stated grace “as a gift of God.” Because it comes to us at God’s initiative, there are some things we can’t do about grace. We can’t earn it. We can’t control it. We don’t have to deserve it. “Grace is a free gift from God to which we can only respond with gratitude.”

Wikipedia provided a secular counterpoint to the Bible. It defines divine grace as “...a theological term present in many religions. It has been defined as the divine influence which operates in humans to regenerate and sanctify, to inspire virtuous impulses and to impart strength to endure trial and resist temptation; and as an individual virtue or excellence of divine origin.”

My sisters in Chapter K who participated in the presentation affirmed that P.E.O. is a spiritual and not a religious organization. Belief in God is a requirement for our membership. However, God is known to our members as Jesus Christ, Yahweh, Allah, Buddha, Source, among other names. I have been awakened to consciously welcome like-minded women who call God by many names. We are clearly gifted by grace to welcome spiritual diversity into our Sisterhood. “Our shared values of Faith, Love, Purity, Justice and Truth, tells us that the greatest of these is Love.”

— **Kathy Maher, K, Charleston, South Carolina**

Loving Concern After a Natural Disaster

Last August a derecho (a 140 mph land hurricane) toppled 60 percent of Cedar Rapids, Iowa, trees. We lost 25 trees in our yard—unfortunately four of these trees fell across our driveway! As I was scheduled for medical tests the next morning in preparation for surgery, I wondered how I’d get there. My husband and I are in our late 80s so we needed help.

The first people we thought of were neighbor and my P.E.O. sister Gloria Jahnel and her husband, Bill. They came immediately—with a chainsaw—along with another neighbor—and spent two hours removing the trees.

We are grateful for Gloria and all our P.E.O. sisters who “express a loving concern for each sister.”

— **Alice Crosier, LU, Cedar Rapids, Iowa**

Thanks from a PCE Recipient

I was sponsored by P.E.O. Chapter JO, Santa Rosa, California, Sonoma County, (Eleanore Schiro), in 2017 and honored with a P.E.O.

Continuing Education grant in January 2018.

That was the beginning of my nursing education journey. My son was two when I started and he’s turning five soon. They helped support my dream and my son while I went to school. I graduated with honors December 14, 2019...I’ve never forgotten those ladies in that chapter. I spoke at their luncheon and really felt supported by such a great group of women. I’m still so thankful for their help! Please tell them I did it and I hope I make them proud!

— **Amy Bradbury, P.E.O. Program for Continuing Education Grant recipient**

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.

Slate of Officers for Election to the Executive Board of International Chapter 2021-2023



Nominating committee, from the left: Jeanette Mooney; Catherine Manhart; Lou Ireland, chairman; Peggy Bottorf; Mary Elliott

The Nominating Committee of International Chapter met via Zoom March 5 & 6, 2021, to select a slate of nominees for the 2021-2023 biennium as directed in the Constitution, Part I, Article V, Section 4. The following slate of nominees was selected by majority vote of the committee for presentation at the Convention of International Chapter September 23-25.

President, PATRICIA L. BROLIN-RIBI
Past President, Idaho State Chapter

First Vice President, CATHY MOSS
Past President, Texas State Chapter

Second Vice President, ALIX SMITH
Past President, Arizona State Chapter

Organizer, KATHRYN (KAY) S. EBERT
Past President, Washington State Chapter

Recording Secretary, JENNIFER MITCHELL
Past President, Florida State Chapter



Jennifer Mitchell: Nominee for Office of Recording Secretary of International Chapter

Very few P.E.O.s can say their grandmother initiated them. In fact, Jennifer Mitchell's initiation over 32 years ago was a family affair. Her mother also served as

an officer during the ceremony and her older sister was initiated at the same meeting. In Jennifer's family the question is not "Will I be a P.E.O.?" but "When will I be a P.E.O.?" Following family tradition, Jennifer's oldest daughter is a fourth-generation member.

Jennifer was appointed to the P.E.O. Leadership Development Committee in 2019 and currently serves as chairman. In addition to her duties as chairman, Jennifer developed foundational resources for the P.E.O. Chapter Vitality Coach program. Prior to her current appointment, she served on the Ad hoc Committee for the P.E.O. Leadership Development Initiative from 2014-2019 where she spearheaded the development of state/provincial/district officer onboarding and mentoring programs.

Jennifer presided at the 2015 Convention of Florida State Chapter. During her service on the Florida State Chapter executive board, she organized two local chapters.

Graduating with honors from the University of Florida, Jennifer earned a degree in mechanical engineering. She also has post-secondary M.B.A. courses from

the University of South Alabama. She worked in paper manufacturing as a process engineer, power plant shift foreman, Environmental Health & Safety Regulations coordinator and paper machine engineer. With the birth of her children, Jennifer chose to become a stay-at-home mom. When her youngest daughter began school, Jennifer began cyclical work in the field of federal election campaign compliance.

Jennifer currently holds a blue belt in the martial art Brazilian Jiu Jitsu. She is active in her church and taught women's Bible studies for over a decade. She also enjoys listening to podcasts that explore leadership, motivation and behavior. She and her husband, Brent, an electrical engineer, live in Melbourne, Florida. Her oldest daughter, a graduate of the University of South Florida, is a member of Chapter Q, Tampa, Florida, and is planning a June wedding. Her youngest daughter is a junior at University of South Florida and is president of the student body.

Jennifer is currently a member of her original initiating chapter, EM, Melbourne, Florida. She has also been a member of H, Mobile, Alabama; AY, Lawrenceville, Georgia, and HJ, Melbourne, Florida. Jennifer values her experience in both day and evening chapters and appreciates the unique benefits and challenges faced by both. Although each chapter has its own unique style, she cites the loving spirit of P.E.O. as what binds us together. ★

KEEPING ENGAGED...KEEPING CONNECTED... KEEPING OUR SISTERS

by **Jacqueline Dawson, Vice Chairman,**
P.E.O. International Membership Committee

When we initiate new sisters, it is often our greatest desire that they will have joined P.E.O. with an understanding of our mission and will soon recognize the Sisterhood's value to them. We hope they pay their dues every year and invite their friends and relatives to become sisters as well.

In actuality, things may work a bit differently. There are many reasons someone joins our organization and just as many, maybe more, reasons she may or may not retain her active status. We must commit to keeping our members engaged and focused amidst a million other priorities and distractions.

Member engagement is how our Sisterhood will thrive and grow. By doing what sisters do best—connect—we will build avenues for engagement that any member can connect with. Not all our members attend in-person events, engage in local chapter business or even visit our International or state/provincial/district (s/p/d) websites. This does not mean they are not engaged and participating. Nor does it mean that they will become inactive or not invite others to join. It does mean we have an opportunity to connect with them and ensure their P.E.O. "Why" is reinforced. It just takes effort and some creativity.

Member Engagement at the Time of Initiation

People make a series of snap judgments after making a purchase. Their decision to buy (or in our case become a member) is either going to be validated or discredited in their minds within their first several interactions. Put your best foot forward by doing the following:

- Utilize preacceptance and postinitiation counseling
- Introduce a single point of contact—a mentor—to answer questions, address any concerns and provide extra loving concern

- Consider gifting a welcome package with a Constitution, chapter yearbook and a personal welcome letter from the president
- Share P.E.O. information such as how many women have been helped this last year, and maybe ever, by our philanthropies—this reinforces how much of a difference we make
- Share the online presence of P.E.O.—our websites and social connections. Encourage them to follow us on International, S/P/D and local chapter sites.

Member Engagement at the Time of Annual Dues

Consider annual dues to be like college finals, if you put in the work throughout the year, they are a mere formality. Regular member engagement makes this process much easier.

- Call those who have not paid and find out why. If they believe in the mission of P.E.O., encourage them to continue being active. Remember just by paying her dues, every sister is supporting our Sisterhood.
- Keep connected to those who become an inactive member by not paying their dues. Remember "Once a P.E.O., Always a P.E.O." and remind her she may reinstate to active status easily and at any time. She may also join you for social events and participate in your small group activities.

Member Engagement All Year Long

Show our members what we accomplished this year, as a local chapter and as a whole. Our Sisterhood is changing the lives of project recipients and our members. Share the project statistics with your chapter and reinforce your chapter's participation, both financially and in finding project candidates.

Utilize the VIP Messaging for ideas to treat your sisters like the VIPs (Very Important P.E.O.s) that we all are. This messaging is available 24/7 via the International Chapter website and gives many suggestions for ways we can express a loving concern for our sisters with our actions.

Building relationships with our sisters is always worth the effort.

Remember the important words that we commit to each time we recite our Objects and Aims, "do all we can at all times and under all circumstances to express a loving concern for each sister." Let us all live by these words and connect with each sister, regardless of how long she has been in the chapter or what her level of participation. Each member plays an important role and helps strengthen our Sisterhood and build its future. Commit to engaging with each sister, reinforcing her role, and ensuring that she knows she is a Very Important P.E.O. ★



WAIT...WHAT IS MEMBER ENGAGEMENT, EXACTLY?

It all boils down to attention. How much of a role does P.E.O. play in the lives of our members?

- Are we something they think about often?
- When it is time to pay their dues, do they question if we are worth their dollars?
- Do they understand our shared mission and how they can help?
- Are they striving to live by our Objects and Aims?
- Engagement is the answer to all of these questions. It is building relationships with our members, adding value to their lives and reminding them of the role P.E.O. plays in their lives so there is never a doubt.

Member Site Password Updates

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

In order to maintain privacy and security for members in an ever-evolving electronic age, **the P.E.O. International member website passwords will be updated on July 1, 2021!** All passwords will have the current year added to the end. For example, the new password for members will be formatted like this, with the current password filling in the blanks: _ _ _ _ _ 2021.

Starting the morning of July 1, when you visit **www.peointernational.org** and click "Member Login" or when you go directly to the member site by visiting **https://members.peointernational.org**, you will use this new password format. The change applies to all member logins. The format is the same with the year added to the end of the current password whether you log in as a general member, a state officer or any other role.

Going forward, passwords will be updated in this manner every year on January 1. On January 1, 2022, you will use the format _ _ _ _ _ 2022; on January 1, 2023, it will be _ _ _ _ _ 2023, and so on.

Your state, province or district website passwords may also be changing this summer. Check with your state, province or district board for more details.

or mobile device, you will get a verification code sent to your phone or email address. You will then have to enter this code on the computer or mobile device you are attempting to log into before moving forward.

Many apps or websites have an option to turn on two-factor authentication and set it up with a cell phone number or email address.

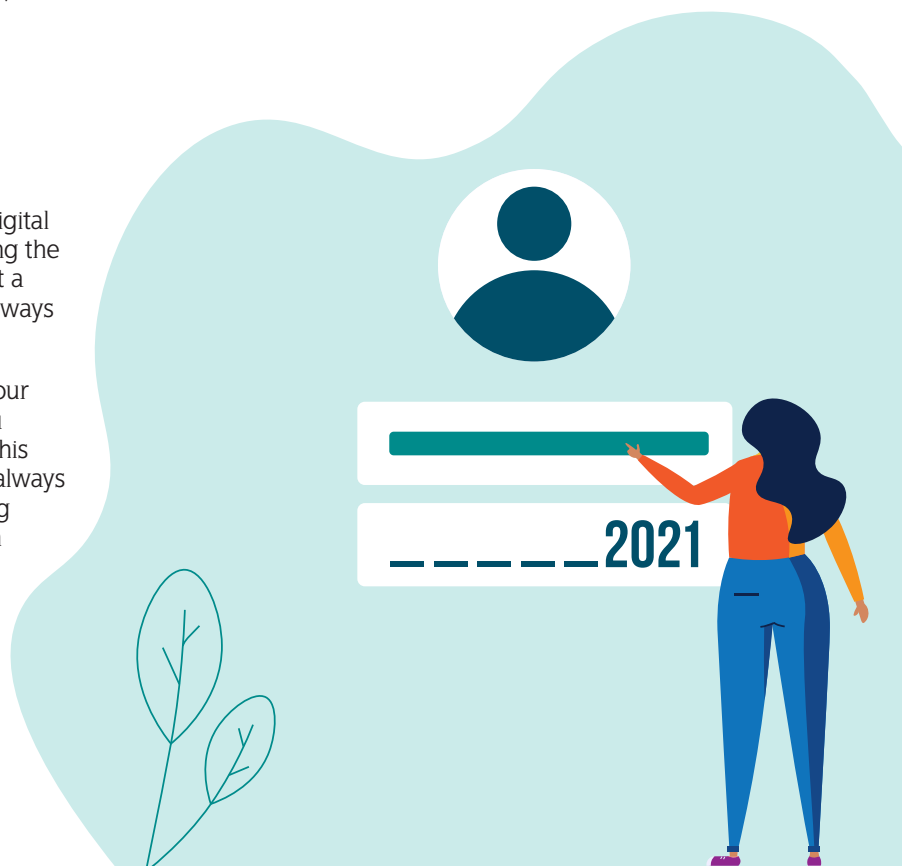
As so much of our lives has become digital, password security is more important than ever, but it is not difficult to take a few simple steps to keep safe. **Remember to use the new password for the P.E.O. International member website starting July 1, 2021.** It is one extra step we are taking to maintain privacy and security for members. ★

General Password Security

With so many passwords needed for our everyday digital lives, it seems impossible to remember them all! Using the same password for every single app or website is not a secure solution to that problem, but there are better ways to protect yourself.

Password managers can be used to safely store all your usernames and passwords. They work by asking you to create one master password to get into the app. This password should be secure and something you will always remember. Once you have logged in to the app using this secure password, you can save login information for all the social media platforms, banking apps, websites and other places you regularly access.

Another way to keep yourself safe online is to set up two-factor authentication for your email account, banking websites and anything else important. This is a process where if you log into your bank account, for example, on an unfamiliar computer



WELCOME TO THE 75TH CONVENTION OF INTERNATIONAL CHAPTER

*by Brenda J. Atchison, President,
International Chapter of the P.E.O. Sisterhood*

CONNECT WITH YOUR SISTERS!

Starting on Monday, September 20, there are many optional events to connect and engage with your sisters and our shared mission. Do not be shy to register for as many events as you can attend. Have fun connecting virtually with members throughout Canada, the United States and the world through Hats Off to Community Service, Connections Cafés, Buzz Rooms (star and daisy apparel optional) and mindfulness–wellness activities. Join us for Opening Night on Wednesday, September 22, for a virtual extravaganza as we honor the past, present and future.

CONNECT WITH OUR PHILANTHROPIC PROJECTS!

Do not miss the highlight of every convention by attending the Projects Night on Thursday, September 23, to hear from six amazing recipients. Find out about the latest news from our six philanthropic projects; visit their online “booths” and speak with those “in the know.” Learn about the Philanthropic Circle – Learn, Give, Sponsor, Initiate!

CONNECT WITH LEARNING OPPORTUNITIES!

Seek growth in knowledge by attending Required Seminars for voting members and Signature Sessions with topics on belonging, connecting, finance, friendships, inclusion, leadership, membership and our amendment process. At the workshops, learn about tips and tricks for creating your philanthropic legacy, gardening with joy, making items for fundraisers, planning events in today's world, the art of storytelling and becoming a Zoom star.

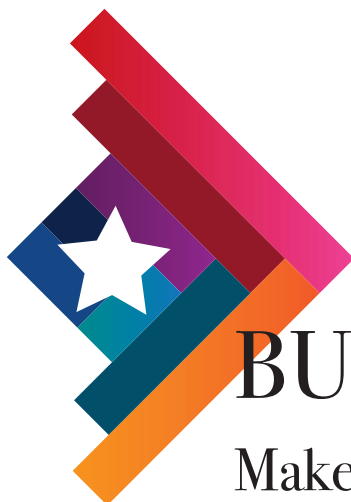
CONNECT WITH THE BUSINESS OF CONVENTION!

On Friday and Saturday, September 24 and 25, all members can view the voting members of convention as they engage in loving debate and voting. You will be captivated as you listen to a sister poet and our first ever virtual choir.

MAKE HISTORY!

**The Executive Board of
International Chapter
welcomes you to this first-
ever all virtual Convention
of International Chapter!**

Please plan to join us at this historic convention which will shape the legacy of P.E.O. and the future of our amazing Sisterhood. ★



BUILD Your Legacy
Make **HISTORY**

Join us

FOR OPENING NIGHT OF CONVENTION OF INTERNATIONAL CHAPTER!

WEDNESDAY, SEPTEMBER 22

6-8 P.M.
CENTRAL TIME

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

MICHELLE POLER TO PRESENT KEYNOTE "FEAR LESS, DO MORE"

A talk that will change your perception
of fear and inspire you to take action

Michelle Poler's humorous, refreshing and inspiring speaking style has been captivating audiences across the globe. With authentic storytelling, engaging visuals and her "100 Days Without Fear" experience, Michelle will show you how to challenge your comfort zone to tap into your full potential.

In this fun and energizing session, you will learn about:

- ★ Dealing with the unknown / embracing change
- ★ Seeking GROWTH over SAFETY
- ★ The difference between FEARLESS leaders and BRAVE leaders
- ★ Highlighting our authenticity
- ★ The difference between universal, cultural and personal fears
- ★ How to trigger our Behavioral Activation System
- ★ Redefining fear, from obstacle to opportunity



Brenda J. Atchison



Michelle Poler

Michelle uncovered that our needs not only motivate us, but they also limit us. By learning how to prioritize and negotiate with our needs, we open a world of opportunities.

Michelle is a creative and passionate social entrepreneur, keynote speaker, fear facer, branding strategist and author of "Hello, Fears: Crush Your Comfort Zone" and "Become Who You're Meant to Be." She is the founder of Hello Fears, a social movement empowering millions to step outside of the comfort zone and tap into their full potential.

Read more about Michelle on the P.E.O. Convention website at <https://members.peointernational.org/convention>. ★

REQUIRED SEMINARS

Required Seminars are offered to all convention attendees (members only) but are a required part of attendance for our voting members of convention. These sessions offer important information to and for our Sisterhood about topics such as amendment voting, the Sisterhood's financial position, leadership trends, our membership legacy and inclusion.

All five Required Seminars are offered twice in order to fit into your convention schedule. Voting members of convention must attend one session of each five Required Seminars. Be sure to view the schedule on **pages 16-19** to plan your personalized agenda!



Your P.E.O. Legacy: Leading from Intent to Impact

Presented by the P.E.O. Leadership Development Committee

Leave your own P.E.O. legacy that encourages and empowers women to reach for the stars! Engage in exercises to move from mere good intentions to powerful and positive impact through our Sisterhood's mission as you:

- Discover and define your best, unique contributions
- Create simple and personalized action steps
- Track your results and tweak your efforts over time
- Visualize the future to see your impactful P.E.O. legacy come to life

These leadership skills are applicable to individual P.E.O.s as well as committees, chapters and boards. The techniques are adaptable for use in your workplace, community and family.

Voting in a Virtual World

Presented by the P.E.O. Study and Research Committee and P.E.O. Parliamentarian

Follow the path amendments take to get to Convention of International Chapter, learn the process for amending amendments and debating at a virtual convention, and get briefed on the logistics of voting via Zoom webinar. You can leave your legacy with a vote!



By the Numbers: A Legacy of Strength

Presented by International Chapter's Finance Committee, Treasurer Dana Van Roekel and Cottey College Vice President of Finance TJ Tubbs

Learn significant details about the Sisterhood's investments, financial position and budget.

Ignite to Invite: The Power of P.E.O.

Presented by members of the P.E.O. Membership Committee

When you invite a woman to become a P.E.O., you are sharing the bonds of sisterhood! From one generation to the next, the flame of women who are passionate about celebrating, educating and motivating all women to reach for the stars continues to shine bright. The time is now to bring our light together to grow P.E.O. and create a path for generations to come. P.E.O. creates strong bonds of friendship while allowing each of us to have an impact on educating and empowering women all over the world.

In this workshop learn how to invite prospective members in today's environment. We'll share simple tips and talking points, and communicate how every P.E.O. member is part of its great impact.

Don't miss this exciting and informative workshop!



CONVENTION DISPLAYS

Visit the P.E.O. Projects and other boards and committees in our virtual Booths and Display Rooms. Learn more about the board and committee members, project recipients and the important work that P.E.O. is doing. Each booth has a fun opportunity to interact, including an activity and ongoing chat feature. You won't want to miss joining the booth LIVE at one of the eight scheduled times where you can meet trustees, committee members, recipients, staff and more! See schedule on **pages 16–19** for LIVE times. ★



Top row: Pamela Donnelly, Barbara Perea-Sena **Second row:** Charlotte Wade, Linda Yonteff **Third row:** Elizabeth Humphrey, Jennifer King **Fourth row:** Gail Albers, Gaynor Govias **Fifth row:** Katherine Best, Belinda Hargrove **Sixth row:** Mininder Kaur, Michelle Aldridge **Seventh row:** Fran Nessen, Pamela Maimer **Eighth row:** Mahin Tavakoli, Ariel Delaney **Bottom row:** Jennifer Onuigbo

Our P.E.O. Journey

Presented by members of the Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.

How well do we know our sisters? Join members of the Ad hoc Special Committee on the Culture of Inclusiveness of the P.E.O. Sisterhood for a look at shared experiences in our P.E.O. journey. Discover our commonalities and our differences, both real and perceived. Listen to stories, from the beginning of P.E.O. with our seven Founders to who we are today. Finally, look ahead to P.E.O.'s future and think about what is needed to be a more inclusive organization. ★



SIGNATURE SESSIONS

Join your sisters LIVE at one or all four of our interactive Signature Sessions featuring an amazing line-up of women speakers!



Jennifer Edwards



Katie McCleary

FOSTER JOYFUL RELATIONSHIPS WITH ANYONE USING CONNECTION, CURIOSITY AND CARE

1:00-1:45 P.M. CENTRAL TIME Presented by Jennifer Edwards and Katie McCleary

In an increasingly divisive world of polarization and pressure, connecting with others can sometimes feel impossible. In P.E.O., we are called into friendship, equanimity, faith, love, purity, justice and truth. How can we all connect more intentionally to our P.E.O. sisters and others in this world? In this session, you'll learn the art and neuroscience of having conversations that bridge the gap between our differences. You'll explore how to use curiosity, wonder and the values of P.E.O. to foster meaningful relationships. Conversation by conversation, we can all renew our optimism to listen, speak and connect with others in positive ways.



Lee Papa

MINDFULLY EXPLORE CONTRAST AND THE SILVER LINING

2:00-2:45 P.M. CENTRAL TIME Presented by Lee Papa

Think about stress and chaos and your learned patterns of reaction. Are yours optimal or less than? Do you feed the chaos and conflict, or do you rise above the tornado to feel better and see clear skies? In this session, you will access mindfulness-based tools and concepts to support you on your life's journey with more ease and grace as you navigate contrast while creating your legacy.

- Demonstrate the ability to initiate positive personal and professional change.
- Explore the effects of mindfulness and meditation practice as powerful stress reduction tools.
- Investigate skills to hone for a positive life shift.



Kat Velloso

CULTIVATING CONNECTION

3:00-3:45 P.M. CENTRAL TIME Presented by Kat Velloso

Friendship is a balm for the soul on the hard days and a source of empowerment and joy on the bright ones. It may also be the cure for the loneliness epidemic that plagues our nation and world. In this interactive presentation and workshop, Kat Velloso, author of "We Should Get Together: The Secret to Cultivating Better Friendships," shares some of the most galvanizing insights from her research plus strategies for creating more belonging and connection in your life.



Maria Morukian



Gwen Crider

FOSTERING COMMUNITY AND BELONGING FOR ALL—PRACTICES FOR DIVERSITY, EQUITY AND INCLUSION AT P.E.O.

4:00-4:45 P.M. CENTRAL TIME Presented by Maria Morukian and Gwen Crider

As human beings, we all crave a sense of belonging and inclusion, and we want to be valued for our unique identities. Even in organizations that are committed to these ideals, some people feel undervalued, unseen or isolated because of aspects of their identities that make them different from the perceived "norm." So what does it take to foster diversity, equity and inclusion? In a time of increasing polarization, how can we create pockets of community across our differences? This session will explore the challenges to fostering inclusion and belonging, and share practices for building a thriving community that is strengthened by its diversity. ★

WORKSHOPS, ACTIVITIES & SPECIAL EVENTS

WORKSHOPS

WEDNESDAY, SEPTEMBER 22, 2021

BECOMING A ZOOM STAR: STRENGTHENING YOUR VIRTUAL CONNECTION

Presented by Sue Barker, Monica Brown and Lisa Cooley



Gain the confidence to participate in and host virtual events in this relaxed and friendly workshop. You will: 1) learn basic do's and don'ts of participating in virtual meetings, 2) gain knowledge and skills to feel confident navigating Zoom and managing your participation, 3) become comfortable with a wide array of features to conduct successful meetings, social events or fundraisers and 4) have the opportunity to ask questions about using Zoom for your chapter events. You will leave feeling like a Zoom Shining Star!

THE FUTURE OF EVENTS: RESTORING CONFIDENCE AND FINDING JOY IN EVENTS

Presented by Karla Bauman, Ali Brackett, Karen Brooks, Rebecca Bruce and Lisa Laird



The story of the meetings and events industry is one of adaption to ever-changing norms, attendee expectations and health and security regulations. Join our panel of P.E.O. event experts to learn about the state of the events industry, negotiation tips, safe contracting practices, committee best practices and more! Attendees will leave this session with a heightened confidence level for hosting, contracting and attending future events.

PHILANTHROPIC CIRCLE: LEARN, GIVE, SPONSOR, INITIATE

Presented by Isabel DuBois Wattles, Shannon Gatewood-Smith and Jessica Milam



Join Past State Presidents Isabelle DuBois Wattles (California), Jessica Milam (Arkansas), and Shannon Gatewood-Smith (Arizona)

to learn more about ways your chapter projects committees can be successful within the full P.E.O. Philanthropic Circle. During this session you will learn best practices for writing recommendation letters, tips on guiding a woman through the application process, engaging your chapter through fundraising efforts and completing the circle through membership.

WORKSHOPS

THURSDAY, SEPTEMBER 23, 2021

CREATIVITY EXPLORED: FINDING YOUR FUNDRAISER

Presented by Katy Atchison and Allison Vial



Have you ever wondered how your chapter can monetize creative fundraising ideas? If so, this workshop is for you!

Following a brief refresher on P.E.O.'s fundraising policy, artist/makers Katy and Allison will discuss creative fundraising ideas leveraging local member's talents. We'll explore how to host an innovative in-person or virtual event. Then, together we will all brainstorm ways your chapter can raise funds! We believe being creative and thinking outside of the box will help chapters thrive in these ever-changing times and we know you agree!

A supplemental guide with ideas and inspiration will be available for download.

STORY INFLUENCER

Presented by Abigail K. Perry



Stories have an amazing ability to influence people without force or coercion. Stories also have a miraculous power to teach us important, universal lessons with various plot types that, when mastered, create a powerful ripple effect on our education and behavior. In this presentation, editor and storyteller Abigail K. Perry will teach you the types of stories you can use to make your mark on the world, and the various storytelling mediums you can use to do this.

GARDENING FOR FUN...GARDENING FOR LIFE

Presented by Margaret Ervin



Whether you have a windowsill, a deck or a garden, this workshop is for everyone. Join Margaret to see how you can enjoy the benefits of the home gardener. Gardening can be fun, it can improve your health, reduce stress and it can make you feel happy and fulfilled. Bring plants into your garden to benefit butterflies and birds. Expand your joy of cooking by growing fresh herbs. Take delight in seeing the first flowers in spring, the container flourishing with color and the joy of cooking with herbs from your windowsill. Find pleasure in sharing the joy of gardening with your family and friends.

continued on page 14...

WORKSHOPS

THURSDAY, SEPTEMBER 23, 2021

LET EVERY GIFT ABUNDANTLY CREATE YOUR "LEGACY"

Presented by the Foundation Trustees—Lou McLaren, Chairman; Nicole Berner; Peggy Rose; and guest speaker, Linda Krei



Interested in starting your legacy? Learn about the P.E.O. Foundation and

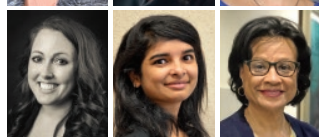
how you can use it to support women's education now and in the future! Join the P.E.O. Foundation Trustees and Linda Krei, a certified Executive Leadership Business Coach, as together they help begin your legacy journey. Linda will bring her skills to our conversation to simplify, clarify and get started with purposeful planning. Too often we think of defining and establishing our legacy as a future event. The future is NOW! Get started by joining us to launch your legacy as a P.E.O. Philanthropist!

COTTEY IS...INCREDIBLE!

Presented by Dr. Jann Rudd Weitzel, Margaret Davidson Haverstic, Dr. Julie Tietz, Dr. Trisha Stubblefield, Denise Carrick Hedges, Dr. Oindrila Roy and Dr. Carmen Bourbon



Cottey College provides students with a transformational experience that



enables them to discover their true potential. In this workshop you will see how aspects of Cottey College work together to form a

dynamic four-year independent arts and sciences institution that helps students develop into who they want to be and shows them how to get there. A remarkably interesting academic and co-curricular experience empowers all students to make a difference in their lives and the world around them because of a student-centered focus on leadership development, academic excellence and social and global responsibility. Join faculty and staff for this amazing, interactive workshop and learn how Cottey prepares students for their incredible futures.

CONNECT & ENGAGE



CONNECTIONS CAFÉ

Missing the random

interaction that comes from an in-person convention where you might just serendipitously bump into a person that can help solve your burning P.E.O. questions?

Grab your favorite cup of coffee or tea and join us in the Connections Café where you'll have an opportunity to chat with convention attendees about various topics!



BUZZ ROOM

Picture it: It has been a long, but invigorating day at convention.

Friends return to their hotel expecting to retire to their room but instead gather in the lobby to share fellowship and conversation. That doesn't have to disappear just because we aren't together in-person. Buzz Rooms will be open for an hour at the end of each day so grab your favorite night-cap and join in on the buzz!

MEET THE EXECUTIVE BOARD

Meet the esteemed members of our International Chapter Executive Board in a casual meet and greet with moderated questions and answers!

WEDNESDAY, SEPTEMBER 22, 2021

(ALL TIMES LISTED ARE CENTRAL TIME)



Kathryn S. Ebert
9:45–10:15 a.m.



Patricia L. Brolin-Ribi
3:45–4:15 p.m.



Alix Smith
10:30–11:00 a.m.



Brenda J. Atchison
4:30–5:00 p.m.



Cathy Moss
2:00–2:30 p.m.

Projects Night

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

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

SPECIAL EVENTS



HATS OFF TO COMMUNITY SERVICE

Led by Kate Raun and Lauri Cushing

Are you like many of us and your fingers are itching to create and then donate? Join your P.E.O. sisters virtually on

Monday night, September 20, for a community service project, 2021 style. We will be highlighting ways to give back in your own communities while each of us is knitting or crocheting hats, mittens, gloves or scarfs for those in need. Patterns will be available for the experienced and also the beginner. There is no cost to attend the event but you can purchase a commemorative tin with four P.E.O. stitch markers for \$15. The commemorative gift will be shipped directly to your home prior to convention! Can't make it to the event? You can still purchase the commemorative tin and stitch markers AND give back to your community! Use hashtag #peohatsoff to track your Hats Off to Community Service projects!



LEADERSHIP TEAM REUNION

As P.E.O. continues to build its legacy and make history, we stand on the shoulders of our leaders that have come before. Over 100 volunteers donate their time

and talents to P.E.O.'s Leadership Team each biennium, creating a leadership legacy of epic proportions. Current and former International Chapter Leadership Team trustees and committee members are invited to reunite during this special social hour hosted during Convention of International Chapter! Connect with your favorite leaders and meet new ones during this intimate celebration of your leadership in P.E.O.!



COTTEY RECEPTION

Calling all Cottey alumnae! You're invited to join Cottey College's president, Dr.

Jann Weitzel, and Cottey staff in a virtual gathering. Hear the latest and greatest news from Cottey, connect with your classmates and maybe even sing a song or two. Join us at our Cottey Alumnae Celebration! Invitation to follow for those who have indicated alumnae status within convention registration.

BIL/SPOUSE RECEPTION

Our BILs (brothers-in-law) and spouses can't miss out on all the fun to be had at Convention of International Chapter! Be sure to register your special someone for convention and this event!

CLASS GATHERINGS

Past Presidents of State, Provincial and District Chapters will have an opportunity to connect and engage with other leaders from the same class year. Make sure you receive additional information about these gatherings by adding your class year on the registration form!

CELEBRATION OF LIFE

Join sisters from across the United States and Canada as we pay tribute to those past presidents of International, state, provincial and district chapters who passed away between the dates March 1, 2019, and February 28, 2021. Special thank you to our Celebration of Life committee members—Karen Martin Blair, Chairman, Susan Leding and Joan Barnes.

CLOSING NIGHT

As the page turns and another biennium comes to a close, join us for this special event to celebrate the good work of the Sisterhood and toast to a successful convention!

WELLNESS



DAISY DASH

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



MINDFULNESS LOUNGE

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

★ INTRODUCTION TO MINDFULNESS AND MEDITATION

Start your well-being practice off by gently stepping into the world of mindfulness with basic accessible instructions, relaxation exercise and tips for daily mindful practice.

★ WATERFALL WASH MEDITATION

Allow the waterfall wash to flow effortlessly and clear your emotional, physical and mental body of all that no longer serves you.

★ CLEARING BY THE RIVER MEDITATION

Enjoy the energy clearing properties of guided meditation, releasing that which no longer serves you in the cleansing waters of the healing river. ★

CONVENTION SCHEDULE

MONDAY, SEPTEMBER 20, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Time	Category	Topic	Speaker	Attendees
3:00–3:30 p.m.	Connect & Engage	Connections Café	Various	Open to members only
4:00–5:00 p.m.	Connect & Engage	Leadership Team Reunion	Various	Current and Former Leadership Team Members
7:00–8:30 p.m.	Connect & Engage	Hats Off to Community Service	Lauri Cushing and Kate Ruan	Open to all
9:00–10:00 p.m.	Connect & Engage	Buzz Room	Various	Open to all

TUESDAY, SEPTEMBER 21, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
8:00–8:30 a.m.	Connect & Engage	Connections Café	Various	Open to members only
9:00–9:45 a.m.	Wellness	Daisy Dash	Various	Open to all
10:00–10:45 a.m.	Required Seminar	Your P.E.O. Legacy: Leading from Intent to Impact	Leadership Development Committee	Open to members only—1 session required for delegates
12:00–12:30 p.m.	Connect & Engage	Connections Café	Various	Open to members only
3:00–3:45 p.m.	Required Seminar	Our P.E.O. Journey	Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.	Open to members only—1 session required for delegates
4:00–4:30 p.m.	Connect & Engage	Connections Café	Various	Open to members only
8:00–9:00 p.m.	Connect & Engage	Buzz Room	Various	Open to all

WEDNESDAY, SEPTEMBER 22, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
8:00–8:20 a.m.	Wellness	Mindfulness Lounge: Introduction to Mindfulness and Meditation	Lee Papa	Open to all
8:30–9:00 a.m.	Connect & Engage	Connections Café	Various	Open to members only
9:00–9:30 a.m.	Celebrate!	General Session: Welcome to CIC 2021!	Various	Open to all
9:45–10:15 a.m.	Connect & Engage	Meet Executive Board Member, Kathryn S. Ebert	Kathryn S. Ebert	Open to all
10:00–10:45 a.m.	Required Seminar	Your P.E.O. Legacy: Leading from Intent to Impact	Leadership Development Committee	Open to members only—1 session required for delegates
10:30–11:00 a.m.	Connect & Engage	Meet Executive Board Member, Alix Smith	Alix Smith	Open to all
11:00–11:45 a.m.	Required Seminar	Our P.E.O. Journey	Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.	Open to members only—1 session required for delegates
11:00–11:45 a.m.	Workshop	Philanthropic Circle: Learn, Give, Sponsor, Initiate	Isabel DuBois Wattles, Shannon Gatewood-Smith and Jessica Milam	Open to all
11:45 a.m. – 12:30 p.m.	Workshop	Becoming a Zoom Star: Strengthening Your Virtual Connection	Sue Barker, Monica Brown and Lisa Cooley	Open to all
11:15 a.m. – 12:00 p.m.	Required Seminar	Ignite to Invite: The Power of P.E.O.	Membership Committee	Open to members only—1 session required for delegates
1:00–1:45 p.m.	Required Seminar	Voting in a Virtual World	Study and Research Committee and Parliamentarian	Open to members only—1 session required for delegates

WEDNESDAY, SEPTEMBER 22, 2021, CONTINUED... (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
1:00-1:45 p.m.	Workshop	The Future of Events: Restoring Confidence and Finding Joy in Events	Karla Bauman, Ali Brackett, Karen Brooks, Rebecca Bruce and Lisa Laird	Open to all
1:00-1:45 p.m.	Workshop	Philanthropic Circle: Learn, Give, Sponsor, Initiate	Isabel DuBois Wattles, Shannon Gatewood-Smith and Jessica Milam	Open to all
1:00-1:45 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
1:00-1:45 p.m.	Connect & Engage	Connections Café	Various	Open to members only
2:00-2:30 p.m.	Connect & Engage	Meet Executive Board Member, Cathy Moss	Cathy Moss	Open to all
2:45-3:30 p.m.	Required Seminar	By the Numbers: A Legacy of Strength	Finance and Audit Committee, Dana Van Roekel and TJ Tubbs	Open to members only— 1 session required for delegates
2:45-3:05 p.m.	Wellness	Mindfulness Lounge: Waterfall Wash Meditation	Lee Papa	Open to all
2:45-3:30 p.m.	Workshop	Becoming a Zoom Star: Strengthening Your Virtual Connection	Sue Barker, Monica Brown and Lisa Cooley	Open to all
2:45-3:30 p.m.	Workshop	The Future of Events: Restoring Confidence and Finding Joy in Events	Karla Bauman, Ali Brackett, Karen Brooks, Rebecca Bruce and Lisa Laird	Open to all
2:45-3:30 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
2:45-3:30 p.m.	Connect & Engage	Connections Café	Various	Open to members only
3:45-4:15 p.m.	Connect & Engage	Meet Executive Board Member, Patricia L. Brolin-Ribi	Patricia L. Brolin-Ribi	Open to all
4:30-5:00 p.m.	Connect & Engage	Meet Executive Board Member, Brenda J. Atchison	Brenda J. Atchison	Open to all
5:00-5:45 p.m.	Connect & Engage	S/P/D, Hawaii and Abroad Gatherings	Various	Required for delegates
6:00-8:00 p.m.	Celebrate!	Opening Night featuring Keynote Speaker Michelle Poler	Various	Open to all—required for delegates
8:00-9:00 p.m.	Connect & Engage	Buzz Room	Various	Open to all

THURSDAY, SEPTEMBER 23, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
8:00-8:20 a.m.	Wellness	Mindfulness Lounge: Clearing by the River Meditation	Lee Papa	Open to all
8:30-9:00 a.m.	Connect & Engage	Connections Café	Various	Open to members only
9:00-9:45 a.m.	Required Seminar	Ignite to Invite: The Power of P.E.O.	Membership Committee	Open to members only— 1 session required for delegates
10:00-10:45 a.m.	Required Seminar	Voting in a Virtual World	Study and Research Committee and Parliamentarian	Open to members only— 1 session required for delegates
11:00-11:45 a.m.	Required Seminar	By the Numbers: A Legacy of Strength	Finance and Audit Committee, Dana Van Roekel and TJ Tubbs	Open to members only— 1 session required for delegates
1:00-1:45 p.m.	Signature Session	Foster Joyful Relationships with Anyone using Connection, Curiosity and Care	Jennifer Edwards and Katie McCleary	Open to all
1:00-1:45 p.m.	Workshop	Let Every Gift Abundantly Create Your "LEGACY"	Foundation Trustees and Linda Krei	Open to all
1:00-1:45 p.m.	Workshop	Story Influencer	Abigail Perry	Open to all

THURSDAY, SEPTEMBER 23, 2021, CONTINUED... (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
1:00–1:45 p.m.	Workshop	Cotley is...Incredible!	Dr. Jann Rudd Weitzel, Margaret Haverstic, Dr. Julie Tietz, Dr. Trisha Stubblefield, Denise Carrick Hedges, Dr. Oindrila Roy and Dr. Carmen Bourbon	Open to all
1:00–1:45 p.m.	Workshop	Creativity Explored: Finding Your Fundraiser	Katy Atchison and Allison Vial	Open to all
1:00–1:45 p.m.	Workshop	Gardening for Fun...Gardening for Life	Margaret Ervin	Open to all
1:00–1:45 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
1:00–1:45 p.m.	Connect & Engage	Connections Café	Various	Open to members only
2:00–2:45 p.m.	Signature Session	Mindfully Explore Contrast and the Silver Lining	Lee Papa	Open to all
2:00–2:45 p.m.	Workshop	Let Every Gift Abundantly Create Your "LEGACY"	Foundation Trustees and Linda Krei	Open to all
2:00–2:45 p.m.	Workshop	Story Influencer	Abigail Perry	Open to all
2:00–2:45 p.m.	Workshop	Cotley is...Incredible!	Dr. Jann Rudd Weitzel, Margaret Haverstic, Dr. Julie Tietz, Dr. Trisha Stubblefield, Denise Carrick Hedges, Dr. Oindrila Roy and Dr. Carmen Bourbon	Open to all
2:00–2:45 p.m.	Workshop	Creativity Explored: Finding Your Fundraiser	Katy Atchison and Allison Vial	Open to all
2:00–2:45 p.m.	Workshop	Gardening for Fun...Gardening for Life	Margaret Ervin	Open to all
2:00–2:45 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
2:00–2:45 p.m.	Connect & Engage	Connections Café	Various	Open to members only
3:00–3:45 p.m.	Signature Session	Cultivating Connection	Kat Vellos	Open to all
3:00–3:45 p.m.	Workshop	Let Every Gift Abundantly Create Your "LEGACY"	Foundation Trustees and Linda Krei	Open to all
3:00–3:45 p.m.	Workshop	Story Influencer	Abigail Perry	Open to all
3:00–3:45 p.m.	Workshop	Cotley is...Incredible!	Dr. Jann Rudd Weitzel, Margaret Haverstic, Dr. Julie Tietz, Dr. Trisha Stubblefield, Denise Carrick Hedges, Dr. Oindrila Roy and Dr. Carmen Bourbon	Open to all
3:00–3:45 p.m.	Workshop	Creativity Explored: Finding Your Fundraiser	Katy Atchison and Allison Vial	Open to all
3:00–3:45 p.m.	Workshop	Gardening for Fun...Gardening for Life	Margaret Ervin	Open to all
3:00–3:45 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
3:00–3:45 p.m.	Connect & Engage	Connections Café	Various	Open to members only
4:00–4:45 p.m.	Signature Session	Fostering Community and Belonging for All—Practices for Diversity, Equity and Inclusion at P.E.O.	Maria Morukian and Gwen Crider	Open to all
4:00–4:45 p.m.	Workshop	Let Every Gift Abundantly Create Your "LEGACY"	Foundation Trustees and Linda Krei	Open to all
4:00–4:45 p.m.	Workshop	Story Influencer	Abigail Perry	Open to all
4:00–4:45 p.m.	Workshop	Cotley is...Incredible!	Dr. Jann Rudd Weitzel, Margaret Haverstic, Dr. Julie Tietz, Dr. Trisha Stubblefield, Denise Carrick Hedges, Dr. Oindrila Roy and Dr. Carmen Bourbon	Open to all

THURSDAY, SEPTEMBER 23, 2021, CONTINUED... (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
4:00–4:45 p.m.	Workshop	Creativity Explored: Finding Your Fundraiser	Katy Atchison and Allison Vial	Open to all
4:00–4:45 p.m.	Workshop	Gardening for Fun...Gardening for Life	Margaret Ervin	Open to all
4:00–4:45 p.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
4:00–4:45 p.m.	Connect & Engage	Connections Café	Various	Open to members only
5:00–5:20 p.m.	Wellness	Mindfulness Lounge: Introduction to Mindfulness and Meditation	Lee Papa	Open to all
6:00–8:00 p.m.	Celebrate!	Projects Night	Various	Open to all—required for delegates
8:00–9:00 p.m.	Connect & Engage	Buzz Room	Meet and Greet with Project Night Speakers	Open to all

FRIDAY, SEPTEMBER 24, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
8:00–8:20 a.m.	Wellness	Mindfulness Lounge: Waterfall Wash Meditation	Lee Papa	Open to all
8:00–8:45 a.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
9:00–11:45 a.m.	General Session	Business Meeting #1	Various	Open to members only—required for delegates
12:15–6:30 p.m.	General Session	Business Meeting #2	Various	Open to members only—required for delegates
6:30–6:50 p.m.	Wellness	Mindfulness Lounge: Clearing by the River Meditation	Lee Papa	Open to all
7:00–8:00 p.m.	Connect & Engage	Cottey Reception	Various	By invitation
8:00–9:00 p.m.	Connect & Engage	BIL Gathering	Various	By invitation
8:00–9:00 p.m.	Connect & Engage	Class Gatherings	Various	By invitation
9:00–10:00 p.m.	Connect & Engage	Buzz Room	Various	Open to all

SATURDAY, SEPTEMBER 25, 2021 (ALL TIMES LISTED ARE CENTRAL TIME)

Start Time	Category	Topic	Speaker	Attendees
8:00–8:20 a.m.	Wellness	Mindfulness Lounge: Waterfall Wash Meditation	Lee Papa	Open to all
8:00–8:45 a.m.	Connect & Engage	Booths and Displays LIVE!	Various	Open to all
8:00–8:45 a.m.	Celebrate!	Celebration of Life	Various	Open to all
9:00–11:45 a.m.	General Session	Business Meeting #3	Various	Open to members only—required for delegates
12:15–6:30 p.m.	General Session	Business Meeting #4	Various	Open to members only—required for delegates
6:30–6:50 p.m.	Wellness	Mindfulness Lounge: Clearing by the River Meditation	Lee Papa	Open to all
7:00–7:30 p.m.	Celebrate!	Closing Celebration	Brenda J. Atchison and Patricia L. Brolin-Ribi	Open to all—required for delegates
7:30–8:30 p.m.	Connect & Engage	Buzz Room	Various	Open to all

REGISTRATION FOR INTERNATIONAL CONVENTION OPENS **MAY 1!**



Registration for the 75th Convention of International Chapter will be open **May 1 through August 1, 2021**. There is no cost to attend but registration is required as some sessions have capacities.

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

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

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

WHO'S WHO AT CONVENTION

Delegate

There is one delegate for every seven local chapters within a state, province or district (s/p/d). Delegates must attend all convention activities including the Required Seminars, selected Workshops, Opening Night, Projects Night, Friday and Saturday Business Meetings and Closing Night.

State/Provincial/District (S/P/D) President

The current president of each s/p/d is an entitled voting member of International Convention.

State/Provincial/District (S/P/D) Vice President

The current vice president of each s/p/d is an entitled voting member of International Convention.

Past State/Provincial/District (S/P/D) President

In honor of her years of service, each s/p/d past president is entitled to be a voting member of International Convention.

Nonvoting Member (Visitor)

A Nonvoting Member (Visitor) is a P.E.O. sister who chooses to attend International Convention on her own accord. She is welcome to attend all convention events and sessions but is under no obligation to participate. Nonvoting Members are not entitled to vote at International Convention.

BIL/Spouse

BILs and spouses are welcome to attend International Convention but at a capacity limited to Opening Night, Projects Night, Workshops, Celebration of Life, Closing Night and the BIL/Spouse Gathering. BILs and spouses may not attend Business Meetings, Seminars or Connections Café sessions, which are reserved for P.E.O. members only. ★



5 ELEMENTS OF RESILIENT LEADERSHIP

by Jennifer Mitchell and Debbie Kotecki, P.E.O. Leadership Development Committee

Have you ever been driving and then suddenly realize that, although your surroundings look familiar, you feel disoriented and aren't really sure where you are? Challenging and changing times in the world can disorient entire groups of people too. Changes necessitated by these challenges can affect each group member differently, bringing a unique flood of thoughts and emotions, sometimes in an unpredictable manner. This is a normal response, as our brains are wired to warn us, keep us safe and get us back into familiar territory. What can a P.E.O. leader do to help sisters maneuver forward through the fog of challenge and change while keeping safely on the road?

A key characteristic of people who lead through challenging times is resilience. Resilience is the process of adapting well in the face of adversity, threats or significant sources of stress. During periods of turbulence, a resilient leader maintains a positive attitude and a strong sense of opportunity. She models hope and positive action for others.

But how do you practice and build resilience? The acronym "BASKS" serves as a model for five elements of resilience: behavior, attitude, skills, knowledge and support.

B: BEHAVIOR

Behavior means taking care of your personal physical and mental well-being, including maintaining strong, positive relationships. Resilient leaders know true "self-care" is taking care of yourself so that you are able to help others.

A: ATTITUDE

The attitude component serves as a reminder to keep things in perspective and be realistically optimistic knowing that the stressful situation is temporary. The confidence and patience displayed by a leader is contagious to those she leads. Think about a time in the past where you had to be resilient in order to adapt to something difficult. Remind yourself that if you have been resilient once, you can be again!

S: SKILLS

Practice a growth mindset, adapting and learning different ways of doing things that give you a sense of accomplishment and purpose (i.e. using new tools to connect virtually). When the leader shares how she is growing and learning through a challenging time, the members see ways they can cope as well.

K: KNOWLEDGE

Knowing your personal limits and boundaries will lead you to set attainable goals and engender a proactive and team mindset. Rather than doing everything herself, a leader can facilitate all to serve together with clear and specific tasks.

S: SUPPORT

It is imperative that we stay connected during a time of uncertainty. Reach out and reassure a sister that she is not alone, and that whatever feelings she has are valid. Challenging times provide a unique opportunity to show sisterly love for one another. Look for ways to build connections within your chapter.

Times that feel disorienting can remind us that we are stronger together.

We can lean on the knowledge that we have a loving, connected, resilient P.E.O. Sisterhood. ★

"Although the world is full of suffering, it is also full of the overcoming of it."



CHAPTER RECOGNITION OPPORTUNITIES

Special chapter designations have been created to recognize chapters that give **\$500 lump-sum donations** to promote and support their favorite P.E.O. project.

\$500 lump-sum donations to any of these P.E.O. projects will provide significant support for women and further connect local chapters to the mission of the Sisterhood.

NEW!

(see page 24 for more details)



For more information about all project policies and guidelines and to learn more about the individual project chapter recognition opportunities, visit the P.E.O. International member website at **members.peointernational.org** ★

ELF RECIPIENT WORKS IN FOREIGN POLICY, STRIVES TO MAKE A DIFFERENCE FOR PEOPLE AND COMMUNITIES AROUND THE WORLD

by Stephanie Halton, P.E.O. Educational Loan Fund Board of Trustees



Krista teaching during an English camp in Thailand

Krista Mangiardi's curiosity for the world outside her family's farm in Massachusetts was piqued while sitting at the knee of her beloved grandmother. An Italian immigrant who shared stories of her life in her home country during World War II, she ignited a passion in Krista for cross-cultural experiences, global concerns and genuine love of people. Krista's experience as a 16-year-old on a sister city exchange trip to southern Italy did the rest. She has parlayed that childhood interest into an impressive professional and academic career.

Krista received her bachelor's degree in liberal arts, with an emphasis on journalism, literature and cultural studies from Hampshire College in Massachusetts. A professor suggested

teaching English as a way to live abroad and immerse herself in rich cross-cultural experiences. What followed was volunteer work in Bolivia, a year as a Fulbright English Teaching Assistant in Thailand and a two-year stint with the Peace Corps in China.

She explained how her time abroad helped her "understand the work I was doing was impacting people's lives as well as the relationship between me, as an American, with people in other countries." She returned home armed with a powerful first-hand narrative, eager to learn more about serving others through foreign policy.

In 2019 Chapter F, Pittsfield, Massachusetts, enthusiastically sponsored Krista for a P.E.O. Educational Loan Fund loan and a P.E.O. Program for Continuing Education grant to support her Master of Arts in global affairs from Yale University. Financial support from P.E.O. helped her set a strong foundation for both her professional and financial life. She is grateful to P.E.O. for supporting her academic pursuits and appreciates knowing that an extensive community rooted in female friendships exists to further women's educational goals.

Her master's coursework included history, diplomacy, advanced Chinese language and policymaking. She focused on U.S. foreign policy with a goal to become a foreign affairs officer. In addition, she was editor-in-chief of the Yale Journal of International Affairs, a graduate student-run journal. She received a Rosenthal Fellowship for outstanding international affairs graduate students which saw her completing an internship with the U.S. Department of Labor's Bureau of International Labor Affairs. Recently Krista was selected as one of 551 finalists for a Presidential Management Fellowship from a pool of over 6,000 applicants. This prestigious status will allow her to receive professional development opportunities and training in leadership and management while employed by the U.S. government.

Ultimately, she is determined to remember that countries and cultures are more than how they are represented in the news or reflected by their governments but are truly about the people and their communities. Hampshire College's motto "To Know is Not Enough" has provided further inspiration for her life. She says, "Knowledge can be intellectually fulfilling and exciting, but I hope to put it out into the world into service. To take the knowledge gained through school, life and experiences and use it to make a difference in some way." ★



Krista at the western end of the great wall in Gansu, China, the province where she lived



Updates from Cottey College

by Dr. Jann Weitzel, President, Cottey College

A NEW RECOGNITION PROGRAM FOR P.E.O. CHAPTERS AND THE NEW CAMPUS CENTER GRAND OPENING

Cottey Announces Luminary Chapter Recognition



Cottey is excited to announce a new recognition for state/provincial/district (s/p/d) chapters. Similar to the Laureate Chapters, Partners in Peace, Constellation Chapters, Brighter

Tomorrow and Legacy recognitions, chapters that contribute \$500 or more as a lump sum to Cottey College will be designated a Luminary Chapter, representing the light that leads to incredible futures. Chapters designated as Cottey College Luminary Chapters will receive a certificate from the College at their s/p/d conventions beginning in 2022. They will also be listed on the Cottey College pages of the International Chapter website. Thank you for helping Cottey College to make a difference in the lives of women from around the world.

Cottey Opens Campus Center

On March 27, 2021, Dr. Jann Weitzel cut the ribbon during a virtual celebration to officially open the Susan Bulkeley Butler Center for Campus Life. Over the course of two years, the College raised the funds to refresh the beautiful, historic chapel and side chapel and to create a prayer and meditation space on the main floor.

The lower level of the chapel now hosts the Susan Bulkeley Butler Center for Campus Life. Included among the new amenities are group meeting rooms, the spirit shop and the Chellie Club Coffee Shop, with plenty of space for relaxing and socializing.

Also new are two terraces on either side of the chapel. On the west is an amphitheater for performances, and on the east is an accessible space for campus and guests alike to gather and connect.

Cottey is grateful for the work of a BIL task force led by Chuck Baker and Jim Bickel and a network of volunteers and generous donors. We hope you will stop by for a visit! ★



Refreshed Chapel



Amphitheater for gatherings and presentations

Spaces for collaboration and relaxation



Ritah with students in the Strong Women, Strong Love project she founded

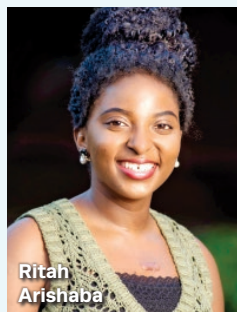
IPS: Building a Legacy of Worldwide Transformational Leaders

by Jan Knuckey, P.E.O. International Peace Scholarship Board of Trustees



PICTURED ABOVE: IPS recipient Ritah Arishaba teaches reproductive classes

If your actions inspire others to dream more, learn more, do more and become more, you are a transformational leader. Ritah Arishaba, 2020–2021 P.E.O. International Peace Scholarship (IPS) recipient is the embodiment of a transformational leader.



Ritah Arishaba

Ritah grew up in her small rural village of Kakiika in Western Uganda as a sickly child needing medication which was often sacrificed to afford food. Through education and the pain of health inequality, she learned that economic stratification was the cause of her lack of medication and struggles with health. This ignited a fire in Ritah at a young age to dedicate her life to the empowerment

of women and to the achievement of health equity. Spurred by her desire to make a difference in this area, she worked in partnership with the Infectious Disease Institute at the African Medical and Research Foundation, formerly known as The Flying Surgeons of East Africa, as a regional youth coordinator in Nairobi, Kenya, organizing outreach programs in five villages, presenting bi-monthly sex education seminars on reproductive health, HIV and sexually transmitted diseases to 600 girls. Connecting with these young women made a real difference for many who were victims of poverty and cultural expectations which often left them pregnant and dropping out of school at a young age. At the end of the year a local secondary school reported an 89 percent drop in teen pregnancies, suicides and dropouts. Seeing a light of hope through recovery in the program made Ritah believe this was the right path for her.

Today, as a recipient of a P.E.O. International Peace Scholarship, Ritah's path has been illuminated as she thrives in her computer science graduate program with the goal of becoming a software engineer building different health platforms, technologies and applications to better the health of women in marginalized communities in Uganda. Ritah continues to demonstrate a commitment to public service even during her degree program. While home in Uganda last summer she taught reproductive health education sessions and followed up on the progress of Strong Women, Strong Love (SWSL), the project she founded in 2017 to help girls stay in school all month by providing them with feminine hygiene products. In August 2021, SWSL will pair with InoGen, a coding boot camp to provide free computer coding classes to girls interested in joining technology and computer careers.

Ritah conveys that her degree is training her to become a better transformational leader which would not have been possible without the supportive hands and generous hearts of P.E.O. making her feel at home away from home. She looks forward to being part of the P.E.O. network for a lifetime. ★



Former Sudanese Refugee's Quest for Continuing Education Boosted by The Power of P.E.O.

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

Imagine growing up in a society where young girls are trained to take care of the home and raise their siblings with no possibility of an education. In South Sudan this was reality for Hellen Lotara. Due to cultural practices, women and girls were marginalized as members of society and accessibility to education outside of the home was considered unnecessary. Living in a country constantly at war provided additional challenges. Hellen recounts having to escape with her family to Uganda to live in refugee camps for several years. At the age of 10, while still in Uganda, an uncle convinced Hellen's father to send her to school. As civil war was ravaging the landscape back home, it was also changing the attitudes of Sudanese refugees in regard to education and their future. Hellen was one of the lucky ones to be allowed to pursue a basic education; her mother never had the opportunity to attend school. In 1972 when the war ended, Hellen's family returned home to South Sudan where she was able to continue her studies and finish high school at the age of 22. She then attended the university in Juba, South Sudan, the first female in her community to do so, and graduated in 1985 with a bachelor's degree in public administration.

Hellen would have to reinvent her future more than once over the next 40 years. As war reignited in the late 1980s, she escaped to Kenya where she lived another 17 years as a refugee. Separated from her family and unable to obtain a job, she taught herself life skills to survive. Using tie dye techniques and creating garments to sell, she learned to promote herself and her products.

Hellen's educational success and personal ingenuity would lead her to secure several high-level government positions from 1999–2015 including the Undersecretary of Labor. During this time, her commitment to education led her to start a primary school for boys and girls in her own community back home where none existed. "As a leader, one has to make a difference in the lives of others," says Hellen. When teachers could not be found in her area, she recruited teachers from the neighboring country of Uganda. She was committed to changing a culture that marginalized education.

In 2015 Hellen came to the United States to speak at a conference and visit her son, who was by then a U.S. citizen. Once again war in South Sudan would alter her plans. Unable to return home, she realized she would need additional skills to continue her work. Her goal was to develop resources and knowledge to provide training for teachers in her school in South Sudan. A chance meeting with Janet Stavros, member of Chapter DT, Saint Cloud,



Hellen Lotara



Minnesota, introduced Hellen to the power of P.E.O. Chapter DT sponsored Hellen for a P.E.O. International Peace Scholarship (IPS) to attend Saint Cloud State University, where she would study for a master's degree in educational administration and leadership.

At age 62, Hellen has never wavered in her quest to promote education for all. "Someone must be ready to sacrifice to create change," says Hellen.

Hellen received an IPS scholarship but her celebration was cut short as days later she also received notice that she had been granted a green card, making her a U.S. legal permanent resident. Hellen would have to forfeit the IPS scholarship since she no longer qualified. Undaunted, Chapter DT switched gears and sponsored Hellen for a P.E.O. Program for Continuing Education (PCE) grant. In December 2019 Hellen was awarded the Catharine Virginia Moore Memorial PCE grant.

At age 62, Hellen has never wavered in her quest to promote education for all. "Someone must be ready to sacrifice to create change," says Hellen. She will finish her degree in May 2021, and, if conditions allow, Hellen hopes to return to the primary school she founded in South Sudan to share her knowledge in administration and curriculum development. Hellen is most grateful to Chapter DT for believing in her and to P.E.O. for its commitment to promote the education of women. "Difficulties in life should never discourage," she remarked. "Learn from the experiences and be part of the change." ★

A MODEL FOR FINDING NEW SISTERS

by Rebecca Daniel, P.E.O. Scholar Awards Board of Trustees



As we work to maintain and grow our membership, P.E.O.s often overlook a rich source of potential members—project nominees and winners. These women are eager to earn a degree that will give them power to change the world for the better—an attitude that parallels our P.E.O. goals perfectly. The story of one P.E.O. Scholar Award (PSA) recipient and her nominating chapter illustrates this potential well.

Ellen Busby, a 2000 Scholar Award winner, is the current president of P.E.O.'s British Columbia Provincial Chapter! Ellen earned her Ph.D. at the University of Victoria, where today she teaches microbiology and biochemistry labs. While working on her doctorate, she had her first encounter with P.E.O. She was contacted by a woman whose chapter, AR, Victoria, British Columbia, then successfully nominated Ellen for a Scholar Award.

Ellen knew nothing about P.E.O. but was curious to know more about these supportive women. The chapter invited her to do a program about her research. Ellen recalls, "When you come to a P.E.O. meeting and everyone is so impressed that you are working on your Ph.D., it makes you feel inspired and encouraged to keep going!" And encourage her, they did! Ellen and fellow grad student, Susan Moore (also a Scholar recipient), presented at the British Columbia provincial convention and felt extraordinarily welcomed. Ellen commented, "This is an amazing organization. How do we get involved?" Six months later she and Susan were initiated into Chapter AR on the same night.

Ellen remembers, "Some of my P.E.O. sisters even came to my Ph.D. defense. They were welcoming in a way I didn't expect. At the time, I attributed this to the fact that I had received the PSA and didn't realize until later that this was the P.E.O. way."

Ellen soon saw the P.E.O. way in a broader sense as she got to know her chapter. She said, "Wow! The amazing depth and breadth of lived experience in this group of women! They all had different careers, hobbies, passions and histories. Just to sit and listen and learn! I also loved the intergenerational aspect of my chapter. Where else would I get to hear stories and learn the perspective of women aged 40–90? Where else can I be accepted and loved just for being me? No matter how long or tiring or frustrating my day is, on a meeting night I always get my energy and my soul refilled from my chapter sisters."

Ellen was busy with her studies but, as her two daughters got older, she held an office in her local chapter every year and eventually went on the provincial board. "With each office, my confidence grew. And I have shown my daughters that you can have a full-time job, be a mom, be a wife and dedicate lots of time to something you love! The reward of doing it gives me the energy needed to do it all."

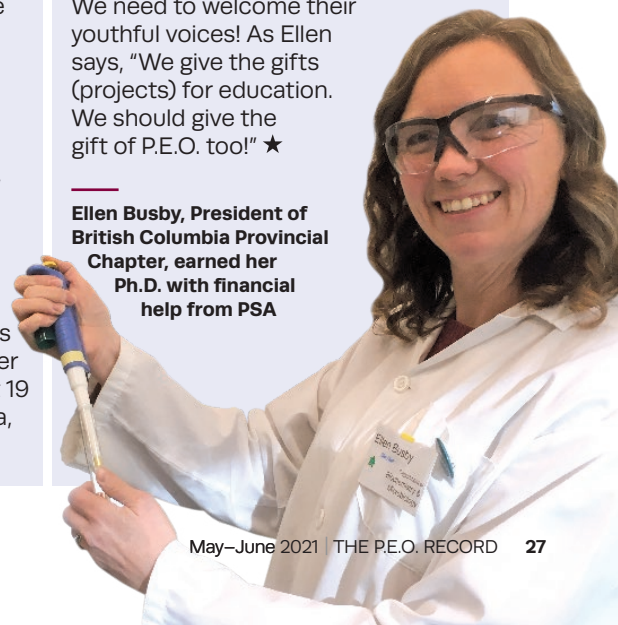
Since then, Ellen's local chapter has put her experience and that of other nominees into practice. In the past 19 years, Chapter AR, British Columbia, has initiated 11 project nominees.

Two have brought their mothers into the chapter and two have served on the British Columbia Provincial Board (including Ellen's classmate Scholar Susan Moore, who was president of British Columbia Provincial Chapter in 2014–2015).

Ellen says, "When chapters ask you where to look to find new members, don't forget about your project nominees. They know first-hand how amazing it is to be supported and support other women in need... they already believe in our mission statement. And don't overlook nominees that weren't successful. Of those 11 our chapter has initiated, half did not receive the scholarship, grant or loan. But in the process of applying, they got to know us, felt our love and support and wanted to become involved."

Consider that many of our project nominees are younger than much of our membership. We need to welcome their youthful voices! As Ellen says, "We give the gifts (projects) for education. We should give the gift of P.E.O. too!" ★

Ellen Busby, President of British Columbia Provincial Chapter, earned her Ph.D. with financial help from PSA



BUILDING YOUR STAR LEGACY

A Tale of Two Chapters

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

Stars in a constellation look the same from a distance, but we know stars vary in size, age and brightness. Two stars that appear to be the same brightness in the night sky can actually be very different in size, composition and location just as our P.E.O. chapters vary in size, demographics and location. If a chapter has a well-thought-out process for finding a STAR applicant, then their STAR will shine through regardless of whether the chapter is large, small, old, young, located in a large city or a small town.

Chapter HX, Westminster, Colorado, drawing on a population of 300,000, has 70 members with an education committee of 18. **Chapter FL, Saint Joseph, Missouri**, draws on a population of 76,000 with a membership of 66 and a STAR committee of three. Both chapters have had multiple successful STAR recipients. What is their secret?



Chapter HX established relationships with counselors at their local high schools. Three of their four STARS have come from the success of ensuring counselors understand the kind of candidate the chapter seeks. Wendy Dafoe, Chapter HX, advises, “It can be a challenge to establish a relationship with school counselors. It takes persistence.” She said it also sometimes requires extending that relationship to include the principal. Following the situation-action-result interview technique, two or three members meet the candidate to obtain a sense of what motivates her, the impact she has made in her community and her aspirations for the future. A debrief is held following the interview and if it is agreed she move forward, her name is proposed to the chapter. The chapter takes great care in preparing to introduce their applicant to the STAR trustees. This application will be one of thousands that will be reviewed; it’s important to write it in a way that will stand out and be remembered in the committee’s minds. The write-up is a collaborative endeavor reviewed multiple times, including with the candidate, to ensure clarity and emphasis on what makes her unique. Reviewing timelines with the student, the chapter times their application submittal to align when the student has more time available for completing her portion. Staying in touch, offering to review her essay and continuing to support her throughout the process has helped Chapter HX to build their STAR legacy.

Chapter FL has also had four successful STAR recipients, three of whom had family ties to P.E.O. Their procedure is also well-thought-out, ensuring the best candidate is submitted for consideration. Before meeting with a potential applicant, a list of questions is forwarded to her so she can have her answers organized. It also provides structure for the interview. The STAR chair conducts the interview and if the student allows it, the interview is recorded. If additional clarification is necessary later, questions are emailed to the candidate. The STAR chair is also in charge of selecting the candidate, presenting her name for chapter approval and writing the chapter recommendation. Donna Jean Boyer, Chapter FL, notes, “Having a STAR chair who is enthusiastic about and willing to take on this responsibility is an important part of the process for us...we have found having one person work with a candidate is more efficient.” Staying connected with the student by ensuring she meets deadlines, offering to proofread her essay, and supporting her through the process has also played a part in Chapter FL’s STAR legacy.

So, what is the secret to success in finding a STAR applicant?

As you can see, although there are differences, the common thread between this “tale of two chapters” is a thorough, well-thought-out process that allows both Chapter HX, Colorado, and Chapter FL, Missouri, to find strong candidates and “Build their STAR Legacy.” ★

Undesignated Funds

WHAT ARE THEY AGAIN?

by Lou McLaren, Chairman, P.E.O. Foundation Board of Trustees

Every year the P.E.O. Foundation trustees distribute undesignated funds to the P.E.O. projects, but what does that really mean? Is there one big fund, lots of little funds or something else? Let's break it down for you.

Throughout the year, sisters, friends and families make donations to the P.E.O. Foundation that are not earmarked for a specific project or a specific fund in the Foundation; in other words, they are **undesignated donations** and are held in a holding fund until the annual distribution. Additionally, there are individual funds in the P.E.O. Foundation established by individuals or P.E.O. chapters that are not directed toward specific projects and they are called **undesignated funds**. These undesignated funds support the undesignated funds distribution.

When it is time for the trustees to distribute these monies, here is the simple math.

UNDESIGNATED DONATIONS
TO THE P.E.O. FOUNDATION,
PLUS NET INCOME



NET INCOME FROM
FUNDS ESTABLISHED FOR
UNDESIGNATED SUPPORT



UNDESIGNATED
FUNDS AVAILABLE
FOR DISTRIBUTION

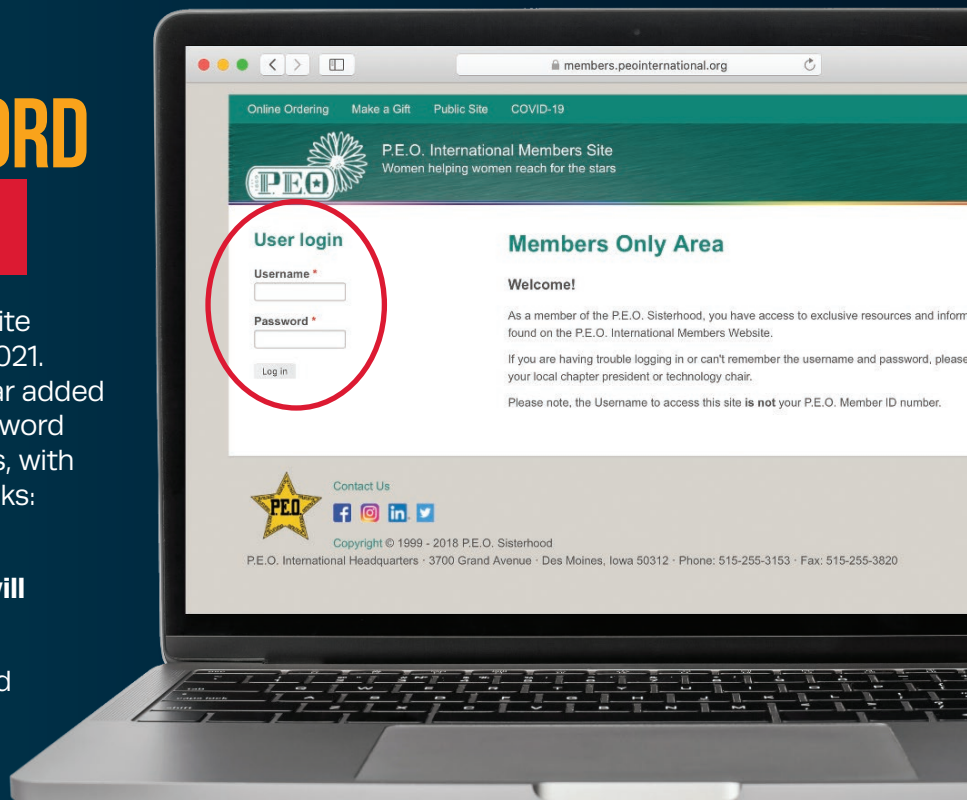
We had a record-breaking year in 2020, with **\$2,128,838** available to give to the P.E.O. projects and the Memory Rooms at Iowa Wesleyan. The name may be confusing, but the undesignated funds play a critical role in the ongoing financial support of the P.E.O. projects. **YOU...Are A Philanthropist!** ★

NEW MEMBER WEBSITE PASSWORD EFFECTIVE JULY 1

The P.E.O. International member website passwords will be updated on July 1, 2021. All passwords will have the current year added to the end. For example, the new password for members will be formatted like this, with the current password filling in the blanks:
- - - - -2021.

Starting the morning of July 1, you will use this new password format.

See a complete explanation of this and other important password updates on **page 7** in this issue of The Record! ★



Meet Your State, Provincial & District Presidents



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

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



DENISE WILLIAMS
Alabama

*Be P.E.O.—Helping
Women Reach for
the Stars*

Denise Williams is a first-generation P.E.O., joining Chapter U, Decatur, Alabama, in 2011. Denise was elected to the P.E.O. Executive Board of Alabama State Chapter in 2017. She served as Chapter U president for four years. Denise was born in Baton Rouge, Louisiana, and graduated from Louisiana State University with a B.S. in liberal arts and a master's degree in public administration.

Denise and her husband, John, have been married for 25 years and have three children, Kira, Cooper and Liam. Kira was lovingly initiated in P.E.O. in 2019 shortly after her 18th birthday. Denise is a member of the Decatur Culture Club and is very active with the Boy Scouts of America.

She is an artist and works with different media like oil paints, watercolors and colored pencils. In addition, Denise carves gourds and tools leather. She also enjoys spending time with family and friends, reading and cooking.

Denise is very thankful to her family and P.E.O. sisters for their loving support, which allows her to take advantage of the opportunities that have strengthened her and provided her with a sisterhood of love!



KRISTEN DYSON
Alaska

*Connecting the Stars;
Forming Meaningful
Constellations*

Kristen Dyson was born in Boston, Massachusetts, grew up in Urbana, Illinois, after a brief move to Shreveport, Louisiana. She graduated from Indiana University, with a B.S. in elementary education in 1970, and was a member of Kappa Kappa Gamma sorority. She is a third generation P.E.O., initiated into Chapter AR, Urbana, Illinois, her mother Marge Keith's (Chapter Eternal) chapter, becoming a 50-year member in 2020. She transferred to Chapter BX, Flint, Michigan, where she taught in the Flint Schools. In 1976, she married her college beau, Rich, and moved to Alaska, transferring to Chapter K in Anchorage. She taught at the Alaska Business College, and on the elementary level in the Anchorage School District, retiring in 2002.

Her family includes her BIL, Rich, sons Jeff and Jon, daughter-in-law Bridgett, granddaughters Peyton, Piper and twins Brooklynn and Blakely.

Her interests include traveling, reading, sports and music. She served on the University of Alaska, Anchorage Sports Hall of Fame Committee and as Chair of the Great Alaska Shootout. She serves on the Board of Directors for the Anchorage Glacier Pilots summer collegiate baseball organization and served as office manager for 15 years.

She and Rich participated in a Rotary National Immunization Day in India, helping to eradicate polio. They have hosted Rotary exchange students and summer baseball players.



BEV ADAM
Alberta-Saskatchewan

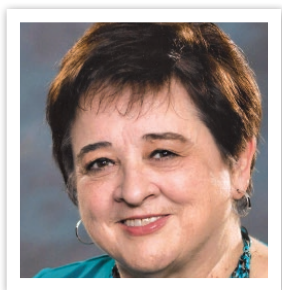
Sharing the Stars of P.E.O.

Bev Adam was born and raised in Winnipeg, Manitoba, the third child of Harold and Ellie Smith (Chapter Eternal). She was initiated into her mother's chapter, M, Winnipeg, Manitoba, on October 15, 1975, with childhood friend Nadine Shannon Kampen, past president, Manitoba-Northwest Ontario provincial chapter. Nadine and Bev celebrated 40 years as sisters in P.E.O. at Convention of International Chapter in Indianapolis in 2015. A member of Chapter K, Edmonton, Alberta, for 35 years, she transferred to daytime Chapter A-E, Edmonton, Alberta, in 2018.

A Lutheran-trained teacher, Bev was educated at Concordia in Saint Paul, Minnesota. She taught both elementary and junior high at Saint Matthew Lutheran School in Stony Plain, where she met and married her husband of 40 years, Bryan. They boast two children: Aimee (Scott) and Luke (Danielle) and are blessed with eight grandchildren. Retired from instructing school children, Bev volunteers teaching adults the Bethel Bible Series and Women in the Word. On Sundays, she can be found singing with the Praise Team.

Bryan and Bev bought the third generational dairy and grain farm in 1989. Now, a grain and oilseed operation, son, Luke and Danielle are continuing the farm legacy while Bev and Bryan start to wind down.

Usually, winter affords other passions such as scrapbooking and traveling with Bryan.



DEB SCHMALZ
Arizona

*The Art of P.E.O., be a part
of the Masterpiece*

Debra Schmalz was initiated into Chapter MB, Bakersfield, California, in 1980 through an invitation from a close friend. She was a member of Chapter DQ in Walnut Creek, California, before joining Chapter DE, Scottsdale, Arizona, in 1996. Deb has been active in Arizona serving on numerous state committees before joining the Arizona State board in 2017.

Deb received her degree in finance from California State University, Bakersfield and had a 26-year career at Tosco Corporation (now known as Conoco-Phillips) starting as a filing clerk and finishing as assistant treasurer. Her second career was as the education assistant to the Gerry Grout Education Director of the Phoenix Art Museum for three years. She is now retired but still volunteers at the museum as a docent, serving mainly as a guide to those visitors with disabilities.

She is married to Larry and they have one daughter, Katherine, who is also her sister in Chapter DE. Deb's sister-in-law Judy is a P.E.O. in California. Deb loves to travel all over the world, sew historically accurate uniforms and loves to read, especially a good biography.



MAYSEL TEETER
Arkansas

Love Rises

After growing up in North Little Rock and graduating from the University of Central Arkansas, Maysel Teeter taught elementary school for many years.

She and Stanley, married 32 years, have two children, Becky and Mark, daughter-in-law Terry, and four grandchildren, Jacob, Katie, Forrest and Jackson.

Initiated into Chapter BM (Best Members), Russellville, in 1996, she served on the Arkansas State Chapter Membership Committee in its infancy, which gave her a broader view of the Sisterhood. She considers her service on the state board a great blessing because of the relationships made with so many sisters across the state.

An active member of Russellville First United Methodist Church, she has served as a youth and adult Sunday school teacher and on several committees. Her favorite volunteer activity is with Manna House, a community food bank of the church. She has served on the boards of River Valley Arts Center and Friendship Community Care and is a life member of Junior Auxiliary of Russellville.

Maysel enjoys oil painting at Lemley House Art Guild with many of her P.E.O. sisters. Her interests include reading, baking, traveling, hiking and snow skiing. She and Stan share their home with three pups who found and adopted them.



JANE DONALD
British Columbia

gather...become one

Initiated in 1996, Jane Donald is a fourth-generation president of Chapter B, New Westminster, British Columbia, following in service of her mother, grandmother and great-grandmother, who was a charter member and served as president in 1917. Jane's great-grand aunt Maude Welsh was the first president of Chapter B in 1913 and British Columbia provincial president in 1926-1928. Another great-grand aunt, Bertha (Welsh) Clarke, was instrumental in the formation of P.E.O. in Canada in 1911 and served as its first provincial president.

Jane's commitment to community service while balancing a career and raising two sons has included pastoral planning councils, board member of the Society of Saint Vincent de Paul, media contact for the Heart & Stroke Foundation BC & Yukon, as well as civic boards and focus groups. She also served as a disaster relief shelter coordinator in Texas during the relief efforts of Katrina and Rita.

Jane returned to British Columbia in 2007. There she maintains a small home studio with a focus shift from interiors to textile, print and surface design. She is a current member of the Surface Design Association and the Canadian Society of Decorative Arts and enjoys collaborating with emerging local artisans of site-specific projects for clients.

Jane and her husband, Stuart, met as teenagers in Crescent Beach. This is now where Jane and her family live and continue to enjoy a beach lifestyle including sailing, watersports and walks on the beach with their rescue dog, Rokie.



SUE MILLER
Delaware

*Educating Women Makes
a World of Difference*

Sue Miller was born and raised in Sao Paulo, Brazil, to American parents, giving her dual citizenship. The family also lived in Santiago, Chile. Sue speaks four languages: Portuguese, Spanish, French and English.

Sue holds a bachelor's degree in economics from Westminster College and a master's degree in business from Florida International University. She enjoyed a studies-abroad experience in Aix-en-Provence, France, and began her career in purchasing for Brazilian aircraft manufacturer Embraer, then worked in process improvement, training and auditing for various international companies. After a 40-year career, Sue retired in 2019.

Sue is a second-generation P.E.O. and was initiated as a charter member of Chapter M, Dover, in 2008. Sue has served in most local chapter offices and as State Membership Chair for three years. Sue was active in professional associations, serving as Master Judge in the American Society for Quality's Team program and as a Senior Malcolm Baldrige Examiner.

Sue has participated in mission programs in Brazil, Guatemala and Congo. She serves as Group Leader for the Dover Community Bible Study program. Sue enjoys scuba diving, especially excursions with dolphins and stingray; she loves to travel, and her favorite trip was a safari in South Africa.



DEBORAH SMITH
Georgia

*S.O.S.—Strength
of Sisterhood*

Deborah Smith was born and raised in Durham, North Carolina. She earned a B.S. in accounting from Howard University, Washington, D.C. Upon graduation, she moved to Columbus, Indiana, to work for Cummins Engine Company, where she met and married Walt Smith; they have two sons, Chadwick and Jason. After Jason was born, Deborah became a full-time homemaker and got involved in numerous activities, in her church, at her son's school and in the community.

The family relocated to Wooster, Ohio, in 1991, and Deborah changed her profession from accounting to elementary education. She completed the Bachelor's Plus Program at Ashland University, Ashland, Ohio, and received an Elementary Education Teaching Certificate. Deborah valued education and enjoyed a successful career as a teacher. She retired in 2007.

She was initiated into Chapter ER, Wooster, Ohio, in 1996, and transferred into Chapter D, Atlanta, Georgia, in 2010.

With the unexpected death of her husband, the support of her P.E.O. sisters emphasized the community of helping, caring and loving each other; the bonds of sisterhood.

Deborah is an organized, compassionate, enthusiastic, detailed-oriented person with a sense of humor and likes to have fun with whatever she does. She enjoys reading, traveling, walking and spending time with family and friends.



LYNETTE PHYFE
Manitoba–Northwest
Ontario

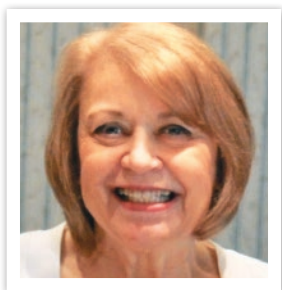
*P.E.O.—A Spectrum
of Opportunities*

Lynette Phye grew up in rural northeast Iowa and attended the University of Northern Iowa, Cedar Falls, Iowa, for both her undergraduate and master's degrees in biology and education. She was a high school science teacher and adjunct instructor at various schools in northeast Iowa for 14 years before moving to the biology department at Wartburg College in Waverly, Iowa, where she taught science and education courses for eight years.

She immigrated to Manitoba, Canada, in 2009 to work in her current position as an instructional designer for online courses at the University of Manitoba in Winnipeg. From 2007–2014, she volunteered as a foster home for large breed dogs, dog walker and trainer at pet shelters, and enjoyed welcoming foreign-exchange students into her home while they studied in university.

Lynette and her husband, Duncan Strong, have a blended family of three dogs, three sons who live in Winnipeg Alex—31, Kyle—27, Ryan—25 and daughter Mariah—26, also a P.E.O., living in Chicago, Illinois.

Lynette enjoys riding her motorcycle, golfing, wine tastings and watching NCAA men's basketball, especially the Northern Iowa Panthers. Together, she and Duncan enjoy traveling, DIY projects at their cottage on Lake Winnipeg, live theater, gardening and cooking.



BARBARA FLORIAN
Maryland

Let's Go Find the Others

Barbara Florian was born and raised in Baltimore, Maryland. She is the proud mother of son Russ Florian and daughter Juliet Hubbard, who was initiated into Barbara's chapter, Chapter Q, Bel Air, Maryland, in 2017. Grandkids Leanna, Jacob, Zachary and Zoey are the joy of her life.

Barbara received an A.A. degree in business/legal from Villa Julie College, Stevenson, Maryland; a B.S. in business/marketing from Towson University, Towson, Maryland; and an M.B.A. from Loyola University, Baltimore, Maryland.

Now happily retired, Barbara spent the last 12 years of her career with MBNA America Bank where she held senior marketing management roles and served as team leader for a number of special projects.

Barbara was a member of the board of Executive Women's Network, was a Big Sister with Big Brothers/Big Sisters and also worked on the board of a Maryland arts education organization. From 2005–2018 Barbara was active in Community Bible Study, where she served as Core Leader and Associate Teaching Director.

Barbara enjoys life in her beautiful condo on the Bush River and likes to take photographs of the amazing sunrises she sees from her balcony. Barbara is interested in real estate, football, especially the Ravens, enjoys playing mah-jongg with friends and loves spending time with family and her P.E.O. sisters.



SHERILYN BURNETT
Massachusetts

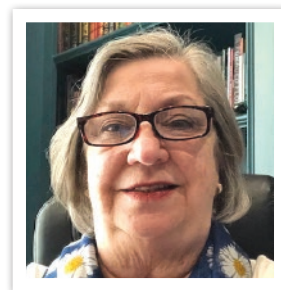
Growing in P.E.O.

Sherilyn Burnett was raised in Waco and Corsicana, Texas. She met her husband, Duane, in high school and has grown up with the love of her life. They will celebrate their 39th wedding anniversary in June. She was introduced to P.E.O. by friends and initiated into Chapter AS, Westfield, New Jersey, in July 1997. She now lives in Wayland, Massachusetts, and is a member of Chapter H, Sudbury.

Sherilyn attended Baylor University for three years before marrying Duane and transferring to The Ohio State University (OSU) where he was working on his Ph.D. in chemistry. She completed her B.A. and M.A. in speech/language pathology at OSU. She worked in pediatrics with a specialty in early intervention and preschool for hospital out-patient clinics in Ohio, Utah and New Jersey before working as a school-based therapist for 18 years. When Duane's work took the family to Massachusetts, Sherilyn opened her own private practice.

Sherilyn and Duane have been blessed with two sons. David and his wife, Rebecca, live in Texas with her beautiful granddaughter Elizabeth, who will be a big sister in June. Son Michael lives in Vermont. Sherilyn shared the gift of P.E.O. with her mom, Paula Powell, who is a member of Chapter CD in Waco, Texas.

Sherilyn enjoys flowers and gardening and is president of the Wayland Garden Club. She is also on the board of the Wayland Depot, which is a volunteer artisan consignment shop that supports the local community. She also enjoys walking, kayaking and knitting.



DEBBIE ZISCHKE
Mississippi

*Connecting to Our Past;
Building a New Future
in P.E.O.*

Debbie Zischke was initiated into her current chapter, G, Jackson, Mississippi, in 2005. She is the granddaughter, daughter, niece and sister of P.E.O. sisters who came before her. Born in Monroe, Louisiana, Debbie lived in five states and two countries outside the U.S. (the Bahamas and Spain), until graduating from high school in Coral Gables, Florida. She then attended and graduated from Belhaven University in Jackson, Mississippi, the area she still calls home. Debbie and her husband, Steve, will celebrate their 50th anniversary this fall. They are the parents of two sons and have been gifted with a daughter-in-law and two granddaughters.

Debbie is a retired educator—teaching in the classroom, as well as working in administration at the state level and for private non-profits. She also worked as a real estate agent, and is currently employed as a buyer for the retail garden center owned and operated by her husband. Over the years she has volunteered in her children's school and sporting activities, and still volunteers in civic and church organizations. Having served as a volunteer English as a Second Language tutor for several years, she has a special interest in promoting and supporting the International Peace Scholarship project.

Hobbies and special interests include drawing and painting, gardening, travel, reading and designing and piecing quilts.



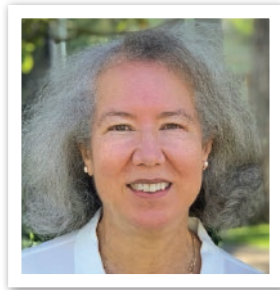
JENNY NUNN
Nevada

Learn From Our Star

Jenny was born in Erie, Pennsylvania, lived in eight states, and has belonged to five P.E.O. chapters. While in college, she was initiated into her mother's chapter in Kingwood, Texas. She earned a Bachelor of Fine Arts degree from the University of Houston and worked as an interior designer for five years. Deciding on a career change, she earned a Master of Curriculum and Instruction from Hood College in Frederick, Maryland, to pursue a teaching career.

During this time Jenny was a P.E.O. Educational Loan Fund recipient and served alongside her mother on Maryland State Chapter committees. After moving to Nevada, she filled a vacancy on the Nevada State Board.

An elementary school teacher for the past 20 years, Jenny has never met a student she didn't love and currently leads a resilient group of fifth graders in a virtual classroom. Having participated in recitals and competitions, accompanied by her father on the piano, she plays her flute at church, where she is also Clerk of the Vestry. An interest in art in many forms, as well as a talent for organizing, make Jenny eager to lead, along with an amazing executive board.



ROBYN BURNS
New Jersey

P.E.O. Brings Happiness

Robyn Burns was initiated into P.E.O. Chapter Q, Montclair, New Jersey, in 2011.

She enjoys watercolor and acrylic painting and has exhibited locally. Her portrait and landscape paintings using relationships of colors and media applications show her interest and concern for nature and her surroundings. In the 1980s she studied painting in Paris, France, with the Parsons School of Design, New York City. She earned her Master of Fine Arts from Montclair State University and her undergraduate degree in art from Brown University, Providence, Rhode Island. She retired from the Nutley, New Jersey, public school system where she taught elementary school art for 35 years.

Robyn enjoys singing and is a member of several local singing groups as well as her church choir. For a number of years, she taught junior class church school. Robyn lives in Montclair where she is a member of the Teachers Club of Montclair, whose goals are scholarship, philanthropic giving and social interaction for retired teachers in Montclair and vicinity.

Robyn grew up in a military family where her father's career service in the U.S. Army stationed them on military bases in Georgia, New Jersey, Germany and Missouri.

Her family includes two sisters and their families: six adult nieces and nephews and a grandniece.



NICOL MOSS
New Mexico

Dreams Taking Flight

Nicol Moss was initiated into P.E.O. Chapter BA, Farmington, New Mexico, in 1990 at the home of her grandmother. As third generation P.E.O.s, Nicol and her sister, Kathy, both learned the importance of making time for P.E.O. from their grandmother and mother. Nicol had the honor of initiating her own daughter, Caroline, into the Sisterhood in 2019. She also had the honor of attending the initiation of her niece, Jenni, into Chapter BK, Denton, Texas.

Nicol received her education at Southern Methodist University (SMU) in Dallas, Texas. She graduated with a B.B.A. with an emphasis in marketing. It was at SMU where she met her husband, Bob. Bob is an attorney and CEO of the family convenience store business. They have two children, Caroline and Andrew, who both live and work in Dallas. Nicol works part-time for the family business.

In her spare time, Nicol enjoys her P.E.O. book club, baking, playing word games and traveling to her family's favorite vacation spot on Cat Island in the Bahamas.

Nicol would like to thank her Chapter BA sisters for all of their help and support during her time on the state board. She also appreciates all of the love and IT support from her family, especially her BIL, Bob!



VIOLA LUNDERVILLE
Northeast District

*Let's Follow the Path of
Stars Who Have Led Us*

Viola Lunderville was initiated into Chapter E, Claremont, New Hampshire, in 1992. She grew up in Plainfield, New Hampshire. For the past 46 years, she and her husband, Sonny, have made their home in nearby Claremont, where they raised two children. The oldest of their four grandchildren, Brittany Peebles, has followed in her footsteps and is a member of her chapter, E, Claremont, New Hampshire.

Viola is a graduate of Saint Anselm College in Manchester, New Hampshire, where she earned her Bachelor of Science degree in criminal justice in 1978. Following a 20-year career in criminal justice, she retired from the State of New Hampshire Department of Corrections, as the administrator of corrections at the men's maximum-security state prison in Concord. In the following 20 years, Viola worked for the local public school systems as a paraeducator and substitute teacher.

Viola is currently a REALTOR® for Coldwell Banker Homes Unlimited in Claremont. She serves as president of the Greater Claremont Board of REALTORS® for the years 2019 and 2020. She was chosen by her peers as the 2019 REALTOR® of the Year for her outstanding service and contributions to the real estate profession in her area.

She enjoys swimming, scrapbooking, reading and writing. Viola is a published author of a memoir, writing of her younger years growing up in her beloved Plainfield.



PREETI SAREEN
Ontario-Quebec

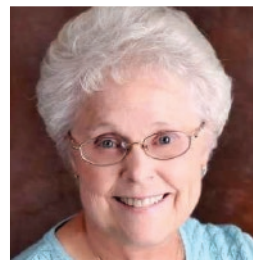
*Be The Spark That
Ignites the Change*

Preeti Sareen was introduced to the P.E.O. Sisterhood by a friend in the suburbs of Toronto, Canada. She had no idea what P.E.O. was but was intrigued by the wide range of age and personalities of women. She joined the Sisterhood to get to know the ladies better and the P.E.O. mission resonated with her at a deeper level.

Preeti grew up in India and is a first-generation immigrant to Canada since 1999. Her roots are in Chandigarh at the foothills of the Himalayas. Preeti married Narinder, a young engineer from the U.S., in 1994. The couple put down roots in Toronto in 1999. Preeti and Narinder have two young engineer boys who she hopes will bless her with many grandchildren.

Preeti has an honors degree in organic chemistry from Panjab University in Chandigarh and started her career in the pharmaceutical industry after finishing grad school before taking a 10-year hiatus to raise a family. She went back to school for a graduate certificate in 2005 and has been working in pharmaceutical regulatory and compliance field since then. She now manages the regulatory and compliance consulting department of a large multi-national company in Toronto.

Preeti likes to read and travel. She has been playing softball in a neighborhood women's league since 2006; she volunteers running the league and organizing tournaments. Preeti has participated in Spartan Runs and likes to spend her spare time in the company of good books, good wine and good friends.



NANCY LABAHN
Utah

P.E.O. a Lifeline

Nancy Labahn is originally from the Bay Area in California and being a daughter in a military family, has been all over the country and Okinawa. She is a first generation P.E.O. and was initiated into Chapter B, Price, Utah, in 1988.

Nancy attended the University of Kansas in Lawrence, Kansas, Dalhousie University in Halifax, Nova Scotia and College of Eastern Utah in Price, Utah. She is degreed in prehospital care. She retired in 2006.

Her first job was teaching speed reading for Evelyn Woods Reading Dynamics.

She became interested in teaching health education and worked for the local health district before working many years in emergency medicine, beginning as an EMT-IA on an ambulance crew and transferring to the hospital emergency room where she was responsible for triage, trauma, vascular access and acting as an instructor and training officer.

Her volunteer work has included working as an instructor for the American Red Cross, acting as a Eucharistic minister and lector in the Catholic Church and founding and directing an angel tree for senior citizens.

In her free time, she and her BIL of 50 years, enjoy their nine grandchildren who are scattered across the country, playing the piano, attending the theater and reading.



LAURIE EVANS
Tennessee

*P.E.O. – Unlock
the Potential*

Laurie Evans was a Navy brat and loved moving around while growing up. She is a registered nurse, earning her BSN from the University of Southern Mississippi. In 1983, she and her husband, Stan, moved to Baton Rouge, Louisiana. She worked at Woman's Hospital for 10 years and then worked for Optum/UnitedHealth Care. That job took them to Tennessee in 1998. She became a P.E.O. in 2003 when her mom and sister (P.E.O.s in Louisiana) thought she needed more friends after moving to a new state. Laurie immediately fell in love with P.E.O and its mission. She's held an office or served on a committee almost every year she's been a P.E.O.

Laurie and family moved to Chattanooga in 2014, where she works full-time at BCBS Tennessee as the director of decision sciences/ analytics. She volunteers at the Chattanooga Aquarium.

Laurie has three children. Sarah is a P.E.O., Chapter M, Chattanooga, and is a social worker at BCBS Tennessee. She is also a P.E.O. Educational Loan Fund and Inez Bailey Scholarship recipient. Andrew is a second-year environmental law student at Vermont Law School. Austin is in his second year of residency for radiology in Chapel Hill, North Carolina, and is getting married in June.

Laurie enjoys outdoor activities (hiking/kayaking), loves traveling and spending time with family and friends. When at home she enjoys reading, embroidering, "P.E.O.ing" and organizing.



KAREN BURGESS BOOTHE
Texas

*Shining Brightly – for
such a time as this*

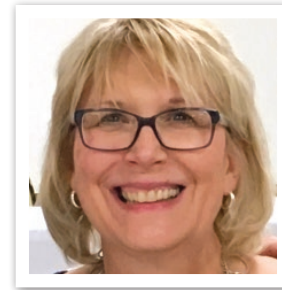
Karen Burgess Boothe grew up in the small Texas town of Clarendon. After graduating from Abilene Christian University with a B.S. in education, she experienced many career adventures including public school teaching, coordinating training seminars in the business world and directing services for a health-related nonprofit.

Friends introduced Karen to P.E.O. and she was initiated into Chapter IJ, Littleton, Colorado, in 1994. Subsequent moves brought transfers to Chapter MW, Saint Charles, Illinois, in 2004 and to her current chapter, Chapter AE, Houston, Texas, in 2008.

With many moves during her husband's career in the oil industry, Karen loved becoming part of each community by actively serving in church and community bible-study leadership roles. Her volunteer work at the local schools included creating an after-school foreign language program and special event enrichment programs.

Karen and her husband, Mark, have been married for 36 years. They have two children, Garrett and Katherine, and a granddaughter, Mara. One of Karen's greatest joys was presiding at Katherine's initiation into Chapter AE, Houston.

Education has always been one of Karen's greatest passions, so P.E.O. is a perfect fit for her. She also loves needlework, spending time with her family and traveling.



BARB DALY
West Virginia

*P.E.O.—The Harmony
of Our Hearts*

Barb Daly grew up on the family farm in northwestern Pennsylvania just south of Erie. She graduated in 1973 with a B.A. in elementary education from Westminster College in New Wilmington, Pennsylvania, with additional endorsements in both early childhood and music. Retired from teaching school in 2013, Barb spent nearly 20 years in early childhood, both as a Pre-K then Kindergarten teacher before wrapping up her teaching career as a K-6 music specialist. Barb has been a private piano teacher for over 40 years and continues as a church musician and accompanist. Her love of community theater has been showcased both on and off the stage.

Barb has been a P.E.O. for over half her life and is a 1982 charter member of Chapter U, New Martinsville, where she has served as a local chapter president, vice-president, recording secretary and corresponding secretary. She has also served as state convention pianist several times in the past 39 years.

Barb married Tom Daly in 1973. They are the proud parents of three children, Kate, Patrick and Amanda (Chapter M, Georgia) and grandparents to eight active grandkids, ages 10-15. Barb loves spending precious time with her family and enjoys volunteering, sewing, reading and traveling. ★

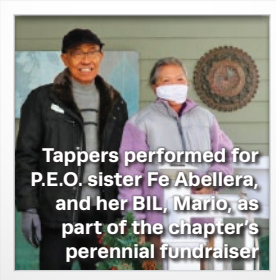
AWARD-WINNING | ideas



Deena Patrick was surprised on her birthday with a performance by the Chapter BI tappers



Nancy Stevenson leads the Chapter BI Tap Group. Since the pandemic started, they have been practicing outdoors in parking lots



Tappers performed for P.E.O. sister Fe Abellera, and her BIL, Mario, as part of the chapter's perennial fundraiser

Tapping out JOY

The **Chapter BI, La Crosse, Wisconsin**, tapping group started in 2004 as a small chapter sub-group created as a way for sisters to get to know each other better. Led by Nancy Stevenson, the original group learned a couple tap dance routines to familiar numbers and performed them at a chapter meeting. An instant success, the group expanded their repertoire and membership, now totaling some 13 tap dancers.

Over the years, the group expanded to include a “senior tap” group, which Nancy also leads. This group meets once a week and taps mostly while sitting in chairs with their feet and tap shoes rhythmically keeping the cadence on boards or sidewalks/hard pavement underneath.

When the COVID-19 pandemic hit, the church space and the apartment facility where the respective groups practiced were closed to the public and the groups had to look for other rehearsal venues. They improvised and found alternative outdoor rehearsal spaces. When gathering was permitted in Wisconsin, the tappers began meeting once a week at a church parking lot. Sitting in a social-distanced circle, the group chats and taps.

In September, the group hatched the idea of tapping for Deena Patrick, a sister who was having a birthday. Nancy choreographed steps to two verses of “Happy Birthday” and one other song. The tappers surprised the birthday girl with their tap routine and gifts of cupcakes and ice cream and a tradition was born. Since then, the group has tapped for several sisters’ birthdays and various holiday celebrations.

In a pandemic year that brought so much distress to everyone, the Chapter BI tap group hopes to bring small steps of cheer to others. They found that no matter what they do together, they have great fun and simply want to share that joy with others. The group knows 2021 will be filled with more joyous tapping.

PANDEMIC TIME CAPSULE



Chapter U is a 25-member P.E.O. chapter that has been in existence since 1932. The members are from **Langdon, North Dakota**, or live in the surrounding areas of Munich, Wales, Milton or Fairdale—all relatively small communities. When the coronavirus pandemic caused the monthly meetings of Chapter U to be held via Zoom, the courtesy and membership committees wanted to find some ways to document the daily lives of their members during this time. Hence, the idea of a Chapter U time capsule was born.

The two committees chose the months of November and December as a time when the sisters would focus on their daily lives. The courtesy committee created a question sheet that the members could answer during that time frame. These were returned at the end of December by mail or e-mail. Pictures were encouraged and the committees requested a picture of each sister wearing a mask. It was stressed that names did not need to be provided and not all questions needed to be answered. At the same time, the membership committee was gathering newspaper and magazine articles that pertained to the pandemic.

Members were thorough in recording their feelings. The final comment sheets, articles and pictures will be stored in a container and housed in the President’s Box for a period of seven years in honor of our seven Founding sisters. It will then be opened and shared with the chapter.

PICTURED ABOVE: Chapter U collected the thoughts and feelings of sisters during the pandemic, along with relevant news clippings, and compiled them into notebooks for a time capsule

Tea & Sympathy Fundraiser

The Ways and Means Committee of **Chapter BX, Peoria, Illinois**, has a unique idea for raising funds while helping sisters communicate during the pandemic.

An invitation is sent to each sister, along with a tea bag. Sisters are encouraged to call a sister, arrange a time that is convenient for both of them, brew a cup of tea and call that sister at the arranged time.

There is no need to dress up, wear a mask or maintain social distancing. Each sister remains in her own home.

This has proved to be a popular way to communicate and relax during this stressful time. Sisters are encouraged to send a donation to the chapter treasurer, too. Chapter BX has raised \$220 to benefit the P.E.O. projects with this fundraiser, which also kept sisters connected.



An invitation to Chapter BX's "Stay At Home Tea Party"

A PEO Stay at Home Tea Party
Please DO NOT COME to our August Tea Party!
(PEO won't meet in August 2020.)

This unique tea is the best
So dear Sister be our guest.
No time, no place, no need to dress up.
Just brew this tea and enjoy a cup



Please send a donation to Dee Brauer if you can.



Chapter DV sisters celebrated Valentine's Day in their P.E.O. masks

Selling P.E.O.-themed masks was a successful fundraiser; wearing these masks helped start conversations about the Sisterhood and our philanthropies

P.E.O. MASKS START CONVERSATIONS, RAISE FUNDS

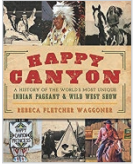
Like many chapters, **Chapter DV of Boulder, Colorado**, was trying to come up with a project that would enhance membership drive, raise community awareness, bring in some fundraising dollars and stay safe during the COVID-19 pandemic.

They designed a P.E.O. mask and, with approval from their state leadership, published a statewide sales campaign. The mask design features a daisy fabric design on one side and the letters P.E.O. with a marguerite professionally embroidered on the other. The premise was when a P.E.O. sister wore her mask to the grocery store, pharmacy or even to obtain their COVID-19 vaccine, someone might ask what P.E.O. stood for. This provided opportunities to start conversations about the philanthropies we support, the social activities we participate in and what a wonderful sisterhood our chapters are and maybe even meet someone who would be a potential P.E.O. member.

Several sisters have made connections in their community while wearing their masks. So no matter where you live, or where you go, wear a P.E.O. mask proudly and get the conversation started! ★

P.E.O. | authors

BECKY FLETCHER WAGGONER



Becky Fletcher Waggoner, CM, Pendleton, Oregon, wrote "Happy Canyon: A History of the World's Most Unique Indian

Pageant & Wild West Show." Happy Canyon is a show about the history of the native Pendleton-area tribes, the coming of Lewis and Clark, the Oregon Trail emigrants and a wild western town. The show takes place for four nights during the Pendleton Roundup every September. The pageant is the oldest continuous show in America. The actors are local Native American people and other residents of Pendleton. Not only has Becky written a history of the show, but she is also the current director of the show.

TRUDY KEMPTON DANA



Trudy Kempton Dana, GL, Edmonds, Washington, wrote "THE KEMPTONS: Adventures of a Montana Ranch Family, 1880-1964."

Trudy spent five years researching and writing this first volume in a set of three, which is based on her father's accounts of growing up on a large horse and cattle ranch in eastern Montana. Not only is the book a story of a pioneer family, it's also a history of the early settlement of the American West.

Members of the Kempton family include a Mayflower Pilgrim, signer of the Declaration of Independence, a Sioux Indian Chief, the star rider and roper in a Wild West Show, plus many others.

MARTHA VETTER



Martha Vetter, CY, Walker, Minnesota, wrote "YIKES," a full-length autobiographical play about a ninth grade girl in the 1950s. Martha

produced and directed a production of the play at Laporte High School. Thirty students brought the story to life and discovered that not much has changed—the exclusive lunchroom tables, weird parents, odd teachers and plenty of crushes.

WENDY GOSSETT



Wendy Gossett, IF, Highlands Ranch, Colorado, wrote "Your Child's Inner Drive: Parenting by Personality from Toddlers to Teens."

This book aims to change parents' focus to see their child's strengths, give them a framework for working with each child and help them forecast for what lies down the road.

Wendy combined extensive research with hundreds of family case studies to create this book, which strives to help parents accurately assess the temperament of each family member, "map" their brain functions and discover how to motivate them and connect with them throughout every stage of their development.

Wendy believes focusing on WHO your child is versus WHAT your child does is the first step for creating a sense of worthiness within your child.

Wendy is a parenting and relationship specialist based in Denver, Colorado. She has worked with countless parents helping them to understand and connect with their children through temperament psychology. For over 20 years she has worked as an educator both for the school system and for Fortune 500 companies.

PATRICIA DUNCAN



Patricia Duncan, E, Tucson, Arizona, wrote children's book "Hoofprints on the Moon." Set against the backdrop of Kentucky horse country in the 1950s,

Amanda McKenzie raises Tornado, a white stallion with telepathic abilities. As Amanda and Tornado enter the show jumping world, he appears to take wing over the obstacles, breaking all existing records and dazzling the nation. But when a gang of outlaws threatens to destroy them, Amanda and her boyfriend, Garth, are forced to flee on the soaring horse into the wilds of Canada, where they fight for their survival.

DELIA HUNT



Delia Hunt, IW, Horseshow Bay, Texas, wrote and illustrated "Juicy Fruits."

Have you ever wondered if others see you as you really are? Have you really seen yourself? Delia began sketching these little fruit people in 1998. She put them away in a pile of old ideas and they stayed there until 2013 when she came upon them quite by accident. Then she sat down and began to write prose for the little people. The ideas flowed on the paper as she thought of herself and others she has known. This is a book for children from ages eight to 80 and anyone who enjoys personalities with all their qualities and quirks.

KARLA MILLER

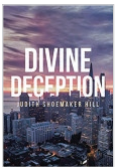


Karla Miller, El, Boulder, Colorado, writing as Piper Bayard of Bayard & Holmes, wrote the nonfiction book, "Spycraft: The Good, the Bad, & the Booty."

Who is more courageous than a one-legged woman, "the most dangerous spy in all of France," operating in Nazi-occupied territory? Who is more heroic than a homeless child living in a cardboard box who grows up to be an iconic showgirl, an espionage legend and a tireless humanitarian? And what villain is more malevolent than the traitor that lurks in our midst, walking our halls and eating at our tables, while helping our enemies murder our own and butcher thousands of innocents?

With the voice of over 40 years of experience in the U.S. Intelligence Community, Bayard & Holmes explore the lives of these espionage elites and other key figures in espionage who prove that "we're only human" is not an excuse to fail, but a reason to succeed. Karla "Piper" is a bestselling author and a recovering attorney. She writes with Jay Holmes, a 45-year veteran of U.S. field intelligence operations. She has been a P.E.O. since 2009 and lives in Erie, Colorado, with her husband and two recalcitrant dogs.

JUDITH SHOEMAKER-HILL



Judith Shoemaker-Hill, NW, Los Altos, California, is the author of "Divine Deception."

Christian Camara and Lee Randolph were both successful San Francisco singles. God chose the most unlikely, unromantic setting for their "chance" meeting—St. Luke's Hospital, where both were reluctant visitors. Their attraction was mutual and immediate and romance inevitable, until their love story was edited by an all-powerful author who chose to introduce into it some devastating twists and one deadly turn. The star-crossed lovers knew that only divine intervention would save them and the city of their birth.

MARGUERITE GRAY

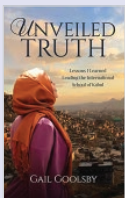


Marguerite Gray, D, Gibsland, Louisiana, wrote "Hold Me Close," "Surround Me," "Bring Me Near," and "Draw Me to Your Side" books one, two, three and four

in her Revolutionary Faith Series set in 1772-76 Charles Town, South Carolina, during the American Revolution. These novels are historical fiction, following the lives of Louis Lestariette and Elizabeth Elliott as they face uncertain times where life and death decisions consume their lives.

Marguerite is a native of Louisiana with B.A. degrees from Trinity University and M.A. from Hardin-Simmons University in Texas. She is a high school French and Spanish teacher, who enjoys traveling and reading.

GAIL GOOLSBY



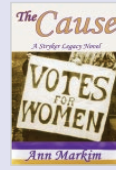
Gail Goolsby, HN, Wichita, Kansas, wrote "Unveiled Truth: Lessons I Learned Leading the International School of Kabul." In 2005, Gail reluctantly

found herself in Afghanistan to become the founding principal of the American K-12 school. Gail shares dramatic scenes from her seven years in Kabul and unveils the lessons she learned. Mortar blasts, campus lockdowns, work disputes, cultural restrictions and the lack of daily conveniences are some of the many challenges she faced. Though her time in Afghanistan proved difficult, Gail chose to stay, hoping to improve the lives of young people caught up in a treacherous world.

Gail holds master's degrees in professional counseling and educational leadership. She has over 25 years educational experience as teacher, school counselor and principal.

Gail and her pastor husband, Michael, have been married 41 years and have three grown children, two sons-in-law and four spunky granddaughters.

MARGE KNUDSEN



Marge Knudsen, FZ, Omaha, Nebraska, writing under the pen name Ann Markim, wrote "The Cause."

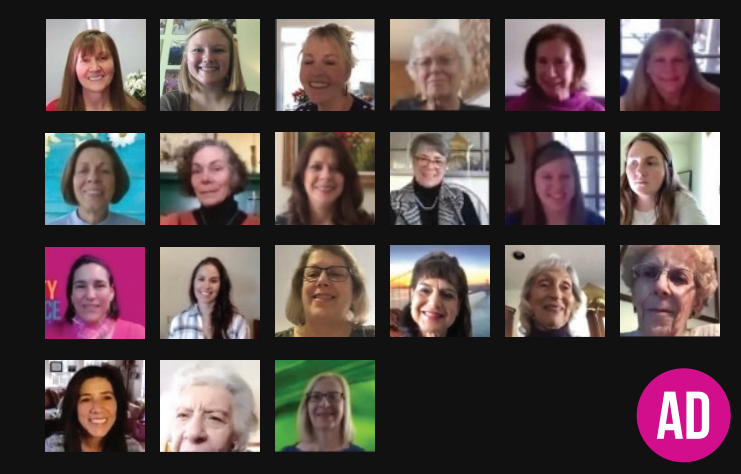
What will Inga Stryker sacrifice to win the vote for women? College professor Inga Stryker is zealous about winning the right to vote for women. When her controversial 1897 article costs her the teaching position she loves, she moves to Wyoming. In the first state where women can vote, Inga pursues her career as a professor and her passion for writing. C.J. Wakefield, editor of a Philadelphia-based monthly magazine, is impressed with the articles she submits and she becomes a regular contributor. Her writing prowess develops, and so does their mutual attraction. Inga faces difficult choices when the needs of those she loves collide with the demands of the cause to which she has dedicated herself. ★



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.

NEW | chapters



CHAPTER AZ

Medford, New Jersey

➔ **ORGANIZED:**
October 5, 2020

First row, from the left: Shirley Starrett, Kay Harmon, JoDee Pettine, Heather Carmody, Patty Sidelsky **Second row:** Debbie Cooney, Nancy Brayden, Susie Ward, Beth Gammie, Jo Doulong, Sam Zazzo, Barbara Stephenson

CHAPTER DC

Raleigh, North Carolina

➔ **ORGANIZED:**
January 12, 2021

Top row, from the left: Arlene Sherburne, Claire Bonney, Dorothy Ann McKinley, Mary Roe, George Ann Neas, Kay Reilly, Diane Smith **Second row:** Darline Burgess, Linda May, Debbi Freer, Jeanne Spangler, Sharon Crestetto, Donna Rigsbee, Pamela Lomam **Third row:** Jeanne Myers, Mary Beth Neuhaus, Susan Griffin, Candy Tedrick, Ashley Prather, Judith Ela, Kathy Rankin **Fourth row:** Carol Nicholas, Margaret Spransy, Karla Holomon, Karen Barr, Barbara Mohn, Anne Robitaille

CHAPTER AD

Morgantown, West Virginia

➔ **ORGANIZED:**
January 21, 2021

Top row, from the left: Kelly Dlugos, Ally Dlugos, Pamela Shuman, Margot Racin, Patricia Nickler, Carol Whitaker **Second row:** Vicki Auch, Suzanne Pinion, Diane Crocco, Ruth Stockwell, Amelia Whitaker, Kate Dlugos **Third row:** Terri Boone, Andria Ratnour, Lynn Hammond, Lucille Waters, Rena Cyphert, Mary Ellen Smith **Fourth row:** Christine Battin, Phil Barata, Teresa George **Not pictured:** Kathryn Moses

CHAPTER CB

Purcellville, Virginia

➔ **ORGANIZED:**
February 20, 2021

Top row, from the left: Tracy Klicka, Ricci Black, Olga Martin, Stephanie Cassano, Michelle Morley **Second row:** Jennifer Fulton Ratke, Dorcas Sommerhoff, Amy Brown, Tara Mooney Haas, Camryn Fausey **Bottom row:** Morgan Kuniholm, Elizabeth Smith, Amanda Piazza, Rhessa Janice, Melissa Covey ★

FUNDRAISING | marketplace

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

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

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

Questions and Submissions: Submit ad information via online form at [peointernational.org](https://members.peointernational.org). 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 Solid 14K gold gavel on marguerite. Ch. HB/CO. Due to gold price fluctuation, please call for price. Margaret A. Lamb, 303-771-1452.

P.E.O. gold foil star stickers 1" in diameter, similar to official emblem. Ideal for conventions, reciprocity, correspondence, nametags and place cards. 50 for \$8 ppd. Checks payable to Ch. DA, c/o Bonnie Stalker, P.O. Box 2065, Lebanon, OR 97355. ramonabon@aol.com 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. \$10 per pack of 6, plus postage. Choose from 2 series: Dancing with Daisies or Butterflies and Daisies. Send requests to Carol Holdhusen, Ch. AV, 3864 E Vallejo Dr, Gilbert, AZ, 85298. 480-250-6546 or caholdhusen@hotmail.com. For ecards, contact loripratt-hughes@sterlink.net.

📷 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 Kathey Voelker, 1716 Lynwood Dr, Champaign, IL 61821.

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

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

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.


 **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 jbilltill@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. gf4s@yahoo.com.


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


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


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


 **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.

 **Cloth face masks** Black with small daisy emblem used to help slow the spread of COVID-19. \$7 ppd. For order form or questions, contact Ch. R, nancy-archer@att.net.

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


Texas wildflower seeds Now choose from three different packets! RED POPPIES, TEXAS WILDFLOWER MIX & DAISY SEED MIX! Easy to grow in many parts of the country! Plant in meadows, containers or window boxes. Each packet covers 25 sq. ft. No fillers. Poppies: 1 packet/\$4 or 4 packets/\$15. Other mixes: 1 packet/\$3 or 4 packets/\$10. Send orders to Ch. IC/TX, c/o Sandy Norton, 222 Clubhouse Dr, Lakeway, TX 78734.

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


 **P.E.O. clings** Clings attach to any flat surface—on either side (inside the back window of your car or to your favorite water bottle). A GREAT way to inspire interest in P.E.O. \$2 each; \$3 for 5; \$12.50 for 10; \$25 for 25. All pricing includes postage. Ch. AQ/OR. Contact Cathy Brown at Tips4cathybrown@gmail.com.

P.E.O.s love it! Gold recognition pin with tie tack closure. Original design by former Int'l P.E.O. president. \$14 ppd. Ch. CV, c/o Joan Sapp, 7363 Hubert St, Seminole, FL 33776.

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

 **P.E.O. magnet decal** Show your P.E.O. spirit with an oval decal. 6" x 4", durably designed. \$5 each ppd. Decal designed with Florida state outline, but can be customized for any state/province/district electronically for \$30 per design. For order form or questions, contact Ch. R, nancy-archer@att.net.

Initiation robes Eight choir-robe style with seven P.E.O.-themed bags. \$50 PPD. Ch. LO, Nancy Welsh, 309 S 2nd Ave, Chenoa, IL 61726.

 **Custom coasters** 4" x 4" travertine coasters with chapter letters, sister or officer name. Choose from other samples as well. \$6 each or 4/\$20, plus S/H, PPD. Email Ch. IL at ChapterILTIX@gmail.com for more info.

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 four-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 **more than 116,000 women*** pursue educational goals by providing **over \$383 million*** in educational assistance, making a difference in women's lives through six philanthropies and a foundation:



P.E.O. EDUCATIONAL LOAN FUND (ELF) A revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education. Has loaned \$229.5 million.*



P.E.O. INTERNATIONAL PEACE SCHOLARSHIP FUND (IPS) A fund established in 1949 to provide scholarships for international women students to pursue graduate study in the U.S. or Canada. Has provided \$43.5 million in scholarships.*



P.E.O. PROGRAM FOR CONTINUING EDUCATION (PCE) Established in 1973 to provide need-based grants to women in the U.S. or Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families. Has given \$65.1 million in grants.*



P.E.O. SCHOLAR AWARDS (PSA) Established in 1991 to provide substantial merit-based awards for women of the U.S. and Canada who are pursuing a doctoral-level degree at an accredited college or university. Has awarded \$30.1 million in scholarships.*



P.E.O. STAR SCHOLARSHIP (STAR) Established in 2009 to provide scholarships for exceptional high school senior women to attend an accredited postsecondary educational institution in the U.S. or Canada in the next academic year. Has given \$14.9 million in scholarships.*



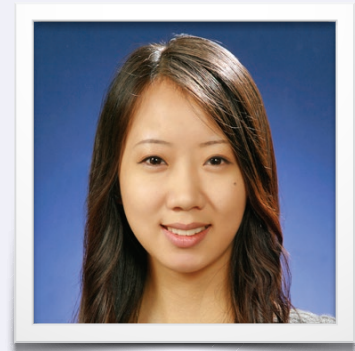
COTTEY COLLEGE A nationally ranked, fully accredited, independent, liberal arts and sciences college for women located in Nevada, Missouri, has been owned/supported by P.E.O. since 1927 and offers baccalaureate and associate degrees in a variety of majors. Cottey College, a debt-free institution, welcomes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



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

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

*As of April 2021



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

—KATE LEE
P.E.O. INTERNATIONAL
PEACE SCHOLARSHIP RECIPIENT

• • • • •

"I've been a member for 40 years and a member of three chapters. When transferring to other locations and chapters I always found it welcoming and with instant friendship. The support, educational and scholarship support we give locally and to women all over the world is truly amazing."

—SUZANNE BLESSING
CG, SUN CITY WEST, ARIZONA



Proposed amendments to the P.E.O. Constitution, the Bylaws and the Standing Rules of International Chapter P.E.O. Sisterhood, the Procedure for P.E.O. Chapter Meeting, the Ceremony of Initiation and the Ceremony of Installation

Due to the COVID-19 pandemic emergency and the cancellation of the 2020 conventions of state, provincial and district chapter (s/p/d) conventions, the deadline for local chapter polling on proposed amendments to International documents was extended until October 31, 2020. Proposed amendments that successfully passed polling at that time are being considered at s/p/d conventions this spring in 2021. All approved proposed amendments to be debated and voted upon at the 2021 Convention of International Chapter will be published in the July/August 2021 issue of The P.E.O. Record after the voting results of amendments are finalized at the conclusion of 2021 s/p/d conventions.



Oregon Marketplace

Even with a virtual Convention of International Chapter this year, you can still shop all the incredible locally sourced and handcrafted items from Oregon that the marketplace team has assembled. Visit cic2021marketplace.com and check out clothing, specially-created P.E.O. items, tote bags, water bottles, masks and more. All merchandise sales will help cover expenses incurred by the Oregon Convention of International Chapter Committee.



Potential members in Kauai, Puerto Rico, Guam or Nova Scotia

Do you know someone in Kauai, Puerto Rico, Guam or Nova Scotia that would be a great P.E.O.? A friend, Cottey alumnae, project recipient? As part of the geographic expansion of P.E.O., we are connecting P.E.O.s with potential members in these geographic areas. If you know someone, please contact Alix Smith, Organizer, International Chapter at asmith@peodsm.org.



Gift Acknowledgments

Chapter gifts to our projects are acknowledged on the **back cover of this issue** of The P.E.O. Record. Projects gifts by individuals are acknowledged by the executive office. Named or designated gifts, as well as large gifts above a certain level as determined by the P.E.O. project or Foundation, are acknowledged by each board of trustees. Gifts to Cottey College by chapters and individuals are acknowledged by the College.



Headlines from International Chapter Now Available

A video highlighting the latest information from International Chapter as well as meaningful stories of our project recipients is available on the P.E.O. International member website—and may be available on your state, provincial or district chapter website. This informative resource can be viewed as a PowerPoint or a video—consider viewing it yourself or sharing with your chapter! Please visit <https://members.peointernational.org/headlines> to view or download.



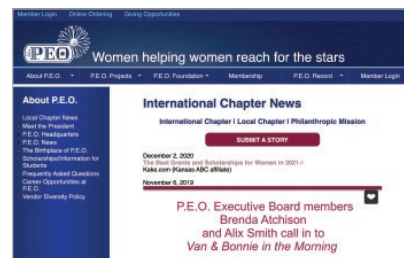
Policy Update! Social Media Policy

A new P.E.O. Social Media Policy has been created giving additional guidance in naming groups. The policy outlines Rules and Etiquette that must be adhered to for groups with P.E.O. in the title as well as expectations of the administrators of non-chapter P.E.O. groups. For more information, please refer to the Instructions to Officers of Local Chapters or visit <https://members.peointernational.org/socialmedia>.



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 was 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.



P.E.O. in the News!

As part of an effort to increase community awareness of our Sisterhood, a listing of recent news articles featuring P.E.O. is now available on the P.E.O. website. The listings

are categorized as International Chapter News, Local Chapter News and Philanthropic Mission News. Local chapters may submit stories that have been published by local media outlets on the page and that meet certain guidelines. Visit the page at <https://www.peointernational.org/news>. This is a great page to show potential members the global impact of P.E.O.! ★



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 _____



BUILD Your Legacy
Make **HISTORY**

**WOMEN
HELPING
WOMEN
REACH FOR
THE STARS**

Our local chapters and members have shown **dedication, hard work** and **financial contributions** for our projects and recipients. By working together, the following results have been achieved:*

P.E.O. has given over **\$383 million** in financial assistance through ELF, IPS, PCE, PSA and STAR projects to **more than 116,000** women to pursue their educational goals.

P.E.O. Educational Loan Fund loans are **\$229.5 million** and **50,183** women have received loans since **1907**.

P.E.O. International Peace Scholarships are **\$43.5 million** and **6,549** women have received scholarships since **1949**.

P.E.O. Program for Continuing Education grants are **\$65.1 million** and **51,027** women have received grants since **1973**.

P.E.O. Scholar Awards are **\$30.1 million** and **2,627** women have received awards since **1991**.

P.E.O. STAR Scholarships are **\$14.9 million** and **6,018** women have received scholarships since **2009**.

In addition, P.E.O. has owned and supported Cottey College since **1927**. Cottey is a dynamic independent baccalaureate-granting liberal arts and sciences institution that develops leadership qualities and a global perspective within its students throughout the entirety of their academic and co-curricular experience. In **2020-21**, **75%** of Cottey's students were enrolled in a four-year program, and spring 2021 welcomed students to the beautiful new student center and refreshed Cottey Chapel. Cottey College and P.E.O., together, are **Creators of Incredible Futures!**

**As of April 2021*