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



Belonging

Recently, I came across my invitation to join our Sisterhood. You may remember that I consider myself a "genetic P.E.O." as my legacy goes back three generations on both my mother and father's sides of my family tree. My mother always insisted that our family had a P.E.O. tradition that we are initiated prior to getting married, and so it should be. My amazing BIL, Jim, and I met the end of August 1973; we were engaged on December 16, 1973, and married on June 29, 1974.

I can only imagine my mother's friends and P.E.O. sisters jumping into gear when they heard the news of our engagement. In 1974, Chapter AI, Twin Falls, Idaho, met during the day on a Tuesday. My invitation was mailed on a Thursday, January 24, 1974. I was initiated on March 19, 1974, and so it should be. I was 20 years old and a younger member. The chapter made me feel that I belonged.

While I certainly knew a bit about P.E.O. (no eating of the cookies in the kitchen on meeting day), I was not aware of the amazing organization into which I had been initiated. The membership summary shared at the 1973 Convention of International Chapter listed that there were 4,484 active chapters with 183,030 active members.

initiation for in ten bollars

We were, and still are, a women's organization with a shared mission of philanthropy promoting the education of women; a sisterhood with a shared focus on the virtues of faith, love, purity, justice and truth. We were,

Belonging is a sense that you are a valued and empowered member of a group; belonging to yourself so deeply that you can share your most authentic self and there will be no question you belong. I have felt I belonged in P.E.O.

We are reminded that it is not enough to invite women to join P.E.O., we must aim at making sure they feel that sense of belonging in P.E.O.; women diverse in age, race, culture, religious affiliation, sexual orientation and disabilities who feel that they, without question, belong in P.E.O.

and still are, required to affirm our belief in God. Our members were, and still are, from multiple religious faiths.

We are "O & A" women committed to our Objects & Aims of general improvement, growth in charity, growth in knowledge and in culture obtained from nature, art, books, study and society. As we recite our Objects & Aims, we are reminded that we must have careful consideration of feeling when speaking and under all circumstances to express a loving concern for each sister. We are reminded that it is not enough to invite women to join P.E.O., we must aim at making sure they feel that sense of belonging in P.E.O.; women diverse in age, race, culture, religious affiliation, sexual orientation and disabilities who feel that they. without question, belong in P.E.O.

since 1974, yet I am aware of sisters who do not and did not have that same feeling of belonging and have chosen to become inactive members. A feeling of belonging is at the core of our strengths in the bonds of sisterhood. Creating an environment where all sisters and sisters-to-be feel that they can and do belong is the responsibility of each of us. It is fundamental to who we were and who we are today.

WHAT WILL YOUR LEGACY BE?

Please join the
Executive Board of
International Chapter
in extending a grateful
thank you to Mary Bormann,
Past President, North Dakota
State Chapter for her five years
of service on the P.E.O. Educational
Loan Fund Board of Trustees from
September 2015 through September 2020.

We welcome **Stephanie Halton,**Past President, Utah State Chapter,
who has accepted an appointment to the
P.E.O. Educational Loan Fund Board of Trustees
for a five-year term commencing October 1, 2020.

THANK YOU, MARY AND STEPHANIE, FOR SAYING "YES!" \star



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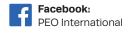
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CONVENTION OF INTERNATIONAL CHAPTER

SEPTEMBER 23-25, 2021

Save the Date! Convention of International Chapter is in Portland, Oregon

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As I was standing in front of a project display at the 2019 California state P.E.O. convention, the committee chair manning the display saw my name tag and came out from behind the table with tears in her eyes and arms open wide and said, "Oh, you are the one who made a difference in my daughter's life! She was a freshman, away from home for the first time. She'd just had an automobile accident and was very depressed, calling home to tell us she was dropping out. That day she received a card from you, encouraging her with P.E.O. love and congratulating her on winning the scholarship. She called home and asked if the letter was from a sister that I knew and I said 'No.' She was struck by the thoughtfulness of a P.E.O. writing her, one whom she'd never met. She stayed in school and is now a nurse."

The moral to this story, sisters? Awarding the scholarship is not enough! Reaching out with encouragement and sending P.E.O. love to the girls as they study may just make ALL THE DIFFERENCE IN THEIR WORLD. It only takes a card, some love and a stamp.

– Suzie Curtis, DF-JH, San Diego, California



A Card, Some Love and a Stamp





Needlepoint Ornament for Cottey College

One of our sisters, Laurie Hamilton, contacted Mr. Steve Reed, Director of Public Information, at Cottey College. Laurie shared with Mr. Reed her desire to create a needlepoint ornament depicting the Cottey College logo. He graciously forwarded Laurie a copy of the logo design and she immediately set about creating this beautiful ornament. Further communication between Laurie and Mr. Reed has had a joyous outcome! Laurie will mail this ornament, a gift to Cottey College, to Mr. Reed, where he will arrange for it to be displayed in the President's office. Our chapter is so proud of Laurie and this illustrates just what an industrious and creative P.E.O. might be up to when instructed to stay at home!

Carolyn Protz, BY, Pinehurst, North Carolina

ONE OF MANY REASONS TO LOVE P.E.O.

In March of this year, my daughter asked me to help with the daycare of her two young daughters, ages 8 and 4. My daughter is a nurse in an Alzheimer's unit of a nursing home in McHenry, Illinois. As an essential worker, she was working many hours and did not feel comfortable sending her daughters to daycare.

I was very happy to drive the eight hours to help her. I ended up staying five weeks and also became the resident homeschool teacher! But when it was time for me to return home, my daughter faced a dilemma—what about daycare? Fairly new to McHenry, she didn't know many people or have many connections. I immediately thought of P.E.O.

A visit to the P.E.O. website quickly gave me the name and number of the president of Chapter IA in Crystal Lake, Illinois. I promptly called Jacqueline Matthiesen and told her of my plight. She was most gracious, listening to my story with care and concern. She then connected me with a friend who could possibly help. She also emailed her entire chapter to see if any of the members knew of a possible babysitter. This yielded quick results!

There are many reasons to love the P.E.O. Sisterhood, but one of the greatest is knowing that we have loving, caring sisters in every state who are eager and willing to help out whenever needed. I am proud to be a part of such a wonderful organization!

- Candy Clough, EP-NL, Storm Lake, Iowa

SAVE THE DATE!

CONVENTION OF INTERNATIONAL CHAPTER SEPTEMBER 23-25, 2021 • PORTLAND, OREGON











Watch for updates and more information in future issues of The P.E.O. Record



CASCADED SMARTI GOALS: FULL SPEED AHEA

by Julee Carucci, P.E.O. Leadership Development Committee

Last March your chapter received the goals cascaded from the International Executive Board and your state/provincial/district chapter. You worked hard to cascade goals for your own chapter and to put them into SMARTI format. You developed key action steps and assigned responsibilities. Your chapter was raring to go, when...BAM—the coronavirus hit!

If yours is like many chapters, that was the first and last time you thought about those goals for the past few months. However, now we have begun to crawl out of our homes and to figure out how to move forward in this changed world. It is time to pull out those goals, blow off the dust and reevaluate them.

Best practices suggest putting each of your chapter goals into one of three buckets: "Full speed ahead," "Possible with modifications" and "So long old friend."



The first bucket is for those goals whose achievement is unaffected by the changes necessitated by the coronavirus. Your chapter can still execute the key action steps and strategies originally planned. An example of this might be that you set the objective to increase your chapter membership by two sisters this year. You've been able to connect virtually and are ready to have an Initiation by Affirmation for your new members. Wonderful! Goal achieved. Check.



The second bucket is for those goals you can still achieve with some modifications. Your chapter will need to brainstorm new key action steps with the restrictions necessary to stay healthy. An example of this might be that your chapter set the goal to increase contributions to the projects by 10 percent. Rather than hold your annual bazaar, which will not be possible given the limit on in-person gatherings, your Ways and Means committee has some clever new fundraising ideas that can be executed safely. Your chapter sisters are excited and embrace the new ideas enthusiastically. Check. Check.



The final bucket is for those goals your chapter cannot meet in this temporary environment. So, you toss those into the "So long old friend" bucket. This will be for any goal that is just not possible to achieve at this point. This bucket has another name though—"Until we meet again." These goals can always be resurrected another year when the environment is such that they can be achieved safely.

It is essential to not completely lose sight of the goals your chapter worked so hard to set in early spring. There have been some changes and favorite traditions that we must forego for now for safety. It is important to take the time to grieve for what has been lost. But, as strong women, we pick ourselves up and move forward. Our mission of sharing the gift of membership with new women, of supporting our philanthropies through contributions and sponsoring candidates and of expressing our love for our sisters inspires us. In fact, one could argue our mission has never been more important. So, get your buckets out, start sorting your goals and get to work! **



P.E.O. Michelle Blair, MG, Cedar Rapids, Iowa, is the recipient of the 2019–20 American Prize in Conducting, a prestigious award that recognizes the very best in the performing arts in the United States—in schools and churches, and at community and professional levels. Michelle's extensive background in music includes a Doctorate of Musical Arts from the University of Houston and a Master of Music degree in conducting from the University of Texas at Arlington. An active violinist, Michelle also holds a Bachelor of Music degree in violin performance from Southwestern University in Georgetown, Texas, and she was one of 12 fellows for the 2018 International Women's Conducting Workshop in New York City.

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COVER STOPY

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While Michelle was a doctoral student at the University of Houston Moores School of Music, the director of the school approached her—his mother, a P.E.O. in Chapter HD, The Woodlands, Texas, frequently asked him if there were any grad students at the school who would be a good candidate for the P.E.O. Scholar Award. He gave her Michelle's name. "I'm incredibly grateful he did," said Michelle. "I got to know his mom and her chapter and it was really fun. Once I had been awarded the Scholar Award, I did a tour and I visited a variety of Houston—area chapters and played violin and gave background on what I did. That was my introduction to P.E.O."

The next year, 2015, Michelle moved to Cedar Rapids, lowa, when she took a job as Director of Orchestras and Assistant Professor of Music at Coe College. Michelle's husband couldn't move with her immediately and not knowing anyone in lowa, Michelle was lonely and, hoping to meet people and make friends, she reached out to Kathryn Crawford from her Scholar Awards sponsoring chapter in Texas. "Kathy helped me find people in Cedar Rapids," said Michelle. "She put me in touch with presidents of local chapters. I narrowed it down to chapters that met at night. All those

chapters were incredibly
welcoming; they were so
kind and made me feel
at home in a state where
I didn't know a soul. P.E.O.
became a really incredible
point of connection for
me. I had a ton in common
with the wonderful
women in Chapter MG."
Michelle was initiated
into Chapter MG, Cedar
Rapids in October 2016.

While Michelle had never heard of P.E.O. before being nominated for the Scholar Award, it turns out she is a third generation P.E.O. on her husband's side! When telling her husband's family about her award nomination, Michelle's motherin-law and her mother-in-law's sister looked at each other and said, "We're P.E.O.s and our mother was too!"



Michelle Blair conducting the Coe College orchestra in Cedar Rapids, Iowa

While living

in Cedar Rapids, Michelle tried to be as involved in the Sisterhood as she could. She was especially interested in connecting some of the younger women in the community—particularly students she was teaching—to P.E.O. She nominated some of them for membership and suggested some of them as project recipients. She says, "It was a nice way for me to introduce P.E.O. to a younger generation—for them to know there are women out there who want to lift up other women."

Michelle and her husband returned to their home state of Texas when their daughter, Johanna, was born. For now Michelle is taking a step back from her career to stay home with the baby. She plans to go back to teaching eventually, perhaps as an adjunct or private teacher and she definitely wants to do more musical theater, for which she won the American Prize. But for now she said, "I'm just living in the present doing the mom thing."

Michelle has so many fond memories of her P.E.O. sisters in Cedar Rapids, She said, "I can't count the number of concerts I conducted and afterwards someone would say 'someone is here to see you' and it would be a gaggle of P.E.O. sisters. They were so supportive!"

She continued, "I do plan on finding a chapter here in Dallas! I've already gotten a few recommendations from lowa sisters and Houston family. I'm looking forward to meeting the amazing P.E.O. community here!"

Canducting a win:

MICHELLE PERRIN BLAIR TAKES TOP PRIZE
WITH REVIVAL THEATRE PRODUCTION

By Diana Nollen, The Gazette - Republished with permission © 2020 The Gazette, Cedar Rapids, Iowa

ouston native Michelle
Perrin Blair grew up
attending musical theater
productions, but as a
violinist and orchestral conductor,
most recently at Coe College in
Cedar Rapids, she hadn't had much
experience conducting staged works
until aligning with Revival Theatre
Company for "Funny Girl" in 2016.

"It was just a fantastic partnership," she said of working with the Cedar Rapids troupe, "so I just kept doing every show I possibly could."

Unlocking a newfound passion, she picked up her baton for "Evita," "Victor/Victoria" and "Ragtime" in the next two seasons, and played violin for "Chaplin" and "The Bridges of Madison County."

But it was "Sunday in the Park with George" in November 2018 that connected all the dots for Blair to feel ready to enter the musical theater category for the 2019-20 American Prize in Conducting.

And she won.

The award was announced online June 29. It comes with a small prize of less than \$500, she said, accompanied by immeasurable prestige.

In the habit of attending piano-only rehearsals about three days before bringing in the orchestra, she knew from the opening number that "Sunday in the Park" would be special.

"It just was stunning," she said.
"I was just really, really touched by it, and so I thought, 'Let's try this (competition) and see what happens.'"

The rules required her to record the first act from both the orchestra pit and the audience point of view, on the same night. First, however, she needed to contact Music Theatre International, which holds the license to the show.

"They guard that very closely," she noted, but she was permitted to make the recording — with no extra copies — send it to the competition, "then get rid of it," she said.

Known for losing her keys "about once a week," she nervously put the flash drive with the recording somewhere "safe" — and lost it. She turned her office and her desk "upside down," and just when she had given up hope, months later found it in a bag of Christmas pencils from her former schoolteacher days. She plugged it into her computer, discovered it was, indeed, the missing recording, and cried with relief.

She said the prize "kind of validates" that she has grown in her musical theater work

She admitted that when she first signed on with Revival Theatre, after being recommended for the job by then-colleague Loralee Songer, Blair felt "impostor syndrome." She was sure that any day, Brian Glick and Cameron Sullenberger, Revival's co-founders and directors, would discover that she didn't know what she was doing.

She kept studying and learning under Sullenberger's music direction, as well by conducting Coe College productions, and soon felt she was "OK" at this new gig.

"The American Prize just kind of validates that," she said, adding that musical theater conducting was "something that I didn't do a lot of before I came to lowa, and that was an experience lowa offered me that I might not have gotten anywhere else. And now I have a love for it that I really cherish."

COLLABORATIONS

About a month ago, Blair, 33, her husband, Aaron, and their 7-month-old daughter, Johanna, moved to Dallas. They came to Cedar Rapids in July 2015 for her job opportunity with Coe, and



for Conducting-Musical Theatre for her work on the Revival Theatre Company's November 2018 production of "Sunday in the Park with George." Photo credit: Greg Billman

have returned to their home state so Aaron could join his family's expanding business, a European automotive repair shop he had helped his identical twin brother, Ryan, start seven years ago. The brothers have daughters about the same age, so it also was an opportunity for the girls to grow up together.

Blair said they loved their time in Cedar Rapids so much that they plan on visiting as Johanna grows, and Blair hopes to continue working with Revival Theatre when their schedules allow.

Sullenberger and Glick welcome the opportunity for future collaborations with her.

Both Glick and Sullenberger are thrilled with what the American Prize means for Blair and for the company.

"It just raises our circle of influence," Sullenberger said. "That's a wonderful thing. We're excited for her, but it's also a reflection on our work. That she would win that prize solidifies our place."

"I could not be more thrilled for Dr. Blair and the (esteem) it brings to the company," Glick said. "We're all extremely honored and proud of the accomplishment — a reminder of how much we're going to miss her." *

THE P.E.O. SISTERHOOD HAS BEEN LEADING WITH LOVE SINCE 1869.

Our beloved Founder Alice Bird Babb wrote our first Constitution, which is the basis for our modern day "Objects & Aims" and at the heart of our more than 220,000 members. Right there, within the first line is this inclusion "...shall be general improvement, which shall comprehend more especially the following points: To seek growth in charity toward all with whom we associate, and a just comprehension of, and adherence to, the qualities of Faith, Love, Purity, Justice and Truth."

Mark the years, almost every two decades, when we see a need for the betterment of women, and we act! In 1907, at convention of Supreme Grand Chapter, a motion was made, amended and adopted to use funds for a "memorial fund to be loaned for educational purposes." In 1908, the first loan, in the amount of \$300, was granted to Edna Pickering, who was attending lowa State Normal School in Cedar Falls, lowa. This was more than 50 years before women gained the right to open a bank account in the United States—yet, P.E.O. was providing an opportunity for women to be treated equally as their male counterparts in financing college.

Earlier this year, the Executive Board of International Chapter appointed an Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O. A photo and a listing of members representing the Sisterhood on this committee was included in the September–October issue of The P.E.O. Record, along with their charge.

The Executive Board, this special committee and our Sisterhood are united in our bonds of sisterhood and through supporting the P.E.O. mission of women helping women. We are a unique organization that combines faith, as defined by every sister, with service; bringing women from all ages, backgrounds and walks of life together for a shared mission while making a global impact. The work of this committee is important to ensure P.E.O. continues to be a vibrant organization for our future generations—for our next 150 years.

The world is changing rapidly around us. New words have emerged and the words of old have new meanings. If you are like me, you catch yourself asking "What does that mean?" There are terms I often hear in the news, read on social media or our grandkids use that make me pause for a second. Think of this year and how we have had to adjust our vocabulary to stay current; Zoom, mute button, derecho, pandemic, aerosolization...just to name a few words we hear and use regularly.

Through the committee's work, they are leading in love and are developing a glossary of terms which surround the culture of inclusiveness. These terms and a shared understanding of their meaning are important. A few of these terms are listed in this article and additional terms will be shared with the Sisterhood in future articles, chapter programs and convention workshops being written and created by the ad hoc committee.

LET'S GET STARTED.

Dialogue

This is what we are doing now!
Merriam-Webster defines dialogue as an exchange of ideas and opinions or a discussion between representatives of parties to a conflict that is aimed at resolution. Communication that creates and recreates multiple understanding.

Think about a conversation with a family member. It may or may not always end in agreement and sometimes it can be emotional and uncomfortable—but it is safe, respectful and has greater understanding as its goal.

Leader

According to Merriam-Webster, a leader is a person who has commanding authority or influence. As we know, each one of us has the opportunity to be a leader regardless of our position of authority within our work places, P.E.O. chapters and other organizations.

Diversity

According to Google, for the timeframe of January 2019 until the end of September 2020, searches for the term "diversity" were at a high the beginning of June 2020. Like millions of others, you may have been wondering what diversity means. According to University of Washington - School of Public Health, diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.









Inclusion and Inclusiveness



The University of Washington-School of Public Health defines inclusion and inclusiveness as authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. Inclusiveness is the quality of including many different types of people and treating them all fairly and equally. I love that noun, inclusiveness. It reminds me of the

seven Founders and Hattie's famous words, "Let's start a society of our own" as not all seven had been invited into another new organization on campus.

One quote I've heard is "Diversity and inclusion are about giving value to every human being, no matter our differences." The author is unknown, but the words are a great reminder that each person is valued—and in P.E.O., each sister should feel valued.

Chapter EM, Colorado Springs, Colorado, decided to start a small group within their chapter to gain a deeper knowledge and understanding of diversity and inclusion. They meet once a week to discuss a book, according to Alice Forney.

Equality and Equity

These terms may have been synonymous to you at one point. You may not think of it, but our P.E.O. roots do tie back to equality. Merriam-Webster defines equality as **the quality or state of being equal.**

As with our decision in 1907 to advance the education of women and launch our shared mission of women helping women, equity is giving everyone what they need to be successful; proportional representation by class, race, sexual orientation and gender. We are a women's organization only with no plans to allow men to join, so this an illustration I have found helpful to explain the differences in the terms.



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Belonging

Within this month's President's Message on page 1, I mention belonging. Belonging is a sense you are a valued and empowered member of a group; belonging to yourself so deeply you can share your most authentic self and there will be no question you belong.

WHERE DO WE GO FROM HERE?

Each sister needs to continue to be an Objects & Aims woman every day. We need to continue to seek general improvement...and a determination to do all we can at all times and under all circumstances to express a loving concern for each sister.



What are you doing to ensure each sister feels valued and belongs?



What will <u>your</u> legacy be? ★

IN THIS FINAL ARTICLE SURROUNDING THE "LET'S TALK" SURVEY.

it is fitting to highlight the opportunities we have outside the organization for our Sisterhood. Your answers to the question, "Where are P.E.O.'s greatest opportunities as a women's organization?" led us back to the strengths of P.E.O.

- ★ SHARING THE BONDS OF SISTERHOOD, FRIENDSHIPS AND WOMEN HELPING WOMEN
- ★ SHARING OUR PHILANTHROPY AND SHARED MISSION

It may not be surprising that these top two categories of responses ranked so high. They are the core of our Sisterhood and need to be shared with our communities, our nations and women around the globe.



We were founded by energetic, women with radical ideas who created a space for those who felt like they didn't have a place to belong. P.E.O. has an opportunity to re-harness that determined optimism that will create new ways for women to connect with and encourage each other to achieve great things and reclaim their power through education.

Linda Orosz, CK, Denver, Colorado

IN SUMMARY, THIS FOUR-PART SPECIAL FEATURE ON THE "LET'S TALK" SURVEY HIGHLIGHTED THE FOLLOWING:

"Let's Talk" Survey was completed by 5,620 members in January 2020

- ★ Data gurus within P.E.O. confirmed that the information gathered is a direct reflection of our membership
- ★ 45% learned of P.E.O. through <u>friends</u>; 39% learned of P.E.O. through family
- ★ 67% of respondents had proposed at least one name for membership
- ★ Friendships and special connections with chapter sisters was the #1 reason for keeping our members engaged as a local chapter member; followed by the shared values with other members and then sponsoring our philanthropic candidates

ANSWERS WERE DIVIDED INTO FOUR CATEGORIES: STRENGTHS, WEAKNESSES, OPPORTUNITIES AND THREATS (SWOT)

The top Strengths of P.E.O. (within our Sisterhood)

- ★ The Bonds of Sisterhood, Friendships and Women Helping Women (47%)
- ★ Our Philanthropy and shared mission (37%)

The Weaknesses of P.E.O. (within our Sisterhood)

- ★ 31% of respondents felt diversity was our #1 weakness
- ★ The #2 weakness within our organization was the limitations of our rules, regulations, and protocols (27%); followed by a lack of relevancy to younger generations (15%)

The **Opportunities** for P.E.O. (outside our Sisterhood)

- ★ Sharing the Bonds of Sisterhood, Friendships and Women Helping Women (34%)
- ★ Sharing our Philanthropy and shared mission (31%)

The **Threats** to P.E.O. (from outside our Sisterhood)

- ★ Lack of relevance to younger generations, which included time commitment (28%)
- ★ Diversity was the #2 threat (25%)
- ★ Erosion of our bonds of sisterhood, friendships and women helping women (15%)



CLARIFY OUR MESSAGING ABOUT RELIGION. OUR STANCE THAT ANYONE CAN BECOME A MEMBER BY AFFIRMING A BELIEF IN GOD AND THAT THAT GOD **CAN BE ANY RELIGION IS COMPLETELY** AT ODDS WITH PRACTICES IN MEETINGS I RECOGNIZE THAT THE CHRISTIAN TRADITIONS ARE COMFORTING TO MANY, **BUT IS THAT WORTH THE ALIENATION** OF OTHERS? OUR MISSION HAS NOTHING TO DO WITH RELIGION. THE FOUNDERS **WERE REVOLUTIONARY FOR THEIR** TIME. AND I FEEL THAT THEY WOULD WANT TO SEE US ADAPTING TO TODAY'S **ENVIRONMENT INSTEAD OF CLINGING** TO THE WAY THINGS WERE IN THE 1860S. CONTINUE TO BE VOCAL. I LOVED SEEING ALL THE MARKETING EFFORTS AROUND OUR 150TH ANNIVERSARY AND MEMBERS BEING PROUD TO SHARE ABOUT THE GOOD WORK THAT WE DO.

> Lucy Thoms, AP, Idaho Springs, Colorado

The world is so different than in the 1800s. We have the opportunity to think if the Founders had started P.E.O. today, how different it would be. They only had a small space in Iowa, and only connected with people like themselves. What if they could see women in Congress? Would they not take the opportunity to invite and include people of other faiths, colors and backgrounds? P.E.O. has the opportunity to be BETTER than the Founders ever imagined. P.E.O. misses opportunities because we are stuck as an organization. We have the opportunity to think about the PRINCIPLES on which we are founded and use those to guide us into this century and the future.

Amy McGregor, FA, Plano, Texas

What are the opportunities to build your legacy in P.E.O.? Are you thinking of friends you know who would blossom and grow in P.E.O.? (45% of our Sisterhood were asked by friends.) Are you ready to sponsor a potential new member? Have you reached out to your community to become acquainted with potential recipients for our loans, grants or scholarships? Who do you know who can connect you with potential students to attend Cottey?

Each one of the "negatives" (threats and weaknesses) can be examined, turned upside down and turned into solutions. How does your chapter approach relevance for younger members? What is your chapter's legacy regarding diversity and inclusiveness?

There are opportunities for each of us to help our Sisterhood to stay relevant, to manage change, to reach out to the community and to be sisters that ensure we all have a sense of belonging to this amazing organization.

TO FOLLOW THE ADVICE OF FRANC ROADS ELLIOTT...

"And will you allow me to say a word about precedents?

Do not try to preserve them because of sentiment, for new times demand new needs. Evolution and growth mean life to organizations as well as individuals."

Cheri Aasmundstad, El, Boulder, Colorado

Thank you, again, to Peggy Bottorf, Past President, California State Chapter for the hours of reading, categorizing and summarizing the 25,700 data points of this survey. Thank you for saying "Yes!" and reaching out to ask when help was needed.

Thank you to the 5,620 members throughout our Sisterhood, in Hawaii and all 51 state, provincial and district chapters, for sharing their thoughts, concerns and inspiration that are contained in this survey.

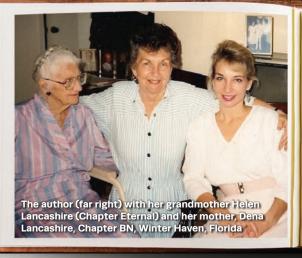
The Executive Board of International Chapter is grateful to each member that expresses their feelings with us. We are already using and will continue to use this information to build the legacy of our Sisterhood and to make history.

What will YOUR legacy be?

There is such a need for an organization like P.E.O. in today's world. Women have a need for purpose, belonging and community and P.E.O. offers all of those qualities. Young women are seeking participation in organizations with purpose. The idea of older women (40-50-60+) mentoring others who are mid-career (30-40) and younger (20-30) could be developed. The strong infrastructure and reach are amazing. I have moved and traveled across the country, and always found a warm welcome from P.E.O.s in my new location. Sarah Hnatov, M, Washington, D.C.

TO HELP AMAZING GIRLS AND WOMEN ATTAIN THEIR ACADEMIC GOALS, AND TO SHOW THE WORLD THAT THERE ARE STILL WOMEN WHO ARE KIND, GENTLE, GIVING, YET SPIRITED AND INNOVATIVE. IT'S SO NICE TO BELONG TO A GROUP OF WOMEN WHO DON'T BACK-STAB, DON'T PUT PEOPLE DOWN, ARE COMPASSIONATE, FUN-LOVING AND LOYAL TO EACH OTHER, WHILE PUTTING IN INCREDIBLE TIME AND EFFORT TO PROMOTE SCHOLASTICS AND WOMEN'S EDUCATION. Marilynn Harmon, AB, Santa Ana, California

Pisters, thers





or as long as I can remember, most of the women I love, respect and admire have been P.E.O.s. They do not just belong to or attend an organization called P.E.O.; they are P.E.O.s. Since I was a child, I was aware that being a P.E.O. was a cherished honor, a joy that you shared with the other women in your life that you held most dear. My grandmother, Helen Lancashire, was a P.E.O. for 67 years before she entered Chapter Eternal. As she moved from Iowa to Ohio to Illinois to Arkansas to Florida, she always knew that sisters would be waiting to welcome, love and help her adjust to a new home. She loved to serve as hostess and officer. On P.E.O. day, the house was spotless, the best china and silver were polished, and Dad was sent off to entertain himself. Although her husband and three sons never knew what the letters P.E.O. represented, they knew that the Sisterhood meant love, devotion, commitment and joy in all the highest aspects of womanhood. P.E.O.s share the same ideals and loving bond no matter where they live. When my uncle Ben Lancashire, who met his fiancé, Sally Scott, at Oberlin, first went to her parents' home, he spotted The P.E.O. Record in her mother's living room. After he

As I was growing up, many of my friends' mothers were my mother's friends, and we are all sisters in P.E.O.! Within P.E.O., we enjoy many dear relationships. Some of us are mothers and sisters, sisters and sisters, best friends and sisters, grandmothers and granddaughters and sisters, sisters of best friends' mothers...many combinations grow!

commented that his mother received the same magazine, everything was smooth sailing.

Over the years, I have seen many changes. P.E.O.s used to wear mink stoles, hats and gloves to Founders' Day and Reciprocity! Socials were sometimes rather formal events held at hotels, complete with reception lines and place cards. In keeping with the times, we tend to dress and entertain more casually now. Yet we never take our commitment to one another casually. Whether born as mother and daughter, married into family or adopted as "I love you like a mother or a sister," we hold each other in our hearts more dearly with every passing year. *

I AM WRITING TO YOU DURING THE COVID-19 PANDEMIC. As I

was walking my dog through the neighborhood over the past few weeks, I realized how many women have been self-quarantining just like all of us. However, many of them do not have the opportunity to connect with other women like we do with our P.E.O. sisters. With that thought, I would like to share something with you. An *Information Video Call.* Now is the perfect time to plan one.

My chapter, though still young, has hosted two information brunches—and both times we had fun and achieved our goals. The first brunch helped organize the chapter, and the second—a year or so later—served as a teaching tool for leadership skills and to cement our bonds as new sisters. During these times however, this can easily be turned into an *Information Video Call*.

Designing an Information Video Call is a wonderful way to share about P.E.O. and potentially grow your chapter. Start with the Franc's List Worksheet from the P.E.O. International website. Distribute it via email and, at a virtual chapter meeting or social, sisters can brainstorm women who would make great P.E.O.s. Ask each sister to contribute at least one name. Together those names will become the guest list for the Information Video Call.

THEN, TAKE THESE STEPS:

Send an invitation by email or evite, snail mail or phone call to an Information Video Call about P.E.O. Choose a day and time when you believe most of the women you are inviting should be available (perhaps a Saturday). In the invitation quote our mission statement: "P.E.O. is a philanthropic organization where women celebrate the advancement of women; educate women through scholarships, grants, awards, loans and stewardship of Cottey College; and motive each other to achieve their highest aspirations." Set the date and time for no more than one hour.

Start with getting to know each other. Make it simple. Nothing fancy, just enough sharing with each other to make your guests feel comfortable and to promote great conversations. Allow about 15 minutes for socializing.

For the program, begin by introducing yourself and briefly share your P.E.O. history. Then show the short video "P.E.O. Helping Women Reach for the Stars," which can be played or downloaded from https://members.peointernational.org/reachvideo. You might also share the P.E.O. Project Fact Chart and ask P.E.O.s attending to speak about what P.E.O. has meant to them. Try to include both sisters who have been in P.E.O. for many years and relatively new members in sharing their experiences.

We already had our guests' names, phone numbers and emails. Afterward, write or call each one and ask, "Would you like to receive more information?"

Then, for those who indicated they would like more information, send an email containing:
1) the P.E.O. Project Fact Chart;
2) the Guide for Nonmembers, a tri-fold brochure called P.E.O. – A Philanthropic Educational Organization; 3) a Calling Card with the P.E.O. mission statement (found on the Local Chapter Supply Order Form), and; 4) your P.E.O. business card. All these things can be ordered or downloaded on the P.E.O. International website. Detailed directions for locating the video are provided below.

Then follow up, follow up! This is really the most important part. The connection you make with each woman on the *Information Video Call* can last a lifetime if you make a point to maintain it.

The first organizational brunch my chapter hosted yielded 10 new initiates and the second, just one year later, gained six more. These video calls have proven to be very successful, and I know your chapter can host a fantastic *Information Video Call* too. I'm challenging each and every chapter throughout our strong Sisterhood to plan one now for later this year. Just think of how many more P.E.O.s we could have by next spring! ★



WWW.PEOINTERNATIONAL.ORG

by Kathleen Feldman, International Membership Committee



P.E.O. The Path Forward Frequently Asked Questions About Reopening P.E.O.

by The Executive Board of International Chapter

Additional information is provided below to clarify and answer questions regarding directives of the Executive Board of International Chapter due to the COVID-19 pandemic emergency. If you need assistance, please reach out to your state, provincial or district chapter president or submit an email to **contactus@peodsm.org**.

Local Chapter Meetings

Can we hold memorial services? Memorial services may be held in-person, virtually or in a hybrid meeting format. Make sure you are following your local health authority guidelines and our restriction to wear a face covering with no food served.

If our members do not feel comfortable getting together in person or are not able to meet electronically, do we have to hold meetings?

No. There is no requirement for chapters to meet during this time of restrictions due to COVID-19. It is hoped chapter members will make all efforts possible to keep in contact with each other with or without holding chapter meetings.

What membership activities can we conduct during this time of modified meetings? All membership activities can resume whether a chapter is meeting with a modified in-person business meeting, virtual business meeting or hybrid business meeting. These membership actions include:

- ★ Presenting a name for membership
- ★ Sponsoring a candidate for membership
- ★ Balloting on name for membership
- ★ Inviting a member to transfer to your chapter
- Reinstating an inactive member
- ★ Initiation by Affirmation

What is the required quorum for a chapter meeting? The required quorum is unchanged. At least 7 members must be present or, if a chapter has fewer than 12 resident members, 4 members constitute a quorum.

Our local area no longer has governmental restrictions on meetings. Do we still need to wear masks? Yes. Until there are no longer P.E.O. restrictions on our meetings, all members attending a P.E.O. function in person are to wear masks.

Is it allowable for a chapter to meet in person one month and then have a virtual meeting the next month? Yes. A chapter may change the meeting format between modified in-person, virtual or hybrid chapter meeting in order to accommodate the needs of their members and the recommendations of local health officials.

Do we need to make up meeting missed during the time chapters were not allowed to meet? $\ensuremath{\text{No}}.$

What happens if we are unable to offer a program that was required in our state, province or district this year? Required programs missed because of cancelled meetings or meetings held using the Modified In-person or Hybrid Chapter Meeting formats do not need to be made up.

Modified In-person Chapter Meeting

Is it allowable to meet outside? Yes. Meeting outside still requires the wearing of masks and physical distancing. Please find as private a location as possible for a meeting held outdoors.

If we are meeting outside and physically distancing, do we still need to wear masks? Yes. The wearing of masks requirement applies to all in-person P.E.O. functions.

If we are meeting outside and physically distancing, may we still have a program if meeting in person?

No. No programs are allowed for in-person meetings in order to limit the amount of person to person potential exposure during this COVID-19 time.

If we are meeting in person, may we have a program if the presenter is coming to us virtually (on a computer)? No. No programs are allowed for in-person meetings in order to limit the amount of person to person potential exposure during this COVID-19 time. However, this would be a good opportunity to have the program presented as a virtual social meeting with all able to hear the program through their computer or phone separate from an in- person meeting.

I am going to call a senior sister and let her listen in on the meeting. She has been advised to stay home. Is this allowed? Yes. Having a member join by phone makes this a Hybrid Chapter Meeting and those instructions in the President's Book are to be used.

Why can't we serve food or drink? Acknowledging that socialization usually includes the sharing of food and drinks, it is necessary at this time to avoid activities that would cause one to remove their mask during in-person gatherings. Sharing favorite recipes by email might be a replacement activity even though certainly not as tasty. If necessary for health reasons, members may bring their individual food or drink.

Virtual or Hybrid Chapter Meetings

Is there a specific computer program (Zoom, GoToMeeting, other) that we must use? No. The choice of a platform for a virtual meeting held by phone or computer, is one each chapter may make to fit the needs and comfort level of their members.

What if a member of a chapter is having difficulty using videoconferencing, such as Zoom? Online tutorials are available for the videoconferencing software your chapter may decide to use. A brief Zoom resource guide was developed and distributed to every local chapter president via email and is available on the P.E.O. International Member Website. Review the instructions and note Zoom is available to use on a computer, cell phone or tablet (e.g. iPad). A chapter member can also call a P.E.O. sister and hold the phone next to a computer where she can hear and participate. Make sure the president of the chapter is aware of everyone on the call.

Is International Chapter providing Zoom access for all local chapters? No. It is a local chapter's choice on which computer platform to use for a virtual meeting. With 6,000 chapters in multiple time zones, it is not feasible for International Chapter to provide this service. Zoom provides a free plan with a 40-minute time limitation on meetings.

Our chapter president is not comfortable with handling electronic votes. Does she need to resign? No. Your chapter president can appoint another sister (e.g. tech contact) to assist her with the electronic tasks.

Initiation

When does the new initiate enter a virtual meeting? Do we have to text or call her when it is time for initiation? Your new initiate may join the meeting at which she will be initiated from the beginning of the meeting. She does not have to enter the meeting separately. You will find this direction in your President's Book.

Is a sister that goes through Initiation by Affirmation a full member of P.E.O.? Yes. She is welcome to all the privileges and responsibilities of members in your chapter. Remember once restrictions on chapter meeting formats are lifted, your chapter is to perform the full Ceremony of Initiation for this sister.

We sent an invitation to membership in January to a prospective member. The six-month clock will run out before we can initiate her. Do we have to vote again? According to the Constitution, the six-month limitation on membership invitations and initiations is stopped during the time chapters are not meeting. The time between March 17 and the date of your first business meeting on or after September 1, 2020, does not count in calculating the maximum six-month time frame.

We are required to exemplify the Ceremony of Initiation annually. What are we to do now? During this time when meetings are restricted due to COVID-19, the Ceremony of Initiation is not to be exemplified.

Fundraising

Can previously approved fundraisers be carried on during this time? Yes, as long as the fundraiser allows for physical distancing and all attendees wear masks for in-person events. Remember that no food or beverages are to be served at any in-person events at this time.

Can a chapter continue to make contributions to the International Chapter and state, provincial or district chapter projects? Absolutely. This is strongly encouraged.

Why can't a chapter offer its Bed and Breakfast (B&B) program? At this time, we are unable to provide adequate safety measures in individual homes to avoid being perceived as potential coronavirus spread points. The B&B program will continue to be reevaluated as more health guidance is received. ★



Find more FAQs and other guidance on the P.E.O. member website at https://members.peointernational.org/COVID-19



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



IT'S IMPORTANT TO KEEP UP YOUR DUES BECAUSE:

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

SUBMIT DUES TO YOUR LOCAL CHAPTER TREASURER <u>BEFORE FEBRUARY 28, 2021</u>

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

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





Denver, Colorado,

GETS INSPIRED, SHARES THE LOVE AND WATCHES IT GROW!

by Ann O'Neill, EH, Denver, Colorado



Dorothy Musil

Janet Swanson

TO PREPARE FOR THE VISIT, members of Chapter EH painted yard signs with inspirational messages. Our objective was to provide colorful, uplifting messages of cheer that we could "install" as a "Garden of Yard Sign Inspiration" in the yard of TenderCare of University Hills. We scheduled our visit to install the yard signs through Bessie's Hope, a local non-profit organization whose mission is to build intergenerational relationships with aging adults in congregate care settings.

We held our visit in the driveway of TenderCare. All wore masks and kept a safe distance. Claire Hatton of Bessie's Hope, led our group in singing "THE WONDERFUL SONG" to each resident.

"THE WONDERFUL SONG"

"You* are Wonderful, You are Wonderful And this is a Wonderful Day... You are Wonderful, You are Wonderful And you are going to stay that way!"

*For each round, we would personalize the song by singing specifically to each individual resident by name. We would clap along with singing and the tune is so simple that everyone naturally sings along!

After singing "The Wonderful Song," we introduced ourselves as P.E.O. Chapter EH of Denver and told the residents we had painted yard signs especially for them! We explained that we wanted to share a good time with them, while we "planted" our "Garden of Yard Sign Inspiration" in their front yard and hoped they would enjoy our inspirational messages and art for days to come!





continued from page 19...

The first sign "planted" in the yard was Jo Kurowski's colorful poster with the message "Good Day." As Jo shared her sign with the TenderCare residents, we sang, moved and bopped along with Louis Armstrong's rendition of "ZIP-A-DEE-DOO-DAH!"

Our next sign shared was painted by Dorothy Musil. Its message was "Tie a Yellow Ribbon." The significance of tying a yellow ribbon is to show support or remembrance for loved ones who are missing or being missed. Of course, during this pandemic, many have had to stay far away from loved ones. And the aging adults at TenderCare have missed seeing loved ones for sure. The symbol became widely known in civilian life in the 1970s, when the U.S. had troops fighting in Vietnam. Tony Orlando and Dawn recorded a top hit in 1973 called "TIE A YELLOW RIBBON." We played that recording and sang along with residents.

Nan Morehead's sign had the abbreviated message "RKY MNT. HI!" a.k.a. Rocky Mountain Hi! Nan shared her sign for the residents to see before planting it in the yard. While Nan presented her sign, we played the famous adopted Colorado anthem "Rocky Mountain High" by John Denver. After we sang along with the chorus of "ROCKY MOUNTAIN HIGH IN COLORADO," we asked the TenderCare residents how many were originally from Colorado. The majority are Colorado natives, with a couple of folks who are originally from Nebraska.

Ann O'Neill's "Good Vibes Zone" sign was loud, colorful and playful in its design. The inspiration and hope is for everyone to find their own positive, internal feelings to get through tough days. As Ann showed and planted her sign, we sang and danced to "GOOD VIBRATIONS" by The Beach Boys.

"Live – Love – Laugh" was the next sign we shared. Ann O'Neill used vibrant, bold colors to convey this encouraging message. While showing it off to residents and then planting it in their front yard, we listened to Nat King Cole's "L-O-V-E," which has a jazzy, swing beat to it. Harry and Fran, a married couple, who both live at TenderCare, couldn't help themselves; they got up out of their seated walkers to dance. They recently celebrated 70 years of marriage. P.E.O. Chapter EH led the entire group in singing "Happy Anniversary" to Harry and Fran!

The next sign planted said, "Be Happy." Janet Swanson used bright yellows, golds and greens –plus the dramatic daisies bring to mind our P.E.O. flower – the marguerite! While she showed off her happy creation, we played Bobbie McFerrin's song "DON'T WORRY, BE HAPPY" and then Pharrell Williams' song "HAPPY!"

Dorothy Musil's sign "You are My Sunshine" featured a smiling sun. It paired well with the popular song "YOU ARE MY SUNSHINE." We played Kina Grannis' version of this song which she recorded in 2018.

The "You Are Beautiful!" sign was painted by Julia Gooch. It featured pretty stenciled flowers, growing upward from the ground, with an intricate heart in the center. To the left is a large sun with the pandemic message of "Alone Together." As Julia shared her sign, we listened to Frank Sinatra's version of "WHEN YOU ARE SMILING!"

Ann O'Neill's sign "Smile to Brighten the World!" features a smiling sun and a rainbow. As Ann showed it and planted it, we listened and sang along to Louis Armstrong's "WHAT A WONDERFUL WORLD!"





The final sign planted, also pained by Ann O'Neill said, "Blue Skies Coming Up!" was meant as a reminder that while we may all be going through a very trying time now, if we just keep the faith that, "this too shall pass," we will eventually see better, happier, "blue sky" days coming! The music that accompanied this sign was "BLUE SKIES" by Willie Nelson.

Our final touch to our visit with TenderCare residents was to leave a box of 10 photo cards of our yard signs. Within each card was a personal, handwritten note, one for each individual resident. All P.E.O.s who participated in our visit signed each note. We left these cards as mementoes to be opened and enjoyed after our visit.

Just before we departed, in unison, we led the residents in self-hugs. Bessie's Hope groups typically give hugs to each resident prior to ending their visits. Due to the pandemic, no hugging can happen – but self-hugs still work – especially when you do them together! TenderCare residents thanked us for taking time to be with them. The main care manager said, "Please come back soon!" *

THE INSPIRATION
AND HOPE IS FOR
EVERYONE TO FIND
THEIR OWN POSITIVE,
INTERNAL FEELINGS TO
GET THROUGH TOUGH DAYS.





The P.E.O. Record Wants Your Stories

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

The P.E.O. Record receives most of its content from members of the Sisterhood. Sharing the experiences and accomplishments of our members and project recipients is what makes The P.E.O. Record so special. We strive to publish a variety of submissions and are always looking for a unique mix of stories to include along with our regular features.

If you or any of your P.E.O. sisters have a story worth sharing, please consider submitting it to The Record—we couldn't create this magazine without YOU!

How to Submit Material to The P.E.O. Record

Articles of general interest by or about active members of the Sisterhood are encouraged. Articles can be anywhere from 200–1,200 words, depending on the subject and details. Make sure you have included all relevant information and have permission from the subject to share her story and photos. In addition, please include your name, email address, telephone number and mailing address. Material will not be published without the name of an author or contact person who is responsible for ensuring the information is correct.

Include photos! Good photographs add richness, depth and interest to the magazine. High-quality photos help us tell your stories and spread the word about the mission of the P.E.O. Sisterhood in a more vibrant way. See page 23 in this issue of The Record for tips on how to send the best, most high-quality photos for publication.

Publication of submissions is always at the discretion of The Record editor; all submissions will be acknowledged. Content is published free of charge with the exception of ads for the Fundraising Marketplace. The P.E.O. Record does not pay for submissions.

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.

Send submissions to Becky Frazier by email (preferred) at: **bfrazier@peodsm.org**

By mail to:

The P.E.O. Record 3700 Grand Avenue Des Moines, IA 50312 Attention: Becky Frazier, Editor

*Guidelines are subject to change. ★



WE LOVE TO SEE WHAT'S
HAPPENING IN YOUR LOCAL
CHAPTERS! Send photos to
mediamanager@peodsm.org
for social media consideration
or to editor@peodsm.org
for The Record consideration.
We cannot guarantee publication
of all the submissions we receive,
but we do strive to publish as
many member submissions
as space allows.

One of the great things about smartphones is that most of us are now carrying cameras in our pocket or purse every single day, which means so many photo opportunities! However, taking lots of photos that sit on your phone and are never shared defeats the purpose of capturing all those special moments.

Follow this step-by-step guide for sharing your photos through email or text. This process also works for posting to social media; in step 3 simply tap on a social media icon instead.



IMPORTANT NOTE: For the highest quality image, send your photo through email and select "Actual Size" if asked if you would like to reduce the message size. This is especially important if the photo is going to be printed.

FOR AN IPHONE



Open your photo app and tap on the photo you want to share to enlarge it.

Tap on the upload icon in the lower left hand side of your screen.



Tap on the app that you want to use to share the photo. For example, tap on the Gmail icon if you want to send it through your Gmail or tap the Messages icon if you want to text it.



Fill out the email or text details like normal, and then send the message.

FOR AN ANDROID



Open your photo app and tap on the photo you want to share to enlarge it.

Tap on your share button. It will probably be at the bottom of your screen, but the location may vary depending on which photo app you use.



Tap on the app that you want to use to share the photo. For example, tap on the Gmail icon if you want to send it through your Gmail or tap the Messages icon if you want to text it.



Fill out the email or text details like normal, and then send the message. ★



WWW.PEOINTERNATIONAL.ORG

P.E.O.S WORK TO PRESERVE HISTORY OF BLACK FAMILIES' CONTRIBUTIONS TO THEIR SOUTH TEXAS TOWN

by Sandra Tumberlinson, CW, San Benito, Texas



n 1904, with the railroad pushing south past San Antonio and Houston to the tip of Texas, many small towns were founded. Settlers came from all parts of the country looking for land on which to make a living and raise a family. One such settler was Jean Marie (Joe) Callandret. Imagine packing up your family, leaving all you know and traveling over 600 miles to a place where no one looks like you. That is exactly what Joe, a Black French- and English-speaking Louisiana native, did in 1908. His story is now being told with the creation of a museum spearheaded by P.E.O.s Sandra Tumberlinson and Tootie Madden of Chapter CW, San Benito, Texas, with donations from citizens, contributions from local businesses and the cooperation of the school district on whose land the facility is located.

anniversary of the first school for Black children supported by a school district in a town founded in the 20th century, Sandra and Tootie created the Callandret Black History Museum of South Texas, which opened in February 2020, at the original Joe Callandret School.

About 24 Black families lived in San Benito in the 1920s. Segregation kept their children from attending school with white or Hispanic children. In 1921, a school for Black children was started a stone's throw away from the railroad tracks. This school, like many homes in the neighborhood at the time, had sagging outhouses behind the wooden building. The schoolyard was littered with broken glass and trash, but, according to a 1950 San Benito News article, "Inside the school room is neat and clean and Myrtle Fay Jackson, who has been teaching there seven years is teaching

...according to a 1950 San Benito News article,

"Inside the school room is neat and clean and Myrtle Fay Jackson, who has been teaching there seven years is teaching book learning, good manners, cleanliness and health and good citizenship."

Deep South Texas is not historically a location where many Black Americans have settled through the years. When Joe heard of people hitting it big at the Spindletop oil field, he decided to move to San Benito to invest money in this new and fertile land. Because of his success here, many of Joe's friends and relatives from Louisiana came to San Benito to make their living as well.

Although the number of Black families in the neighborhood where Joe settled has dwindled, the city of San Benito has not forgotten the Callandrets and the other Black families who arrived in 1908. In anticipation of next year's 100th

book learning, good manners, cleanliness and health and good citizenship."

When Joe died in 1931, he left a wife, Fannie, and six children behind. During his time in San Benito, Joe had been a real-estate broker, subdivision developer, farmer and businessman, in short—a true entrepreneur—and was well-respected by all.

In 1948, Fannie Callandret decided to donate some of her husband's estate to the San Benito school district for a permanent structure to be built. According to Joe's granddaughter Linda Brock, who still lives on the original



Callandret land, her grandmother donated the land specifically so Black children would have a place to go to school. The Callandret School was completed in 1952.

Even though segregation of schools ended in 1954 with the Supreme Court ruling Brown v. Board of Education, it didn't take immediate effect in San Benito. With growing pressure from parents and the U.S. Government, in 1959 San Benito school district began plans for integration of schools. By this time, many Black students had reached secondary education age and the district was not equipped with a separate school for middle and high school Black students.

Seven Black children of junior and high school age were transferred to a neighboring district while a referendum vote was held to abolish segregated schools in San Benito. In January 1960, San Benito residents voted to integrate the school system. The following school year, 1960-61, Black students were fully integrated in the school district and, in 1963, Michael Hurd, Joe and Fannie Callandret's grandson, became the first Black student to graduate from San Benito High School.

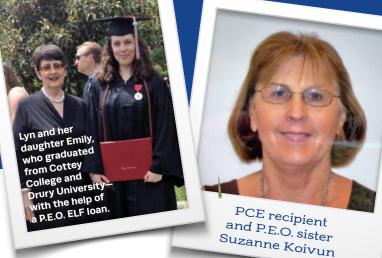
San Benito native Joe Maeberry, who still lives in the same El Jardin neighborhood where his Black ancestors resided, said, "If we don't protect our history, if we don't educate younger generations about that history, and if we don't take time to get involved with our local past, we will forever lose parts of our community that made it so unique." The San Benito Historical Society agrees and, in its 25th year of existence, is proud to present The Callandret Black History Museum as one example of how a community can preserve and honor its past. ★



Imagine packing up your family, leaving all you know and traveling over 600 miles to a place where no one looks like you. That is exactly what Joe, a Black French- and English-speaking Louisiana native, did in 1908.

2020:







The World Health Assembly has designated 2020 the International Year of the Nurse and the Midwife in honor of the 200th anniversary of Florence Nightingale's birth and to advance nurses' vital role in transforming health care around the world.

Florence Nightingale predicted that the practice of nursing would change completely in the year 2020.

"It will take 150 Years for the world to see the kind of nursing I envision..." FLORENCE NIGHTINGALE 1870

As owner and director of Advancing Holistic Health Coaching Program, an online continuing education program for nurses and licensed health professionals, I am so grateful for the P.E.O. Program for Continuing Education (PCE) grants which have made it possible for many students to fund their coursework in our programs to become nationally board-certified nurse coaches.

Nurse coaches are registered nurses who assist individuals and groups in realizing their full health potential. Nurse coaches coach their clients in all practice areas throughout the community.

The length of patient stays in hospitals are shorter, only four and a half days, thus nursing is now moving back into the community. We are at the juncture where dissatisfaction with the profession is being reversed, allowing nurses to work with clients directly. Certified nurse coaching is a new role which is bringing joy back into the profession. The goal of all coaching is insight, and it is through insight that coaching clients will create health for themselves.

I have had many inspirations in establishing my first private practice of nursing in 1986 in California, where I began coaching with the Principles

of Resilience. My key inspiration was Florence Nightingale. Her 1859 classic. "Notes on Nursing: What it Is and What it is Not," became my constant companion.

In the preface, Nightingale writes, "Every day, the knowledge of nursing, how to put the constitution in such a state that it will have no disease takes a higher place. It is knowledge which everyone ought to have."

Speaking at the Texas Regional Holistic Nursing Conference, and presenting at the American Holistic Nurses Conference in 2017, I highlighted the fact that nurse and health coaching is having a beneficial impact upon the health of practitioners as well as changing the healthcare profession itself.

Suzanne Koivun, BE, Tempe, Arizona, is a P.E.O. Program for Continuing Education grant recipient and a student of the Advancing Holistic Health Coaching Program. She is grateful for the support of P.E.O. that allowed her to enter the program. She recalls, "I met [Lyn McCright] at an American Holistic Nurses Convention years ago. After we spoke, I knew that I wanted to expand my nurse coach and life coaching skills. I approached my chapter for help in applying for a PCE grant and was accepted."

Suzanne has found ways to implement the insights she's learned through the program in various aspects of her life—not just nursing. She recently gave a presentation to her local chapter in which she shared examples of resilience in her own life.

As with Florence Nightingale, the high regard I have for education is inextricably linked to my passion for nursing, particularly, the education of nurse coaches in all clinical practice areas. Monumental changes are redefining the work of nursing and healthcare and our understanding of health. ★

ABOUT THE AUTHOR: Lyn McCright is owner and director of Advancing Holistic Health Coaching Program an online continuing education program for nurses and licensed health professionals, which opened in June 2016 on three continents. She is a Board-Certified Health and Wellness Nurse Coach and Advanced Holistic Nurse (AHNCC). With an MPH in Nursing from the University of Minnesota's School of Public Health, she is an Adult and Gerontological Nurse Practitioner, and a Clinical Specialist in Community Health Nursing. Lyn has served as guard, corresponding secretary and education committee for Chapter BF, Waco, Texas. Lyn's family shares her love of P.E.O. and education for women-eight family members are represented in five chapters nationwide.





Continuing Support Despite a Pandemic

by Jan Keeley, Chairman, P.E.O. Educational Loan Fund Board of Trustees

In the July/August 2020 issue of The P.E.O. Record, President of International Chapter Brenda Atchison, a self-proclaimed optimist, wrote about "Finding the Silver Lining." Over these past few months, the trustees of the P.E.O. Educational Loan Fund (ELF) have truly found the silver lining among our local chapter sisters.

When, due to the COVID–19 pandemic, the Executive Board discontinued P.E.O. meetings in mid–March, chapters were unable to meet and voting on ELF applicants came to a stop. In April, International Chapter allowed local chapter emergency business meetings by teleconference or videoconference for certain criteria which included consideration of philanthropic applications thus enabling chapters to vote on applicants for ELF loans. The ELF Board of Trustees was very concerned, not only with chapters not meeting on a regular basis, but also with the "effort" needed by the local chapters to organize special meetings. The trustees worried that the number of applications would be suppressed.

Along with this concern was the uncertainty of colleges reopening in the fall, delayed graduation dates for students who were unable to graduate on time due to spring and summer shutdowns and canceled internships that also delayed graduation dates.

IN MID-MARCH, ELF WAS AVERAGING OVER A MILLION DOLLARS A MONTH IN GRANTING LOAN APPROVALS.
ALTHOUGH WE SAW A SLIGHT DECREASE IN APPLICATIONS FOR A FEW WEEKS, WE ARE THRILLED TO SHARE THAT IN THE MONTH OF AUGUST, WE ONCE AGAIN LOANED OVER \$1.1 MILLION TO NEARLY 90 PERCENT OF OUR APPLICANTS WHOSE APPLICATIONS WERE SUCCESSFULLY VOTED ON AND SUBMITTED BY LOCAL CHAPTERS SINCE APRIL 20!

The Educational Loan Fund Board of Trustees wishes to take this opportunity to thank and celebrate the local chapters for not only being dedicated to sponsor women in need of financial assistance to continue their education but for your continued financial support of the Educational Loan Fund.

We recognize that ELF's continued success will always lie with the local chapters and their dedication to "women helping women." The ELF trustees have observed firsthand many challenges that are being presented to our loan applicants because of COVID-19. ELF loans continue to be a source of support to our recipients and their families. Please keep our recipients and all of the students who are continuing their education through these unusual and uncertain times in your thoughts and prayers. Your financial and emotional support of these women is, indeed, a silver lining. **

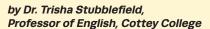


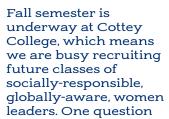
Are Women's Colleges Relevant Today?

66

NOTE FROM PRESIDENT WEITZEL

I am excited to share this space with Dr. Stubblefield. She presented the material in this article at Convention of International Chapter in Des Moines in 2019 and then again during Cottey Seminar 2020. I encourage you to share with your chapter sisters.





we always hear during this process is "Are women's colleges still relevant in the 21st century?" As a women's college alumna, a professor who has devoted her career to a women's college, and a P.E.O., I know the answer to that question is a definite "Yes!" And that answer is reaffirmed every day at Cottey.

So why choose a women's college? Three reasons seem clear. First, a women's college fosters supportive relationships among women. Second, those relationships shape the classroom experience in positive ways. And, third, women's colleges provide a safe environment free from intimidation.

Let's consider the first reason: caring relationships among women. As P.E.O.s, we know how crucial women's friendship and support are in our lives, how exciting it is to draw on the creative energy of other women, how empowering it is to be "women helping women reach for the stars." That is exactly what a women's college does: it cultivates and celebrates the kinds of relationships with women that we value in the P.E.O. Sisterhood.

Young women need this kind of support more than ever. So often, our students report not having female friends in high school, of getting caught up in "girl drama," but at Cottey, they learn to be friends with women across social boundaries. These relationships, just like those formed in the P.E.O. Sisterhood, shape our students' lives in profound ways, and we see this regularly at Cottey.

This brings me to my second point: the difference a women's college makes in the classroom. Women's colleges are committed to creating an inclusive and challenging curriculum, one that puts women at the center. Consequently, students learn what is possible, what they can achieve, by studying what women have done and continue to do across the globe.

We let women see themselves in the world, in the arts and sciences, in literature, in business, politics, history, and not only does that validate their experiences, not only does that tell them that they DO matter (something our culture does not always affirm), but it also provides them with female role models, with another kind of supportive, inspiring and incredible community of women.

Thus, it is no wonder that while women's college graduates make up only two percent of people who have college degrees, they comprise more than 20 percent of women in Congress and 33 percent of the women on Fortune 1000 boards.

This inclusive, dynamic classroom leads to my third point: today's students want to learn in environments that are free from intimidation.

This generation has experienced, all too often, sexual harassment, sexual assault and bullying. They have come of age during the #MeToo movement.

A women's college like Cottey empowers students to survive and succeed in co-ed spaces. Most of our students have come from co-ed high schools and most will enter co-ed workplaces. We provide students a safe space where they can define who they are, what they think and how they want to move through the world, and they can do so on their own terms in a collaborative setting without being silenced by intimidation. Women's colleges help students find their voices, recharge themselves and gain the strategies necessary to become successful leaders in a co-ed world.

So for these reasons—meaningful and lifelong relationships with other women, an inclusive and challenging curriculum and a safe and supportive educational environment—women's colleges like Cottey are more relevant than ever and provide an incredible option for young women today. **

Nortethong "Gitt" Natsayakarn (IPS, 2020-2021) on the Francis Quadrangle at the University of Missouri in Columbia, M9.

IPS STUDENT, ALUMNAE AND **UNIVERSITY CONNECTIONS CREATE A NETWORK TO** BENEFIT MORE WOMEN

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

A successful IPS applicant

Canada to pursue her degree,

returns to her home country

fellow citizens. But the cycle

then comes to the U.S. or

and, upon completion, she

to "pay it forward" and

improve the lives of her

doesn't have to end there.

tudents learn about the P.E.O. International Peace Scholarship (IPS) Fund in a variety of ways, especially because the IPS application does not require chapter sponsorship or any prior P.E.O. ties. The P.E.O. connections on university campuses, as well as networking among past and future IPS recipients, are two ways that help spread the word about IPS. This network is so important since international students do not have many options beyond their personal funds and university funding to help cover their tuition, fees and living expenses.

When a P.E.O. member or someone with a connection to a university offering graduate degrees shares information about IPS funding with the financial aid, scholarship or international student services office, it can be the first step in a series of events to change a woman's life. An advisor might see the information to guide their students, or the student herself learns of the opportunity in her internet search for scholarships. Either way, the application process can begin.

A successful IPS applicant then comes to the U.S. or Canada to pursue her degree, and, upon completion, she returns to her home country to "pay it forward" and improve the lives of her fellow citizens. But the cycle doesn't have to end there. When that same IPS scholar mentors another student and encourages her to attend her alma mater and/or apply for IPS funding, she is paying forward her IPS experience to start the process for the next talented and deserving woman. One could think of it as a "cross-pollination" process, helping more women bloom and succeed.

One success story of this process exists at the University of Missouri Sinclair School of Nursing. Jane Armer, Ph.D., R.N., Chapter HK, Columbia, Missouri, helped admit the first doctoral students from Thailand in 1998. That started a pipeline for more students to travel halfway around the world to study in Missouri. Deidre Wipke-Tevis, Ph.D., R.N., HK, Missouri, is the director of the doctoral program. These two faculty colleagues, who also happen to be P.E.O. sisters, have advised and mentored 13 women from Thailand through their international residential Ph.D. program. including the recommendation to apply for IPS funding.

Nartkthong "Gift" Natsayakarn is a 2020-2021 IPS scholar from Thailand and one of three Thai students currently enrolled. Gift came to the nursing program, highly recommended by a former University of Missouri (Mizzou) nursing student, Yaowarat Matchim, Ph.D., now a professor at Mahidol University in Bangkok. Professor Matchim was Gift's undergraduate and graduate nursing instructor at Prince of Songkla University in Hat Yai, Thailand. Matchim had also been one of Jane's first advisees from Thailand. As Jane puts it, "Gift is like my academic granddaughter."

> Gift's research interests lie in breast cancer survivorship and lymphedema. lane is the director of the American Lymphedema Framework Project, as well as director of Nursing Research at the Ellis Fischel Cancer Center at Mizzou. Upon Gift's return to Prince of Songkla University in Thailand, she plans to work with the surgical oncologist there to establish a program in lymphedema management to improve the quality of post-surgical nursing care. That connection between her faculty

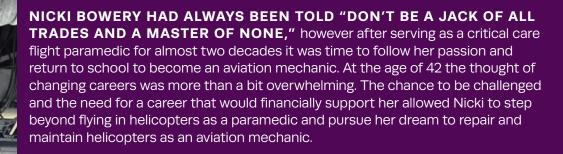
member in Thailand and her current academic advisor is enabling Gift to pursue a career where she can continue to conduct research in oncological nursing in a multidisciplinary setting. And, hopefully, one where Gift can mentor future nurses, possibly leading to graduate study outside of Thailand and IPS funding. Thus, the IPS "cross-pollination" process will continue. *

The University of Missouri Sinclair School of Nursing has had three IPS scholarship recipients in its doctoral program over the past five academic years. FROM LEFT: Tipparat Udmuangpia (IPS, 2016–2018), Jane Armer (Chapter GK/MO and faculty advisor), Nartkthong "Gift" Natsayakarn (IPS, 2020-2021), and Rungnapha "Lek" Khiewchaum (IPS, 2018-2020).



NICKI BOWERY FOLLOWS HER PASSION, BECOMES AN AVIATION MECHANIC WITH HELP FROM PCE GRANT

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







Thanks to casual conversation while working out at the gym, Nicki learned about scholarships available for women who are returning to college through her mom's friend Karin Beaty, a member of Chapter AJ, Cary, North Carolina. After meeting Chapter AJ members and learning more about P.E.O. Nicki applied and received a P.E.O. Program for Continuing Education (PCE) grant in February 2020. Being an adult learner and having to commit 40 hours a week to school plus 40 hours a week working to support herself, the PCE grant eased the worry of making ends meet by paying for books and equipment not covered by financial aid loans.

Nicki is no stranger to challenges. She has lived in South Africa, served in the British military and worked as a paramedic before immigrating to the USA to be closer to her mom. Once settled, a return to school was necessary to recertify as a paramedic here in the United States. Nicki thrived in the male-dominated paramedic field and served as an instructor prior to her role as a critical care flight paramedic. Always fascinated with helicopters, she was not content with riding in them as part of her job but was truly infatuated with how they work mechanically. Nicki knew a lot of male aviation mechanics but had never met another woman with her interests until she enrolled in Embry-Riddle Aeronautical University. To-date, she has still only met two other women who are pursuing aviation mechanics as a career. "There are not enough of us, not just women, but flight mechanics in general. Everyone wants to be a pilot but no one wants to be responsible for fixing and maintaining aircraft."

Upon completion of her program in the spring of 2021, Nicki plans to take the FAA A&P License exam which will enable her to work in her chosen field. She hopes to eventually focus on the engineering side of the profession as her interests lie in the electronic and engine systems of the aircraft. She says, "You have to build your own tool box of knowledge to succeed in life.

"Doing a 180 and changing careers isn't impossible when you have support," says Nicki. She is "super grateful" for her PCE grant and the support system she has found in Chapter AJ. Her advice to others, "Follow your passion, you are never too old to change and learn new things." *

PCE recipient Nicki Bowery flew helicopters as a paramedic before learning helicopter repair and maintenance

Women helping women reach for the stars

Scholar Award Recipients Give Back to P.E.O.

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

The P.E.O. Scholar Award helps women reach for the stars by providing financial support while they pursue their doctorate or professional degree. Scholars say they are empowered by the loving support they receive from their nominating chapters. In addition, through cards, calls and invitations to social events, these young women are introduced to the embracing and special relationships of P.E.O. membership. Because these women support the mission of P.E.O. to help women advance through education, they are often interested in membership. And when these women become members, they give back to P.E.O. enthusiastically.

This was the case for Jennifer Miksis–Olds who was initiated in 2003 into Chapter C, North Kingstown, Rhode Island. She explains that P.E.O.'s support of women through education inspired her to give back to the organization. Jennifer describes herself as an applied bioacoustician. She uses acoustic technology to study the ocean and the life it supports. Currently she is the director of the Center for Acoustics and Research at the University of New Hampshire. She is involved in research programs that use and explore sound in innovative and interesting ways to learn more about the world around us. She has engaged in projects related to information theory, animal behavior, ocean dynamics and the impacts of sound on animals and the environment.

Acting as a role model for her daughters and her graduate students, she promotes the idea that women can have both a career dream and a family, leading to a fulfilling life. Family first is the philosophy by which she lives. By setting boundaries that adhere to this ideal, she is able to give her best to her family and her career. She rarely responds to work emails outside of work and does not get work email on her phone. Getting out of the office during lunch and taking a walk allows her to clear her head and return for a productive afternoon.

P.E.O. was intertwined with Jennifer throughout her doctoral studies and in her professional life. As a member of Chapter C, she was surrounded by supportive sisters. When she went to Florida to do some research for her doctorate, Chapter F, Sarasota, Florida, "adopted" her. When she was expecting her first child, her chapter threw her a baby shower in a box. In 2016 Jennifer was one of 105 researchers named by President Barack Obama as a recipient of the Presidential Early Career Awards for Scientists and Engineers, the highest honor given by the government for early–career scientists. She went to the White House and met President Obama, along with a fellow researcher, Colleen Mouw who also received this award, and is a P.E.O. sister.

After completing her doctorate, Jennifer moved to State College where she was co-director of the Penn State Center for Marine Science and Technology. While living in State College, she was a founding member of Chapter CM, serving as their president in 2014. She served as Pennsylvania state P.E.O. Scholar Award chairman from 2010–2012. And as an act of a supporting sister, she transferred to another chapter in State College to help them rebuild their membership. Now a member of C, Dover, New Hampshire, Jennifer continues to give back to P.E.O.

Scholars highlight the importance of mentoring other women, helping women reach for the stars. They also have much to give to P.E.O. as sisters. Out of 150 Scholars last year, nine are now members of chapters! Of the remaining 141 Scholars, 133 are interested in membership both now, and in the future. Therefore, it is important that all of us offer the gift of





STAR RECIPIENTS

Building Their Career Legacies

by Jayme Resnik, P.E.O. STAR Scholarship Board of Trustees

FOUR YEARS FROM NOW, you will be seeing our latest group of STAR recipients leaving a wide swath of influence in varying careers throughout our communities. At that time, you will not need to wait for the night sky to see our STARS sparkle, but only look at the various professionals around you. One of them will surely be a STAR recipient!

Our STAR recipients have diverse choices of college majors and careers planned. We thought that it would be fun to see what our STARs are planning for their future. Let's take a moment to see where you might soon be able to find our shining STARs.

The graph shows the selected college majors of the 2020–21 STAR recipients, broken down by nine areas of choice. Below is a brief description of each area.

ARTS AND HUMANITIES: Philosophy, Languages, Literature, Performing and Visual Arts

BUSINESS: Accounting, Marketing, Business, Public Relations and Economics

HEALTH AND MEDICINE: Health Professions and Related Clinical Sciences

MULTI/INTERDISCIPLINARY STUDIES:

Ethnic, Cultural and Gender Studies; Family and Consumer Sciences; Liberal Arts and Sciences; General Studies and Humanities; Parks, Recreation and Fitness

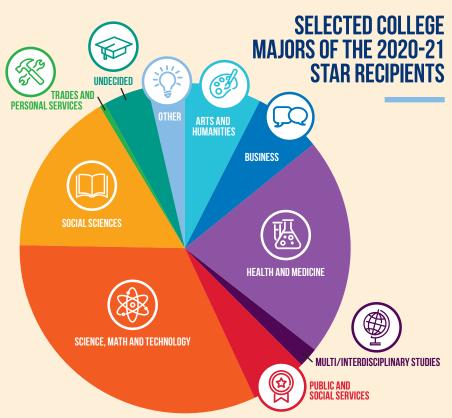
PUBLIC AND SOCIAL SERVICES: Pre-Law and Legal Studies, Military, Public Administration, Social Services, Theological Studies and Religious Vocations

SCIENCE, MATH AND TECHNOLOGY: Agriculture,

Architecture, Biological and Biomedical Sciences, Communications Technologies, Computer and Information Sciences, Engineering, Math, Natural Resources and Conservation, Physical Sciences, Science Technologies and Chemistry

SOCIAL SCIENCES: Communication and Journalism, Education, History, Library Science, Psychology, Social and Political Sciences

TRADES AND PERSONAL SERVICES: Aviation, Personal and Culinary Services, Precision Production Trades, Transportation and Materials



UNDECIDED: The applicant has not decided on a major yet. This does not mean that they are not driven or goal-oriented. This could be because they have too many choices to choose from and hence have not made their final choice. Remember, applicants apply for the STAR scholarship in the fall of their senior year of high school. Some students will change their college major several times prior to graduating high school. While in college the student may change her major several times before settling on that final degree.

OTHER: The applicant did not see a category listed that fit her intended major.

Your chapter's STAR applicant is off and running to higher learning and on to a new stage of her life, preparing for future careers. Chapters are encouraged to continually support their STAR applicant as she moves through her education and into a lifelong career. There are so many ways you can show your support, through cards and emails, midterm and finals goodie packages, or even a phone call just to check in. Remember to invite her to attend a chapter meeting! She is 18 years old now and a perfect candidate to become your newest chapter member. What a wonderful gift you will be giving to your STAR applicant: an instant network of supportive sisters who believe in her will be all she needs to propel herself into a successful career. **

NEW AND 100-YEAR-OLD CHAPTERS:

The P.E.O. Record publishes photos of **New** (newly organized) and **Centennial** (celebrating 100 years) chapters.

Send group photos of newly organized chapters or of your chapter celebrating 100 years to The P.E.O. Record by email to **editor@peodsm.org**.

NOT MEETING IN PERSON RIGHT NOW?

NO PROBLEM! Send a screenshot of a Zoom meeting or a recent group photo.

FOR NEW CHAPTERS, SEND:

- ★ photo
- ★ chapter letter(s)
- ★ city
- ★ state/province/district
- ★ organization date
- ★ and identify everyone in the photo by row, from left to right.

FOR CENTENNIAL CHAPTERS, SEND:

- ★ photo
- ★ chapter letter(s)
- ★ city
- ★ state/province/district
- ★ organization date
- ★ celebration date
- ★ and identify everyone in the photo by row, from left to right.

AWARD-WINNING ideas

Due to the coronavirus restricting large group gatherings, Chapter OY, Iowa City, Iowa, has embraced technology to stay in touch. Two members, Barb Musson and Maria Martina Cordona, provided Zoom tutoring and friendly support to all who requested help.

After the initial excitement of their first Zoom meeting, the group relaxed and described what they have been doing to remain productive and in good spirits while sheltering in place. There were lots of smiles but also moments of sadness at the huge number of deaths and for those who are very sick. Despite the sad moments, everyone enjoyed greeting each other and were very pleased to welcome back members who have been inactive for a while.

At meeting's end, everyone agreed it was a terrific idea and the chapter scheduled monthly Zoom social meetings.



How, in this challenging time of COVID-19 do we exemplify our organizations Object and Aims, intentionally handed down to us all, by our Founders? Chapter D, Wilmington, Delaware, sisters have sought, with determination, to find a creative way to do all they can, at all times and under all circumstances, to express a loving concern for each sister, while P.E.O. gatherings of any kind are limited.



The Chapter D membership committee sisters strategized which sisters had an immediate need for loving concern, and then recruited a few volunteers to individually caravan to a meeting place, where sisters could keep physical distance, wear masks and

covertly wait to cheer sisters who opened their doors at appointed times expecting only a single sister visit. Balloons, baked goodies, flowers, bubbleblowing and other tokens of love were bestowed upon surprised sisters. The caravan continued to all sisters who were to receive this expression of loving concern and the joy shared, was expressed and received over and over.

CELEBRATING P.E.O. STARS



Susannah Holifield

Sisters in Chapter FW, Arlington Heights, Illinois, presented a certificate to P.E.O. STAR Scholarship recipient Susannah Holifield outside her home on Wednesday, June 17, 2020. Chapter FW could not have a meeting to honor Susannah because of restrictions in place at the time so they planned a surprise drive by parade. Chapter members stood apart with masks in front of

Susannah's home, which still allowed them to celebrate her accomplishments!



Lucy Tu

Lucy Tu, a P.E.O. STAR Scholarship recipient, has also been named a U.S. Presidential Scholar. Her nominating chapter, HF, Omaha, Nebraska, are so proud of her. A few sisters from Chapter HF surprised Lucy at her home on June 8 with a COVID-appropriate presentation of the STAR Scholarship Award certificate and some flowers. Lucy plans to attend Harvard.



McKenna Dayhuff

Sisters in Chapter FO, Sandwich, Illinois, celebrated the birthday of the STAR recipient they nominated, McKenna Dayhuff, when she turned 18 in May. In honor of her birthday, members of Chapter FO joined family, friends and classmates in a drive-by celebration of at least 50 vehicles. Horns tooted, hands waved and signs congratulating her on her birthday,

graduation and other achievements were displayed.





Anging Sasket Sundraiser Endures During Pandemic

P.E.O. Chapter DF of Eugene, Oregon, began a flower fundraiser in the 1980s with two flats of primroses sold to members at chapter meetings. Over the years flower sales took on various forms. Finally, hanging baskets became the popular fundraising choice for the last 12 years. The chapter works with a local nursery as the source of these baskets.

The order process began in March with members contacting potential customers by phone and emails. Pre-paid orders are submitted to the Ways and Means Chair by the second week in April with baskets to be delivered on May 4. The selling process was well underway when the pandemic hit. With large gatherings prohibited, social distancing required and a number of members quarantined in retirement centers, the chapter wondered how to proceed.

The chapter's Ways and Means chair and her BIL were determined to come up with a plan that would comply with COVID-19 guidelines. The Oregon state P.E.O. president said they could continue if they refined the hanging basket pick-up. A design for a one-way drive-thru, using fewer sisters per shift and taking place in a parking lot instead of inside was planned. The work stations were set up six feet apart, workers wore masks and customers remained in their cars. The nursery dropped the racks of 400 baskets in the parking lot and picked the racks up at the end of the day.

As customers drove into the entrance to the church parking lot, they were greeted by a sister, who directed them to a station where another sister wrote down their name, handed the paper to another sister who gave the order card to a "retriever," who pulled the order. Next they drove to the check station where a member made sure the order card and the baskets retrieved matched. Once checked, the baskets were loaded into trunks and they were on their way! This process took very little time. Customers remained in their vehicles the whole time, and only nine people per shift were needed for all of these tasks.

When final figures were completed, there was only \$25 difference in profit from last year! The moral of this story is that even in the most challenging of times, with perseverance and creativity, solutions can be found. For P.E.O. Chapter DF, the one way drive—thru pickup plan was so successful that they will be using it as their mode of delivery for future hanging basket sales!



CHAPTER RESTORES Weathered Gravesite Markers

Sisters in **Chapter X, McCook, Nebraska**, Sara Rippen and Tracy Flaska are pictured here replacing P.E.O. gravesite markers. These markers, which honor deceased members, had been subject to the elements throughout many years. Thanks to the McCook Community College welding department with the help of instructors Mike Harris, Scott Smalley and Jeff Holthus, the markers have been restored and properly placed at their respective gravesites. ★





MARTHA CORNWELL RIDDELL

Martha Cornwell Riddell, C, Lexington, Kentucky, was awarded a prestigious 2020 Great Teacher Award from the University of Kentucky (UK). A native Kansan with a Doctor of Public Health degree from the University of North Carolina, Martha is an associate professor and director of the Master of Health Administration Program in the UK College of Public Health. Prior to her academic career she had two decades of experience in health care administration.

Martha's ongoing research and instructional interests, career and community leadership roles and dedication to health management and public health are all part of her impressive résumé. The true measure of her success, however is her passionate devotion to her students.

A fifth-generation P.E.O., Martha was initiated in 1971 into AC, Saint John, Kansas, home chapter of all of her P.E.O. family members. She maintained ties with the Sisterhood through her college days at Kansas State and UNC-Chapel Hill. Upon moving to Lexington in 1982 she transferred to C, Kentucky, where she has served in many roles, including chapter president. Martha and husband, Dan, have two sons. Her hobbies include jogging, Pilates, knitting and playing the piano.



LINDA HAZLETT

Linda Hazlett, G, Columbia, South Carolina, has been honored with the University of South Carolina Integrity Award for 2020. Linda is a clinical associate professor and the graduate director for epidemiology in the Arnold School of Public Health. Dr. Hazlett is the Department of Epidemiology and Biostatistics' resident expert on academic integrity, and with her open-door policy, students are always free to stop by. She is a tireless advocate for students who is concerned about their overall well-being in addition to their training and professional development.



GAIL BYRD

Gail Byrd, FG, Lincoln, Nebraska, was awarded the Daisy Award in February of this year. The Daisy Award is a well-known award recognizing nurses and awarding scholarships for continuing education.

The Daisy Foundation, for which this award was named, was formed in honor of the late Patrick Barnes. Patrick's family started the foundation to ensure that nurses know how deserving they are of society's profound respect for the education, training, brainpower and skill they put into their work, and especially for the caring with which they deliver their care all over the U.S. and beyond. The award has now been presented in 50 U.S. states and 28 countries.

Somewhere in between her first and second year of college, Gail was encouraged by a good friend to move to Lincoln, Nebraska, and go to nursing school at Bryan Health Sciences. Gail went, found her calling and is grateful for it every day. She graduated from nursing school in June of 1986 and has been

working full time ever since, currently at Cardiac & Vascular Services at Bryan Health Medical Center in Lincoln, Nebraska. Gail was dumbfounded to find she had been selected to receive the prestigious award and said, "I have never been so humbled by anything ever before! I am honored to have been chosen for this lovely award. I AM BLESSED!"

Gail's nomination, written by a coworker, reads, in part, "Gail always tries to make sure the patient is as comfortable as possible in an unknown and uncomfortable situation. Gail is the kindest, nicest person I have ever met. She is a joy to work with. I know that when Gail is on with me, it's going to be a great day. It is hard to choose just one instance of when she exemplifies the core values of Bryan Health. She treats each patient she cares for as a special individual. She takes time to explain the procedure carefully and listens to their questions and concerns with care. You can tell she is listening with empathy and compassion...She is always putting the patient first. As a teammate and coworker, Gail is amazing to work with. She is always willing to help in any way, oftentimes without being asked. She is the kind of teammate I want to work with. She is friendly, hard-working and a great resource for questions. She is the perfect example of a wonderful nurse and sets a great example for new nurses."



CATHERINE VIJAYAKUMAR

Catherine Vijayakumar, DU, Stillwater, Oklahoma, was inducted into the Oklahoma State University (OSU) Diversity Hall of Fame. Catherine joined the Office of Multi-cultural Affairs in the fall of 2002 as OSU's first coordinator of Asian American Affairs. She has a master's degree in education from OSU. Prior to her arrival to the United States from India, she received her first master's degree in literature from the University of Madras and has a bachelor's degree in education from Annamalai University, India.

As coordinator of Asian American Affairs, Catherine advised the Asian American Student Association, Vietnamese American Student Association, National Association for the Advancement of Colored People and OSU-Anime Society. She also served as an interim director of the Office of Multicultural Affairs. She co-founded the OSA-Asian Alumni Association in 2010 and the Asian American Faculty & Staff Association in 2006.

Catherine's advising experience alone with cross-cultural experiences has given her an acute appreciation for diversity and inclusivity. After nearly 32 years of service in education, she retired early to spend more time with family. She is married to Dr. Moses Vijayakumar, an Emeritus Professor of OSU.



JOANNE HAUSCH

Joanne Hausch, A, Vancouver, British Columbia, was honored by being named as one of the Inspiring Fifty in Canada. Inspiring Fifty is a non-profit that aims to increase diversity in tech by making female role models in tech more visible. The Inspiring Fifty are important role models for encouraging more girls and women in technology, as well as inspiring future leaders and entrepreneurs to follow in their footsteps.

Joanne is a tax partner with Deloitte LLP specializing in tax advisory for technology companies and is the author of many papers, articles and reports which have been published by the Canadian Tax Foundation, the Canadian Institute of Chartered Accountants and CPA,BC.

In the community, Joanne brings her financial skills and passion for building community to leadership positions in organizations that help connect people.

In 2009 she was a founding director and co-chair of CanWIT BC. In 2016 a new organization was founded to serve the Lower Mainland providing networking and career development opportunities for women in technology. VanWIT (Vancouver Women in Technology) is heading into its first year of operations and is already making an impact for women in the community.

Joanne also devotes countless hours working on behalf of at-risk youth. She founded StreetMeals and established the StreetMeals Scholarship Fund, raising over \$250,000 which has been directed entirely into programs and bursaries for post-secondary education and training. Joanne's work on behalf of at-risk and homeless youth led to a connection with Directions Youth Services, a youth resource center operated by Family Services of Greater Vancouver. She joined the board in 2009, served as Board Chair from 2012 to 2014 and continues to serve as a director.



JENNIFER BELMONT JENNINGS

Jennifer Belmont Jennings, EB, Webster Groves, Missouri, was selected by The St. Louis Business Journal as a "40 Under 40" for 2020. Jennifer is a wealth adviser with HighTower St. Louis Wealth Advisors. She holds the Certified Financial Planner certification and is a former estate-planning attorney. In addition to financial planning and investment management, she reviews estate plans and works with attorneys and clients to ensure client estate plans are properly updated and implemented.

Jennifer became a P.E.O. in 2003. The Sisterhood has always been a special part of her family's life. Her grandmother, Virginia Neill, past president, Illinois State Chapter, is now in Chapter Eternal. Jennifer's mother, Cynthia Neill Belmont, was initiated in 1969 and is now a member of Chapter EB, Webster Groves, Missouri. In her free time, Jennifer enjoys playing golf and spending time with her husband, Brent, and their son, Liam. ★

WHERE AT HOME



Lisa Cox, GR, Sioux City, IA, at Yellowstone National Park



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

Send photos to **mediamanager**@**peodsm.org**.



IS THE RECORD?



P.E.O. authors

SUE HORNER STEINWART



Sue Horner Steinwart, M, Roswell, Georgia, wrote her second novel in a contemporary women's fiction series, "Second Chance Sister." It continues

the development of the rival sisters from her first book: a fame-hungry diva, Janelle, and a younger sister, Ali, left in the shadows. With family ties and a small fortune at stake, the two sisters must learn to compromise or watch as everything they've worked so hard to create goes down in flames. Can they repair their relationship for the sake of family harmony? There is family drama, lighthearted humor and madcap stories of sibling rivalry.

JO VAUGHN GROSS



Jo Vaughn Gross, NE, San Rafael, California, wrote a collection of stories and essays titled "Blow Me A Kiss." This collection of essays and

stories is for everyone who discovers that the essence of life is found in what makes us come alive and that life's completeness depends on the things we share.

Jo grew up in South Dakota. She is a Phi Beta Kappa graduate of the University of South Dakota and holds a Master of Divinity from the San Francisco Theological Seminary. She was the founding director of The Banquet, a model feeding ministry to the poor and disadvantaged in Sioux Falls, South Dakota, where she lived and worked with her husband, Dr. H. Phil Gross.

Jo was initiated into Chapter BC, Sioux Falls, South Dakota, in 1964. She now lives in Northern California near her children and grandchildren.

NIANE PRICE



Diane Price, DB, Hillsborough, North Carolina, wrote "Write Your Stress Away: Tame the Tension in Your Life." The book introduces the

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

Diane has a Master of Science in organizational development. She is an integrative health coach and co-creator of "Write to Be Well." She lives in Chapel Hill, North Carolina.

I INDSFY WII HFM



Lindsey Wilhem, G, Fort Collins, Colorado, is the coauthor of several chapters in "Music Therapy: An Introduction to the Profession." Lindsey

works in the music therapy department at Colorado State University. She did her graduate work on older adult hearing loss and music therapy.

Lindsey is a native of Fort Collins, Colorado. She earned her B.A. from Colorado State University and completed her internship in San Diego, California. She worked for West Music Company in Iowa and went on to earn her M.A. and Ph.D. from the University of Iowa. Lindsey lives in Wellington, Colorado, with her husband, Kyle. She loves to read, garden and write.

LANA BEAUDOIN



Lana Beaudoin, FT, Cadillac, Michigan, wrote "I Wasn't Even Looking: a love story," a beautiful story of romance that evolves into a deep and abiding

love. Two people met on the internet and shared months of emails without a voice or picture to guide them. It takes the reader from the very first email to marriage four years later.

Lana is retired and lives in northern Michigan with her husband, Greg. Together they have five children and six grandchildren. Lana is retired from Michigan Public Schools as a teacher and principal after 17 years. She finished her career working for a national educational company as the national manager of support services targeting low-functioning students from around the country. She is a long time P.E.O. member and a first time author.

DONA BONE



Dona Bone, AA, Evansville, Indiana, is the author of "Home Front Heroes: How Women & Children Helped Win WWII." This book is a

pictorial look at the role women and children played in helping to win WWII on the home front in industry, community service, rationing, buying war bonds and at school as well as in the military to keep the support going so our soldiers could win WWII.

Dona has a B.S. degree from the University of Southern Indiana in marketing and is retired from Bristol-Myers Squibb after 41 years of service. She is also an Advisory Board Member for the Evansville Wartime Museum which highlights the events that took place in Evansville, Indiana, during WWII.

DEB STRADT



Deb Stradt, G, Fort Collins, Colorado, wrote a nonfiction children's picture book called "Puddy Cat," a true story about a little girl who loves

cats and wonders if she will ever be able to have her own cat. After many years, Puddy could not be kept by his original owners. They were thrilled that their next door neighbor, Lindsey, would be able to keep Puddy, after she had taken care of him many times when they were away. Puddy Cat arrived in a box that Christmas and lived with Lindsey and her family for the rest of his life (another 12 years.)

JAN REA JOHNSON



Jan Rea Johnson, FE, Brownsmead, Oregon, wrote "I Will Enter His Gates: A Walk with God." At 36, Jan's husband, Howard Rea, was searching

for what God had in mind for him. What he never expected was that the answer to his prayer lay in the diagnosis of a brain tumor that would leave him paralyzed. "I Will Enter His Gates" wrestles with the timeless question, "Why is God allowing this to happen?" Jan takes you through the memoir of their lives, allowing you to travel along with Howard as you read his intimate, spiritual journal. Jan wrote the book for those who are experiencing personal crisis or chronic illness, those making the uphill battle of uncertainty, those facing death or looking for answers from God. Her hope is that her memoir will give strength to the weary, hope for the moment and salvation to those who seek it.

Jan lives with her husband, Ed, in Brownsmead, Oregon, near the Columbia River, on a blueberry and Christmas tree farm. They raised 10 children, hosted five exchange students and have sponsored 21 children through Unbound.org. Jan is a retired elementary teacher and drama director. She is active in her church, sews, knits, gardens and volunteers in the community.

MARY POMEROY



Mary Pomeroy, EB, Rio Verde, Arizona, wrote "A Woman for all Women," a memoir of her life and her sharing of extensive travels to over 200 countries over

the span of 40 years. In 1967 Mary was one of the three founders of a non-profit, non-political organization, The Delegation for Friendship Among Women, which promotes economic and social empowerment of women around the world. The book embodies Mary's extraordinary experiences in many countries, where she created lasting friendships along with meeting many well-known dignitaries. The book is a journey of cooperation, perseverance and ultimately how friendship and kindness are what really matter.

Mary has been a P.E.O. for 33 years. She grew up on a farm near Charlevoix, Michigan, later attending Michigan State University and then Colorado State University. After teaching physical education at both the high school and college level (where she met her future spouse), she and her husband settled in Saint Paul, Minnesota, raising three children while he took over the family veterinary hospital/clinic. In Saint Paul she had leadership roles in many areas, including education, community and government. She is an avid reader, has a deep love of history and has a continual thirst for knowledge.

PATRICIA A. WELKER



Patricia A. Welker, Cl, Wichita, Kansas, wrote "Seeking to Become Whole: Creating a Transformed Church for ALL the Children of

God," which approaches the issue of marginalized persons—the other—by interpreting Jesus's parables in the context of progressive Christianity to create a church of love and justice for all God's children.

White people in America enjoy privilege just by being born. The other—the nonwhite, homosexuals, poor, prisoners, enemies, women and those of other religions are not like "us." Jesus's parables and teachings form the heart of our understanding about how we treat the other. Jesus's parables spoke to the everyday problems of his society. Modern day parables speak to today's problems, and Jesus's teachings guide us to dig deeply for the message he conveys.

Patricia is a retired public school teacher and former instructor at the University of Nebraska in Omaha, Nebraska. A writer of history and theology, she teaches adult progressive Christianity classes. She graduated with honors from the University of Arkansas, attended Princeton Theological Seminary and holds a master's degree in history from the University of Nebraska at Omaha.

SUSIE KRAMER



Susie Kramer, AA, Idaho Falls, Idaho, wrote "Desmond Goes to Heaven," a book about the loss of grandson's dog,

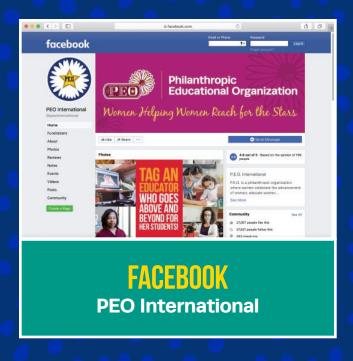
Desmond, and her own dog, Duke.
Susie was initiated into Chapter
G, Oakridge, Tennessee, in 1998.
She has had a life filled with varied experiences—from flight attendant and talk show host in Redding,
California, to student, returning to school at 40, partly on a P.E.O. scholarship. She then began a successful career in interior design.

P

PLEASE NOTE:

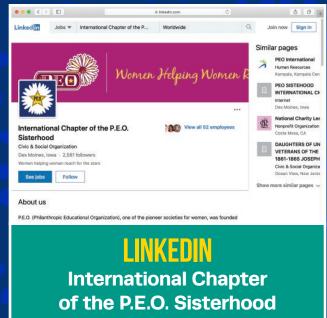
Author submissions received after April 1, 2020, will be published in The Record in a new format that will include only the name of the author, her chapter information and the name of her book.

Connect with P.E.O. International ON SOCIAL MEDIA









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 me made to the advertising chapter, not to an individual. No commercial website addresses are to be included in any Fundraising Marketplace advertising copy. Fundraising Marketplace advertising copy may contain a non-commercial website address. This would typically be the chapter website. These websites may not contain any items with the P.E.O. emblem (unless granted permission by the Executive Board per IOLC), political or religious items, or items that the chapter has not purchased outright.

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

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

Questions and Submissions:

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

10

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

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

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

Grave marker or garden ornament

6" brass star on 24" rod. \$50 ppd. Also avail w/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.

O 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@thecshop.com.

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

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

P.E.O. calendar reminder stickers

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

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

3" walnut pin box Handmade with gold star. Will hold pin back. \$30 ppd. Ch. AL, c/o Trine, 82825 559 Ave, Madison, NE 68748.

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

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

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

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

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

info, email j_sue_pritchett@yahoo.com.

Description 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.

FUNDRAISING | marketplace

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,

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.

O 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.

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

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

The original magnetic namebadge/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.

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

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

Magnetic marguerite pin holder 1.5" daisy – white petals with yellow center. Holds emblem. No more pinholes in your clothes! \$8, plus \$4 postage for 1-5 holders. Ch. GD, c/o Gudrun Gegner, 3040 Pawnee Dr,

Bremerton, WA 98310. 360-373-3611 or cell 360-286-7130.

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

Quilted crossbody bag in a variety of fabrics. Ch. 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, vellow 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 Ishooker@aol.com.

Magnetic daisy pin back \$9. Twoinch 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.k.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 IOT 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.

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

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

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

Kitchen towels Daisy on yellow polka dot; Daisy patch on white; Projects on yellow. Specify design/color. 20" x 28", all cotton. \$12/each ppd. Ch. FL/OK, c/o Joan P, 15604 Acacia Rd, Oklahoma City, OK 73170. kt4s@yahoo.com.

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

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.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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 Zogimann, 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.

FUNDRAISING | marketplace

Color P.E.O. beautiful program

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

- Daisy notecards Original watercolor artwork on folded notecards made with heavy cardstock (4.25" x 5.5"). \$12 ppd for pack of 5 with envelopes. Checks to Ch. NE, c/o Eileen Wargo, 1428 Royal St. George Dr, Naperville, IL 60563.
- Sisters of love blanket Originally-designed, beautiful blanket. \$50, plus shipping. Ch. AO/MD. Contact Nicole Ryan at 443-235-1825 or nhastings325@gmail.com.
- eye-catching magnet designed by one of our sisters. Durable vinyl finish. \$8 ppd. Checks payable to Ch. ES, c/o Patty Dahm, 1841 N. Red Cliff, Mesa AZ 85207. nanapatty4@yahoo.com.
- Margaret Parker's greeting cards A set of 8 watercolor reproductions, 4.5" x 5.5", for \$10. Contact Ch. BK, Doris Larson at sanctuary3@mac.com.
- P.E.O. 3" x 6" logo window clings and stickers Printed in yellow on clear vinyl. Stickers have adhesive backings. Clings of static vinyl can be displayed on any glass surface. \$5/each or 3/\$12 ppd. Ch. EM. Email peoemmi@gmail.com for order form.
- Yearbook template Includes images & logos \$20. Ch. AG. cparkman.peo@gmail.com.
- Custom P.E.O. scarves Exclusively designed fabric, magnetic closure, black, white or navy. \$25, plus \$3 S&H. Checks to Ch. AE, c/o K. Navarro, 6300 Fiesta Ct, Lorain, OH, 44053. chapteraesisters@gmail.com.

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

- Cakes for Cottey Cakes for any occasion baked for your Cottey student or suite! \$20, payable to Ch. DW/MO. For more information, call or text Nora at 417–667–1625 or e-mail nquitno@gmail.com.
- Daisy Swedish dish cloth and scrubby Enjoy this lovely and very practical hostess gift. Contains one Swedish dish cloth and one handmade scrubby pad. \$8, includes shipping. Ch. FS. peosdefranco@gmail.com.

Your chapter letters logo Show your spirit and unity with this easy, iron-on personalized logo for shirts, jackets, pillows, etc. Unique design, 2.5" high x 2" wide. Choose black or white. Makes a great gift. \$10/each ppd to Ch. Z. Ships within 2-3 weeks. Contact Nancy at 801-361-9549 or nswebster62@gmail.com.

P.E.O. handcrafted fine jewelry

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

- **P.E.O. mousepads** Royal mousepad with white daisy. \$13 ppd. Personalize with chapter letters for \$2 more. Checks to Ch. GN, c/o Lynne Smith, 381 S Evergreen Ln, Wichita, KS 67209. 316–640–6291 or Ismith@uslogo.net.
- P.E.O. "wild woman" pin \$20 + \$5 S&H. Ch. I. Email atonear@gmail.com for info.
- Garden flag "Welcome" flag with an artful star in the center of a large daisy. 100% polyester, printed on one side, stand not included, 12" x 18", \$15 ppd. Ch. FL/OK, c/o R. VanPool, 2649 SW 96th St, Oklahoma City, OK 73159. gf4s@yahoo.com.
- **Equipoise tote** 16" x 14" x 3" Black polyester canvas with yellow text and seven petal white daisy as dot in first "i." \$25 ppd U.S. Ch. AZ, c/o Carolyn Scott, 24 Meandering Way, Round Rock, TX 78664. carolyn@ask-scott.com.
- P.E.O. ceramic ornament 2.75". Smooth, ceramic, two-sided. \$25, includes S&H and gift box. Checks payable to Ch. CN, c/o Hope Strohm, 1216 Maple St, Bethlehem, PA 18018. For more: hopah36@gmail.com.
- Daisy or star bracelet US artist creates with stainless steel and glass charm. \$29 ppd. Ch. EE, c/o Mary Kerr, 1019 Linden St, Morton, IL 61550. patchescmusa@aol.com.
- Sisterhood travel carry-all Perfect for your iPad with a wonderful P.E.O. message. \$28 USD, includes shipping. To order, email Ch. B/BC at chapterb_bc@shaw.ca.
- Newsletter template Includes images/logos, \$10. Cparkman.peo@gmail.com. Ch. AG/GA
- P.E.O. vinyl banner 5' x 2'. \$55 ppd. Ch. O/NH. For more information, contact robertac1202@gmail.com or 603–744–5110.

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

Pewter or black satin star

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

Paper linen napkins and guest

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

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

Magnetic star or daisy emblem holder 2.5" white star with yellow outline or white daisy with yellow center. \$10 ppd.

or white daisy with yellow center. \$10 ppd.
Contact Ch. PE/IA, Diedra Betzen at
deebetzen@yahoo.com for more information.

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

Treasured reminders of P.E.O.

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

Car coasters Thirsty tough porcelain. \$13.50 ppd/pair. Ch. Al, c/o Reine Patterson, Unit 605, 801 Yale Ave, Swarthmore, PA 19081. 610–566–3757. **Texas wildflower seeds** for a little piece of Texas in your state! Plant them in fields and meadows, in your yard, in window boxes! Packets of mixed seeds cover 25 sq. ft. NO fillers. Give as hostess gifts, enclose in greeting cards, add to garden gift baskets, tie on a wrapped gift. Packets: 1 for \$3 or 4 for \$10. Ch. IC, Sandy Norton, 222 Clubhouse Dr, Lakeway, TX 78734.

Custom P.E.O. signs artwork

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

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

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.



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. Cl/NC at peo.education. funding@gmail.com to order.

Star Samplings cookbook

Reprinted by popular demand, boasts over 500 scrumptious recipes gathered from the best cooks! A terrific gift with wipe-off cover, 3-ring binder, dividers, index and more. \$20 ppd. Checks to Ch. HZ, 1503 Willowview St, Longview, TX 75604.



The Colorado P.E.O. Chapter

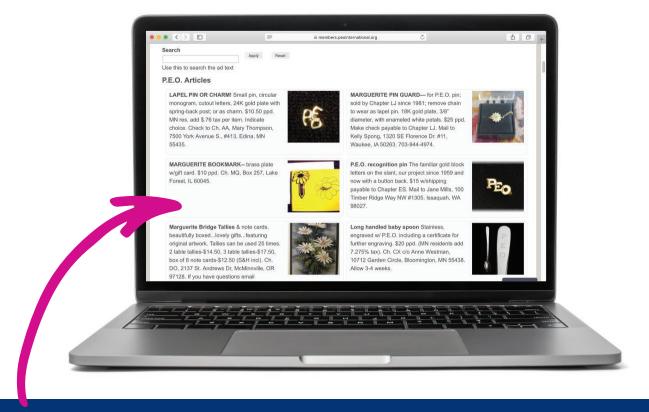
House provides a close-knit independent living community in Colorado Springs, CO. Situated on 8 beautiful wooded acres, this is the perfect location for someone who wants less indoor space, meals provided, and activities nearby. Email colopeo@msn.com for more information.

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

PEO'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 113,000 women*** pursue educational goals by providing **over \$366 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 \$221 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. and Canada. Has provided \$42.1 million in scholarships.*



P.E.O. PROGRAM FOR CONTINUING EDUCATION (PCE) Established in 1973 to provide need-based grants to women in the U.S. and Canada whose education has been interrupted and who find it necessary to return to school to support themselves and/or their families. Has given \$62.4 million in grants.*



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



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



COTTEY COLLEGE A nationally ranked, fully accredited, independent, liberal arts/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.



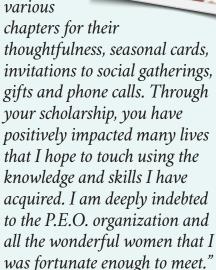
THE P.E.O. FOUNDATION is a nonprofit corporation established in 1961 to encourage tax-deductible giving to the educational and charitable projects of the P.E.O. Sisterhood. It is a service to the Sisterhood.

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 2020



"In addition to the financial support, I am deeply grateful for the support from the various



-JANET KAGODA
P.E.O. INTERNATIONAL PEACE
SCHOLARSHIP RECIPIENT

.

"There are many reasons to love the P.E.O. Sisterhood, but one of the greatest is knowing that we have loving, caring sisters in every state who are eager and willing to help out whenever needed. I am proud to be a part of such a wonderful organization!"

–CANDY CLOUGH EP-NL, STORM LAKE, IOWA



Prospective Candidates for the Office of **Recording Secretary** of International Chapter

Forms for submitting a name for the office of recording secretary on the Executive Board of International Chapter were emailed to presidents of s/p/d chapters on September 3. The forms are to be returned to the chairman of the Nominating Committee of International Chapter by February 1, 2021. Refer to the Constitution, Part I, Article V – Nominations and Elections, for more information.



When working with educational institutions to identify project applicants for P.E.O. Educational Loan Fund, P.E.O. Program for Continuing Education, P.E.O. Scholar Awards and P.E.O. STAR Scholarship, be aware all nominations must be handled through local chapters. Educational institutions are not allowed to pre-screen students or to participate in the loan, grant, award or scholarship nomination process for P.E.O. projects. P.E.O. information is not to be reproduced on school websites, other than Cottey College. A link to peointernational.org/projects may be provided on educational websites to redirect potential applicants and to ensure current information is shared.



The Directory of Presidents Local Chapter Listing, located on the P.E.O. Member website, has been updated to indicate if a chapter meets during the day (D), night (N) or weekend (W). Local chapter presidents may contact the P.E.O. Membership Department to request an update to their listing by emailing membership@peodsm.org.

Time to Pay Dues

Local chapter dues are payable February 1 for 2021-2022. If you are going to be out of town and unable to attend meetings, please remember to pay early or mail your check to your local chapter treasurer.

Although dues are not considered delinguent until March 1, as a courtesy to the treasurer, please pay them as soon as possible. This will ensure all annual reports are filed by the local chapter officers in a timely manner and you continue to be counted as an active member of P.E.O. If you need help with financing your dues, please speak privately with your chapter president or treasurer. Every member is a very important P.E.O. and we strive as a Sisterhood to have no new inactive members!

Pay Dues by Credit Card

Chapters may choose to use a debit/credit card reader (Square, Roam pay, Pay anywhere, etc.) as described in the policy in Instruction to Officers of Local Chapter, to accept payment for:

- Dues
- Fundraisers
- · Non-tax deductible donations to chapters (for tax deductible donations, please refer to Treasurer section of IOLC, page 3 of 6)

The debit/credit card reader must be linked directly to the chapter's bank account. At the chapter's discretion, transaction fees associated with this service may be paid by chapter funds or added to the charges processed for the card holder. A local chapter may not have a chapter credit card to make payments, but only a reader to accept payments.



Honor our Founders on January 21

Wear your pin and share the P.E.O. story! Think of

ways small groups of chapter members can be visible in your community and take time in your chapter to remember the seven Founders. Refer to the P.E.O. Brand Tool Kit on how to answer "what is P.E.O.?"

The P.E.O. Sisterhood was founded January 21, 1869, at Iowa Wesleyan College, Mount Pleasant Iowa, by Mary Allen (Stafford), 1848-1927; Ella Stewart, 1848-1894; Alice Bird (Babb) 1850-1926; Hattie Briggs (Bousquet), 1849-1877; Franc Roads (Elliott), 1852-1924; Alice Virginia Coffin, 1848-1888; Suela Pearson (Penfield) 1851-1920.

Members may also find information regarding the Founders on the P.E.O. member website by visiting http:// members.peointernational.org/ founders. Biographical information, images and recipes can be located here.



"We Who are Sisters" **Book for Holiday Gifts**

Sisters" book for a chapter sister, family or friend as a gift this holiday season. Inside, you will find more than 300 photos that illustrate the history of our Sisterhood's growth and evolution, the history of our educational philanthropies and a segment from each state, province and district. Books may be purchased through the P.E.O. Supply Department Online Ordering.

Puerto Rico - San Juan Potential New Chapter

If you have a friend or relative in San Juan, Puerto Rico who would be interested in P.E.O., please send her contact information to Alix Smith, Organizer, asmith@peodsm.org or en español, frannessen@aol.com.

You've Got Mail—Ensure you are receiving P.E.O. communications via email and The P.E.O. Record!

To receive important communications from P.E.O. International via email, phone and even The P.E.O. Record, be sure your contact information is up-to-date. If you have moved recently or have a new phone number or email address, be sure to update it online on this page https://members.peointernational.org/membership/update-your-information.

If you have updated your contact information within your local chapter, please submit it via the link above or ask your chapter corresponding secretary to complete a Change in Membership Form to ensure P.E.O. International has the most up-to-date information. As a reminder, we do not sell or share our member contact information and it is stored and protected in the P.E.O. membership database. *



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.)

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	

5,214

Number of STAR Scholarships awarded*

Number of STAR **Constellation Chapters**



\$13,035,000

Value of scholarships awarded*

Lump sum contribution to be designated as a **Constellation Chapter**

JANUARY 31, 2021

Date money is due to be recognized as a STAR **Constellation Chapter**

\$2,500

Amount of each STAR Scholarship

153

Number of Named STAR Scholarships**

Number of **Endowed** STAR Scholarships**

Number of STAR Scholarship recipients initiated into P.E.O. chapters*

DECEMBER 1, 2020

Date money is due to Executive Office to provide a **Named** or Endowed STAR Scholarship

\$2,500

STAR Scholarship Named and Endowed award amount

DID YOU KNOW...
STAR SCHOLARSHIP FACTS



*Since 2009 **Since 2011