

THE P.E.O. RECORD

Philanthropic Educational Organization

NOVEMBER / DECEMBER 2021

Patricia L. Brolin-Ribi

Installed as International President

Complete Convention Report

- ★ Voting results
- ★ Speeches
- ★ Recap of events



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your LETTERS

Little Free Libraries—P.E.O. Style!



I have recently repainted my Little Free Library to blend with our P.E.O. theme! My passion for literacy and easy access to books makes me love this part of my life. I have themed months for my books, dog treats, bookmarks, COVID help sheets and face masks all for people to enjoy. I live on a large hill and even have a lot of usage of my library in the snowy and icy Wisconsin winters! Even small displays of friendship can make an impact on our community.

– **Tina Aldrich, CK, Janesville, Wisconsin**



My family and I have summered at Lake Marion, Richville, Minnesota, since 1963. In 1968 we built a home there. Imagine my joyful surprise at finding this Little Library at the only store in Richville, population 89! I just wanted to share with P.E.O. We are everywhere!

– **Helen Greer Cox, EO, Springfield, Illinois**

A Big Thank You for P.E.O. Office Tours

To all those who that lead our P.E.O. Executive Office tours, especially for the walk-in tours—congratulations and thank you! Recently a tour that came was two ladies who are not members, but they came to learn about their great-grandma who was a member for 44 years in Clarinda, Iowa. Their great-grandmother, Lillian, was born in 1869, the year P.E.O. was founded, and she passed away in 1943. These ladies flew to Iowa to find all the things connected to their great-grandparents—including houses, cemeteries and the P.E.O. Executive Office!

As they left, one of the great-granddaughters made a \$500 donation to the undesignated fund of the P.E.O. Foundation. People love having a tour and are so excited that they get to have one! So keep up all your efforts!

– **Janet Tracy, receptionist, International Chapter of the P.E.O. Sisterhood, Chapter OR, Norwalk, Iowa**

Our Tantalizing Traveling Pants

What do you do when you buy some darling black and cream daisy palazzo pants that are one size fits all? Share them with your sisters, of course! They were much too cute and fun to keep only in my closet so I had to somehow spread the wealth! Hence, The Sisterhood of the Traveling Pants began. I found a journal to record our pant adventures. One sister wore them skiing in Aspen, another sister wore them at yoga in Santa Fe, and many have worn them to special events in the Denver area. North Dakota, Kansas, Tennessee, California, Iowa (International Convention, too!) have also been destinations on the pants' journey. These pants have now traveled extensively throughout the world, including Argentina, Norway, Scotland, Australia and New Zealand. Our sisters do like to travel and traveling with your sisters' pants make it all the better! 2020 slowed the traveling but with a bit of respite, these pants are raring to continue their travels. We all love P.E.O. so advertising our Sisterhood with palazzo pants is just another way of spreading our glorious daisies to all! – **Sue Queen, HE, Evergreen, Colorado**

Pursuing a New Passion Later in Life



When my youngest son went off to college I took Photography 1 at Cuyahoga Community College. I discovered a passion at the age of 56 and decided

to go for the photography degree. I cannot express how supportive my sisters were during this four-year adventure. They were my biggest cheerleaders as well as my favorite models. I struggled with Photoshop and had hard drives fail but my sisters kept cheering me on. I graduated in December at the age of 60 and was by far the oldest student in the program. *It is never too late to go after your passion.*

– **Leslie Nutt, ET, Hudson, Ohio**



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

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

Inclusion & Belonging in P.E.O.

AS WE BEGIN A NEW BIENNIUM, WE RENEW OUR EFFORTS TO FURTHER P.E.O.'S TWO

FOUNDATIONAL ASPECTS: loving concern for our sisters and our mission of supporting women to pursue their educational goals through our philanthropic projects.

An important component of loving concern, and one to which we are called by our Objects and Aims, is ensuring our current and future members feel a sense of belonging in our Sisterhood. International Chapter will continue working for membership inclusivity for women with a desire to join P.E.O. who acknowledge a belief in God, regardless of their race, ethnicity, religious affiliation, national origin, sexual orientation, age or abilities.

We need to be thoughtful of our current sisters as we welcome new members in the true spirit of P.E.O. Our support for diversity, equity, inclusion and belonging is not about telling members what to think, and we are not asking anyone to change their belief system. Instead, we want to emphasize loving acceptance where current and future sisters equally feel they have a place in our Sisterhood.

International Chapter will continue to provide resources for local chapters, offer materials to help us all learn, include the voices of our members and communicate efforts made. This endeavor will benefit our members, strengthen membership within our chapters and enrich our Sisterhood. ★

by the Executive Board of International Chapter

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Raise the Bar to the Stars

President's Acceptance Remarks at Convention of International Chapter, September 25, 2021



by Patricia L. Brolin-Ribi,
President, International
Chapter

I am deeply honored to have been elected to serve our P.E.O. Sisterhood as president of International Chapter and to undertake this responsibility as a part of a team alongside Cathy, Alix, Kay and Jennifer. I look forward to working and collaborating with these wonderful women, as well as the International Chapter leadership team and staff at the executive office and **all** P.E.O. members across the U.S., Canada and around the globe! So it is with respect and heartfelt gratitude to all of you that I assume the duties as president and promise to do my best for International Chapter.

Years ago, when my mother, Carra, was installed as Montana State president, I gave her a verse. At the time, I was a brand new P.E.O., and did not know it then, but I would lean on these words throughout my P.E.O. journey. This verse is from a poem by Louisa May Alcott, which I modified a bit to fit P.E.O. "Far Away, up in the stars, are my highest aspirations. I may not reach them, but I can look up, see their beauty, believe in them, and try to follow where they may lead."

Sisters, we are living in momentous and challenging times—not just for P.E.O.—but for all of society. With those challenges come difficulty and opportunity. We need only reflect on the biennium we've just concluded and what we have learned from the COVID-19 pandemic to see the steps we have taken to move P.E.O. forward during a time when we couldn't be together in person as much as we would have liked. We owe great thanks to our volunteer leaders and members at all levels of our Sisterhood for your resilience, willingness to learn and adapt to new procedures and technology, finding creative ways to engage and take care of each other, and your ability to continue the important work of supporting our project recipients. It has been an amazing journey. I want to especially thank Brenda. We all appreciated her leadership during a time



that demanded more from our members than we could ever have imagined.

For our sisters and loved ones who suffered losses and all who continue to deal with residual matters, we share our heartfelt support and loving concern. We may not be able to mend broken hearts or resolve difficult issues, but we certainly can and do offer our P.E.O. love.

Now, as we turn the page and look ahead to P.E.O. in a new biennium...what can we anticipate? And what do we hope to achieve? Well, that is the \$64,000 question, isn't it? Because one sister's vision may vary greatly from another's—or—maybe not...We must remember that while there may be some issues about which we don't agree and that tend to divide us, we definitely have far more in common that brings us together—including our love for P.E.O., our special bonds with our sisters that enhance our lives and pride in the impact we make for our project recipients, their families and communities. And that is where the bigger picture of P.E.O. comes into play. Because we cannot afford to lose sight of or be distracted from the two foundational aspects of P.E.O. that have never changed: First, our mission of supporting women to pursue their educational goals through our projects. And second, our hallmark loving concern for our sisters and those bonds that lift us up.

If we are to move P.E.O. forward and assure that we continue to be a viable and significant organization that has relevance in tomorrow's world, then we need to concentrate on those two foundational tenets of P.E.O. This requires an ongoing effort and collaboration by all of us at all levels of our Sisterhood. We can move forward only when our local chapter members are engaged and enthusiastic to do so. To that end, it is only fair to acknowledge that we must keep pace with the times and the world in which we now live. To remain meaningful for today's and tomorrow's sisters, we must continue to adapt.

While I stress the need to adapt, I'd be remiss if I did not equally acknowledge the concern voiced by special P.E.O.s such as my mother. She taught me, "In everything you do in P.E.O., the overriding consideration must be sisterly love and concern." We spent long hours talking about changes facing P.E.O. And quite frankly, she was concerned because she did not want P.E.O. to become "just another organization." I hear that sentiment echoed by other sisters.

I respect and honor that concern and respond by urging that we will maintain what is special about P.E.O. and what sets us apart as a sisterhood if we adhere to those two foundational aspects. One, we must continue our mission of supporting women to pursue their educational goals through our International projects of ELF, Cotter, IPS, PCE, Scholar Awards and STAR; and two, we must especially continue to express the loving concern for our sisters that is the hallmark of P.E.O. If we are willing to focus on those aspects, and work together for them, then P.E.O. could never become just another organization. But we will continue to thrive and be a crucial part of our sisters' lives and a dynamic force for the women we help.

As you can imagine, it is not enough to just say those words. We must continually work toward those goals. Together we do that through Chapter Vitality and Philanthropic Vitality. When we have healthy chapters, our members want to attend meetings, they want to take offices, and they want to find project recipients. But most important, they want to share P.E.O. with others and invite wonderful women to become sisters. When we are proud of something, we want to share it. So know that it is OK to tell others, because we want them to know about the impact P.E.O. makes for women pursuing their educational goals and how much of a difference our bond of sisterly love and concern make for each other.

One of my favorite adages when encouraging local chapters to initiate members and organize chapters is that P.E.O. is just too good to keep to ourselves! There are wonderful and deserving women out there who are P.E.O.s—they just don't know it yet! Equally important is the absolute need to nurture our current sisters. We don't want to lose our non-participating sisters to inactive status and there is a special risk of losing initiates before they can experience what it truly means to be a P.E.O. So please do whatever you can to involve them in your chapter's life and do so enthusiastically.

Another crucial aspect of loving concern is to make sure our current and future sisters feel they belong.

We do that by taking additional steps toward inclusivity for all women who acknowledge a belief in God, regardless of their religious affiliation, and no matter their race,

continued on page 6...

continued from page 5...

ethnicity, national origin, sexual orientation, age and abilities. A benefit of sharing the gift of P.E.O. with a wider group of women is that these sisters broaden our chapters and bring new perspectives and talents that make us stronger.

To that end, I acknowledge the work done last biennium by both the Special Committee on the Culture of Inclusiveness in P.E.O. and by International Chapter. You have heard about those efforts throughout convention, which have only been an initial step. As with any endeavor, there are more steps to be taken. The executive board recognizes this is not an easy or comfortable path, and we may move too slowly or too quickly for some sisters. But no matter the pace, we must continue to be thoughtful of our current sisters and also welcome new members to P.E.O. in ways that include everyone with our loving concern and allows them to truly belong. International Chapter plans to work toward that through a concerted effort, including resources for our chapters, materials to help us all learn and grow, facilitating discussions, and I hope to appoint a committee to continue this work. It is important for the future of P.E.O. and we will move forward, with updates to be provided.

As we focus on the bigger picture of P.E.O. and what a special organization we have and what a precious gift we share, we realize it takes work on all our parts. That sentiment was expressed so well by Joyce Goff, past president of International Chapter, when she said, "P.E.O. is not a spectator sport." Every single one of our P.E.O. sisters is crucial to the well-being and vitality of her own chapter and our Sisterhood as a whole. Make no mistake that each of you is as important to this sisterhood as our seven Founders. Because every effort a single P.E.O. makes grows exponentially—so that before we know it, by all working together, we've made a huge impact.

With all this in mind as we move forward, it is with the clear recognition that "P.E.O.s Always Raise the Bar to the Stars." I'll admit the phrase evokes different images. For me, "Raise the Bar" conjures an inspiring image. I used it when I was president of Idaho State Chapter and it remains pertinent these 15 years later... because it is positive, it calls us to action and to a higher level of integrity and values, and it reinforces what P.E.O.s already do so well. This is truly nothing new. Again and again in the history of P.E.O. we've seen examples of sisters Raising the Bar. Our Founders certainly Raised the Bar in their day by seeking the "general improvement of women." Then over generations and through foresight, P.E.O.s Raised the Bar to establish each of our projects. And now Raising the Bar is what each of you continues to do to this day.

Raising the Bar renews my faith and gives me hope. In addition to our five virtues of faith, love, purity, justice and truth—P.E.O.s also strive toward integrity, tolerance, honor, kindness, respect and encouragement for others, compassion, and most important, self-improvement. Those are not outdated qualities or attributes. They are still important and they are fundamental to P.E.O. We incorporate into our everyday lives the qualities of hard work, graciousness, optimism, helping others and ethical decision making. That all contributes to Raising the Bar.

While these virtues are simple to follow when a decision is clear-cut, it is when we are faced with a difficult situation and there is no easy answer that it becomes harder to do the right thing and more tempting to stray from these positive attributes. In those instances, P.E.O.s impress me when they choose not to take the easy way out. Tough decisions require principles and strength. P.E.O.s know what is the right thing to do. As difficult as it may seem in a tough situation, it is crucial to not allow others to tempt

P.E.O.s Always
Raise the Bar to the Stars



us to a lower standard—just because they offer an easy solution. We must have the courage of our convictions even if that means taking a position that is unpopular. That is Raising the Bar, as well.

Our Objects and Aims call us to that higher level of integrity: every passage of our Objects and Aims offers valuable guidance by which to live and each one inspires me to want to do better. We are to “seek growth in charity toward all with whom we associate,” and we are to aim at “temperance in opinions, speech and habits...” and possibly the most important is that we are to have “...a sincere regard for our influence in the community, a careful consideration of feeling when speaking, and determination to do all we can, at all times, and under all circumstances, to express a loving concern for each sister.” Whether we realize it or not, P.E.O.s are leaders by example and we do Raise the Bar. Whether as a small business owner, teacher, stay-at-home mom, volunteer, health care provider, mayor or CEO—each one of you Raises the Bar in your own way.

We all recognize there is anxiety, sadness and tension in our world right now. Those emotions are understandable and real and we must not dismiss or discount them. That same grace is needed when issues or conversations in P.E.O. make us uncomfortable. For P.E.O.s, that includes topics such as amendments, procedures or even the appropriate path forward. In these unprecedented times, we must acknowledge that not all sisters will agree. But as P.E.O.s, we are fortunate to have our Object and Aims to guide us to keep communications and interactions of all types civil and respectful even if our views differ from those of our sisters.

We have both the opportunity and the ability to forge a renewed path. You’ll notice I did not say “new” path. We simply need to recommit to our mission of supporting our projects and our loving concern for each other. By focusing on the benefits P.E.O. brings to our members’ lives, together P.E.O.s Always Raise the Bar to the Stars.

I look forward to hearing how each of you and your chapters are Raising the Bar to the Stars because together, we can and do make a difference for our world.

Thank you★



“In addition to our five virtues of faith, love, purity, justice and truth—P.E.O.s also strive toward integrity, tolerance, honor, kindness, respect and encouragement for others, compassion, and most important, self-improvement.”

Patricia L. Brolin-Ribi

Raise the Bar to the Stars



We extend grateful appreciation to these appointees and re-appointees who are serving on P.E.O.'s boards and committees

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Indiana State Chapter

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Fund Board of Trustees***

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Nominating Committee



Patti's journey as a P.E.O. began 44 years ago when she was initiated into her mother's chapter T, Anaconda. Her mom, Carra Brolin, was president of Montana State Chapter at the time and Patti had the honor of serving as a page at Carra's state convention the first year she was a P.E.O. Patti transferred to Chapter AF, Hamilton, Montana, her BIL's hometown, and has been a very proud member of Chapter AM, Hailey, Idaho, for the past 33 years! She also shared the gift of P.E.O. with her sister, Becki Archibald, a member of Chapter BT, Missoula, Montana.

Patti welcomed the opportunities afforded her in P.E.O. and served in local chapter offices, was the vice-chair of the 1993 Idaho State Convention and served on the Idaho State Cottey College Committee. In 2000 she was elected to the Executive Board of Idaho State Chapter and presided at the 2007 Idaho State Convention. It was special that Carra would serve as a page for Patti 29 years later! The fall of that year Patti was elected to a six-year term on the Board of Trustees of the P.E.O. Foundation, culminating as chair in 2011-2013.

Patti was elected to the Executive Board of International Chapter in 2013. During her eight years of service thus far she has had many wonderful and special duties including serving as the initial chair of the Ad Hoc Committee for the P.E.O. Leadership Development Initiative and as organizer for and presiding at the Convocation of Alaska State Chapter. Patti has had the honor of serving as International Representative at 38 state/provincial/district conventions. A big challenge, but also a rewarding journey, has been navigating the COVID-19 pandemic this biennium.

Meet Patricia L. Brolin-Ribi

International President, The P.E.O. Sisterhood

by Carol O'Loughlin, Chapter AM, Hailey, Idaho, and Barb Legge, Past President, South Dakota State Chapter

Newly installed International President, Patricia (Patti) L. Brolin-Ribi was born in Missoula and raised in Anaconda, Montana. She attended the University of Montana (UM) where she earned a bachelor's degree in interpersonal communications and a Juris Doctorate degree. At UM she was proud to be an Alpha Phi, Sweetheart of Sigma Chi, Sugar Bear and Student Ambassador. Patti practiced law in Montana and Idaho for 30 years and retired in 2015.

Patti feels blessed to have had two incredible BILs in her life. Her dad, Bill, always gave her wise advice and instilled in her the importance of volunteer service and giving back to one's community. Nils, her BIL for 42 years, and Patti were married in Saint Mark's Episcopal Church in Anaconda. He is truly the love of her life and is Patti's biggest fan and most devoted advocate. Nils has spent most of his adult life in the corporate world and is an avid photographer. He offers his photographic services to many nonprofits and his photos have been featured in numerous national publications.

Patti and Nils enjoy anything that has to do with the outdoors and past highlights include summiting Mount Rainier and earning advanced scuba diving certification. They cherish their time at their mountain cabin and enjoy travel. Patti and Nils love animals and still miss their beloved standard poodle, Bella. Patti continues to give back to her Idaho community volunteering for both the Sun Valley Music Festival and the Boulder Mountain Ski Tour.

In Patti's words, **"I am passionate about P.E.O., the loving concern we share with our sisters and the impact we make for women around the world through our philanthropic projects. I will be deeply honored to serve as president during the next biennium."** Patti and her leadership team will bring that passion to our Sisterhood. ★

State of the Sisterhood



by Brenda J. Atchison,
President of International
Chapter, 2019–2021



In any well-crafted plot line, we're taught to include a beginning, a middle and an end.

THE BEGINNING - Who are the characters and what is the setting?

THE MIDDLE - What is happening to the characters? What is the problem?

THE END - How did the characters solve the problem? Did the characters change or survive?

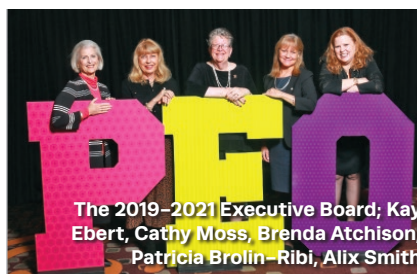
Reflecting on the biennium 2019–2021, this State of the Sisterhood started by dreaming big dreams and taking small steps. Overnight, this work of nonfiction was edited into a melodrama complete with heroines and a villain. Along the way, this plot line turned into an executive white paper on change management and process improvement.

This biennium started on Sunday, September 15, 2019. We had just concluded the 74th Convention of International Chapter. The Sesquicentennial celebration was complete with the publication of a new history book "We Who Are Sisters" and the creation of a new and shiny sculpture "Encircle" which was placed in front of our newly renovated executive office of International Chapter. Who can forget those amazing wire sculptures of the Original Seven, our Founders, moving among us during the convention celebration and now live at the executive office in Des Moines, Iowa.



Seven wire sculptures representing our Founders

At convention, our members celebrated the growth of "The 150 Fund" which was created in 2017 as a tangible, financial way for local chapters and individuals to honor P.E.O.'s past and show support for the future of our Sisterhood. By January 2020, 93 percent of all local chapters had contributed at least \$150 which was included in the total fund gifts of \$1,174,742.80.



The 2019–2021 Executive Board; Kay Ebert, Cathy Moss, Brenda Atchison, Patricia Brolin-Ribi, Alix Smith

The newly-minted Executive Board of International Chapter hit the ground running. Leadership team appointments had been made; the master calendar of all in-person meetings had been

approved and we launched the all-member survey, "Let's Talk!" We were ready for anything!

Our first big project was to shape a 10-year Strategic Plan for International Chapter. We rolled up our sleeves and met with a strategic planning and executive leadership professional.

We reflected on the past and the previous strategic plans. We reflected on the voices of our sisters, on past amendments and the strong and differing opinions we had heard in debates, letters, emails and conversations. We reflected on the history of our Sisterhood, built on a solid foundation of the Founders seeking out others to join. We reflected on the legacy of the builders, who contributed to our shared mission of women helping women.

We contemplated the future of P.E.O.: a future of tomorrow, 10 years and beyond. We dreamed big dreams and formalized big plans.

The 2019–2029 Strategic Plan for International Chapter and the P.E.O. Sisterhood was unveiled in November 2019. Its four key pillars directed our organization to:



Strengthen Chapter Vitality

P.E.O. thrives when local chapters reach for the stars



Promote Philanthropic Vitality

P.E.O. embraces our shared philanthropic mission



Champion the Advancement of Women

P.E.O. celebrates women helping women globally



Provide Innovative Shared Services

P.E.O. is committed to provide resources to support organizational efficiencies and growth

At the end of January 2020, the “Let’s Talk!” survey had been completed by 5,620 members. Data gurus within P.E.O. confirmed that the information gathered was a direct reflection of our membership and the survey’s outcomes were highlighted in a four-part special feature in The Record. Survey answers were divided into four categories: Strengths, Weaknesses, Opportunities and Threats (SWOT) and the top answer topics were included.

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

- The Bonds of Sisterhood, Friendships and Women Helping Women
- Our Philanthropy and shared mission

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

- Diversity was identified as our Number #1 weakness
- Limitations of our rules, regulations, and protocols followed by a lack of relevancy to younger generations

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

- Sharing the Bonds of Sisterhood, Friendships and Women Helping Women
- Sharing our Philanthropy and shared mission

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

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

Addressing the weaknesses of and threats to our Sisterhood became a priority for action for the executive board. The lack of diversity was identified in both areas and the Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O. was appointed. The executive board’s commitment to the future of our Sisterhood can be witnessed in the actions taken and proposed amendments to be considered at this Convention of International Chapter.

A very real threat is the erosion of the bonds of sisterhood, not just from outside our organization, but from within. I have seen the written attacks from sisters towards sisters in writing and on social media.

Words of ultimatum are used. “I’ll leave if,” “I’m leaving because,” “if you don’t vote no, I’m not...”

I am horrified that my P.E.O. Sisterhood is promoting Diversity Equity Inclusion, a very divisive, racist and Marxist/Communist agenda.

Who is paying you? Who is bribing you?

How sad that you are using your position as an International officer to betray the Sisterhood.

I will not watch you take an organization that my female family members thought so highly of and watch you destroy it out of arrogance and hypocrisy.

I’ve heard of accounts of my sisters being shunned, ostracized and alienated because of their race, religion and sexual orientation. The executive board has received personal attacks from a small percentage of our membership regarding the proposed amendments. These statements are beyond expressions of disagreement, they are outwardly racist, homophobic and are for many of our sisters, religious persecution—actions and words which have no place in our Sisterhood. I know the majority of the Sisterhood does not feel this way. I greatly appreciate our sisters’ open-minded approach to our organization’s evolution and how they exemplify behavior and language that is civil and in line with our virtues

Now back to our story...

No sooner had we completed the “Let’s Talk!” survey, when the plot line for this State of the Sisterhood was edited into a melodrama, complete with heroines and an evil villain.

My first call regarding a virus health concern with Kathy Soppe, then acting executive director, was on Saturday, February 29, 2020. Rebecca Bruce, our convention and special events manager, had spoken to Kathy about events that were being affected by new emerging health guidelines and government regulations and potential new rules that might affect our 2020 state, provincial and district chapter conventions.

Two days later, on Monday, March 2, 2020, the executive board held its first conference call about the virus’s possible effect on P.E.O. We consulted with our legal counsel, parliamentarian, leadership team boards and committees, and we made what we thought of at the time as radical decisions. Taking of the password was halted and we pushed off election and installation of local chapter officers. A memo was sent to all state, provincial, district and local chapter officers on Wednesday, March 4, 2020.

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By Monday, March 16, 2020, the executive board had made unprecedented decisions that all P.E.O. meetings and gatherings were to be shut down, including the 2020 state, provincial and district chapter conventions. Even during the 1918 influenza pandemic, meetings of local chapters were only occasionally shut down by local health authorities and none of the state chapter conventions were canceled.

The 2020 presidents of state, provincial and district chapters will forever be my heroines in this melodrama. These P.E.O. leaders put their sisters' health and welfare above their own by being gracious, loving and selfless; they exemplified the virtues of P.E.O.

History will show that the Executive Board of International Chapter made hundreds of decisions using our "War" Emergency Authority as outlined in the Constitution. The executive board continues to consult with lawyers, our parliamentarian, members of the leadership team, our executive team of professionals at the executive office in Des Moines, as well as sisters throughout Canada and the United States. For historical purposes, a complete report of these actions is included starting on page 69 of the convention program and will be included in the proceedings of this convention.



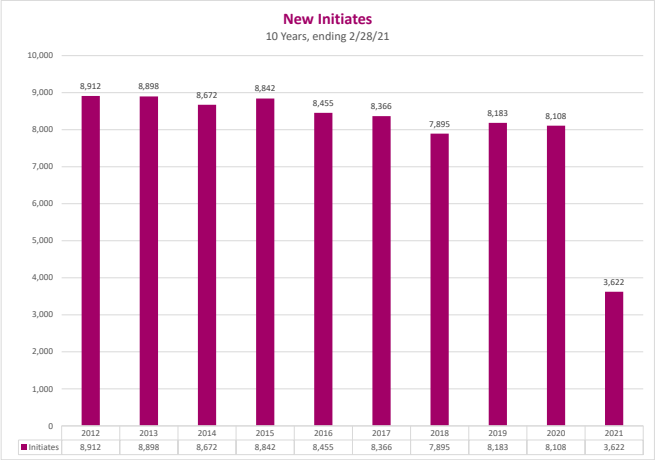
The Overarching Guidance and rules governing all P.E.O. meetings and gatherings were put in place by August 1, 2020. By September 1, 2020, regular business meetings were allowed for local chapters using three new modified formats of the Procedure for a P.E.O. Chapter Meeting, either in-person, virtual or hybrid meetings. Our organization's wide acceptance of virtual meeting platforms led us to new opportunities to continue the work of the Sisterhood.

In December 2020, the Executive Board approved that the 2021 Convention of International Chapter would be held using a virtual format. All convention contracts were renegotiated and moved to accommodate the 2029 Convention of International Chapter be held in Portland, Oregon, which our sisters in Oregon State Chapter graciously agreed to host.

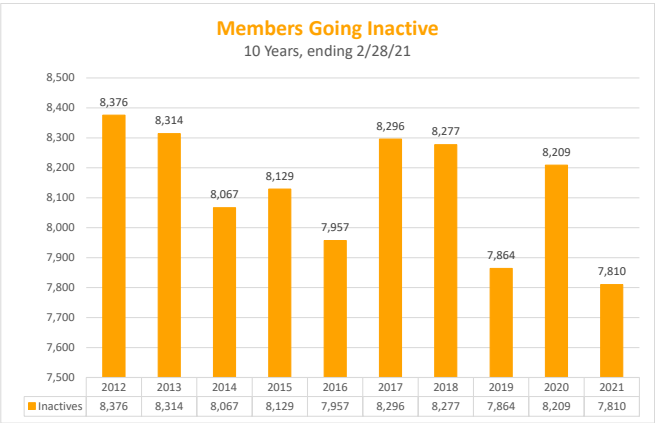
Reflecting guidelines and government regulations from the Centers for Disease Control (CDC) and the Public Health Agency of Canada, the 2021 state, provincial and district chapter conventions were held on a virtual platform. International Chapter provided a Virtual Convention Kit for all opening meetings, training and rehearsals as well as the technology needed for anonymous, secure and accurate voting.

On July 1, 2021, a revised Overarching Guidance took effect, gently lifting some restrictions, while turning our local chapters to their local health authority and government regulations for specific guidance. Our local chapters continue to focus on the health and safety of our sisters.

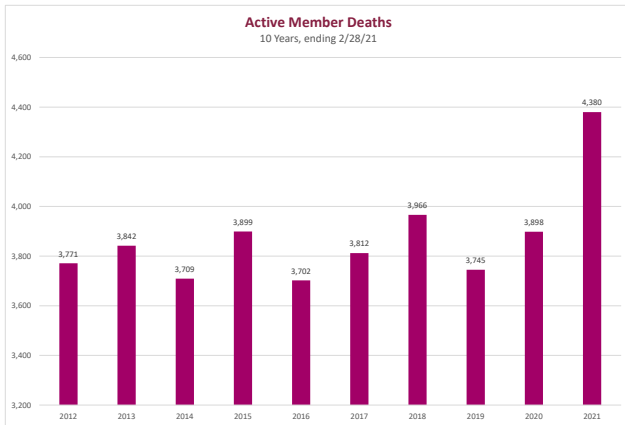
Due to the COVID-19 pandemic emergency, the P.E.O. Sisterhood continues to be governed using the executive board's emergency authority, which will stay in place until the Executive Board lifts all restrictions.



While all local chapter meetings were closed from March to September 2020, we gladly welcomed 3,622 initiates during the 2020-2021 membership year. Many of these sisters were initiated using the Initiation by Affirmation process and await the time following the pandemic when they will experience our beautiful in-person Ceremony of Initiation. Initiations this biennium were at a total of 11,730.



Members choosing inactive status has an eight-year average of almost 8,140 per year prior to the pandemic. This past year, that statistic dropped to the lowest number in the past decade of 7,810.



It is with sorrow that I remind us that the number of sisters entering Chapter Eternal rose this past year to the highest number this past decade. A complete membership report is provided starting on page 77 of the convention program.

The 2019–2029 Strategic Plan kept the executive board and executive office team focused during the pandemic's darkness. We checked in quarterly on the progress of initiatives and tactical completion of the biennium's strategic goals.

Inside our first strategic pillar, **Strengthen Chapter Vitality** are three overarching goals to emphasize every sister is a Very Important P.E.O. (VIP), organize new chapters in every state, provincial and district chapter and simplify local chapter procedures

The Chapter Vitality Coach program was launched in July 2020; a program designed and implemented by the membership and leadership development committees of International Chapter. State, provincial and district chapter leaders were trained on the program during the past two years.

On July 18, 2020, the Executive Board of International Chapter announced the establishment of an Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O. This committee was diverse in age, race, ethnicity, religion, sexual orientation, national origin, expertise with disabilities, years of membership in P.E.O. and regional locations within Canada and the United States. The committee has presented a required seminar for voting members at this convention and provided various resources for local chapters. The committee's report to this convention will be given by Pamela Donnelly, chair of the committee and past president, Illinois State Chapter.

The pandemic made it difficult to implement the goal to organize new chapters in every state, province and district. However, 29 brave new chapters were organized this biennium with virtual organizations designed and encouraged. Additionally, in an effort to create tools to help with our growth, a new membership and chapter mapping tool was launched in November 2020 with access through the International Chapter website. An individual member can visually find a chapter using a ZIP code search function which displays chapters in a 30-mile radius. Potential new chapter locations may be identified using this tool.

The goal to simplify local chapter procedures has been a focus for several biennia. To adopt the three new formats of local chapter meeting procedures permanently, giving local chapters choices and streamlining their work, the executive board has proposed amendments to be considered at this convention.

Three overarching goals are inside our second pillar of the strategic plan, **Promote Philanthropic Vitality**: to enhance local chapter outreach, to connect the Philanthropic Circle of Learn – Give – Sponsor – Initiate and to impact the next generation and engage Generation Z, Alpha and beyond in P.E.O.



P.E.O.'s community visibility through the outreach of members has long been a key component of the philanthropic vitality of a local chapter: outreach to community services to educate their professionals about our philanthropic projects, outreach to financial aid departments in higher learning institutions and outreach to high school and community college guidance counselors about Cottey College mission in "Creating Incredible Futures." P.E.O.s developed award-winning community service projects which were highlighted in The Record and on social media. A virtual service-based event, "Hat's Off to Community Service" was debuted at this convention.

Connecting the Philanthropic Circle, to Learn – Give – Sponsor – Initiate and our shared mission of Women Helping Women, this initiative has been highlighted throughout the biennium, during this convention's Project Night, through a convention workshop and through videos for the projects and P.E.O. Foundation. Educational articles were published and posted on social media regarding our six philanthropic projects and the human-interest stories of recipients, Cottey College students and alumnae.

Giving of our time, talents and resources to support the International, state, provincial, district and local chapter philanthropic projects has continued this biennium despite the pandemic. We launched P.E.O.'s participation in the global generosity movement of "Giving Tuesday" on social media in November 2018, with continued growth in 2019 and 2020. Gift recognition programs were finalized for all projects of International Chapter and overall giving to the five Des Moines–base philanthropic projects increased by 5.2 percent since June 30, 2019. The legacy of our members' generosity continues as P.E.O. and Cottey College remain debt free.

Connecting the Sponsor portion of the Philanthropic Circle was influenced by the effects of the pandemic. The strategic goals of each local chapter sponsoring at least one project candidate each year and having each state, provincial and district chapter represented at Cottey were impacted.

How will we impact the next generation and engage Generation Z, Alpha and beyond in our philanthropic mission? What will philanthropy look like for these generations? What are the trends in the education of women? These are the answers we seek on the path to building the legacy of our shared philanthropic mission and our next philanthropic project.

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STATE OF THE sisterhood

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To **Champion the Advancement of Women** and to celebrate Women Helping Women is the third pillar of the strategic plan. Building on the success of our leadership development, resources continue to be developed and provided for local chapter officer training in communications, presentations, goal setting, officer onboarding, healthy relationships and general leadership topics. Cascading goals surrounding leadership, membership and philanthropic vitality were communicated from International Chapter to state, provincial and district chapters and then to local chapters. All state, provincial and district chapters submitted their goals to International Chapter for 2020–2021 and 2021–2022.

To continue becoming influencers, our communications department built on the Sesquicentennial success of increasing overall awareness of the P.E.O. experience. As a result of the department's efforts, organic media, referred to as earned media, was increased, which included the use of news release templates announcing project recipients and a P.E.O. in the News listing on the public site. To help combat negativity and depression felt during the pandemic and to radiate all light possible during these unprecedented times, P.E.O. launched a weekly positive message on social media in April 2020. These shared positive messages are lessons on leading your best life, tips to handle massive change, finding the seven steps to resiliency, remembering a grandmother's wisdom, sharing our loving concern with others, and reflection on our Objects and Aims.

Exploring the geographic expansion of P.E.O. began this biennium with outreach to sisters living in Puerto Rico, Nova Scotia and Guam. A focus on connecting sisters in-person and virtually will continue.

International Chapter is committed to our fourth strategic pillar to **Provide Innovative Shared Services** and resources to support organizational efficiencies and growth. A focus group was established and recommendations were adopted for policies and procedures concerning retention of original minutes and historical memorabilia of the local chapter. Work has begun by another group of sisters, made up of professional and volunteer archivists and historians, to identify best practices for retention of historical archives and memorabilia of state, provincial and district chapters. The idea of a central location of electronic and/or physical items of historical significance is being explored. Additionally, a multi-faceted project to update the annual report process and collection of membership dues has begun.

The use of technology systems and applications continues to be an integral part of the business operations of the P.E.O. Sisterhood. A comprehensive focus continued to include data integrity, cyber security and disaster recovery. Significant projects within a major upgrade to the iMIS membership database were completed. Electronic processes and loan and scholarship applications were reviewed and updated for the five Des Moines-based philanthropic projects. To help prevent cyber security events for P.E.O., the password to the International Chapter member website was updated and cyber security training will soon be required for all employees and members of the Leadership Team of International Chapter.

This has been an amazing biennium with so much for which we can be proud. The old adage, "there is a silver lining in every dark cloud" has once again been proven correct. Silver linings have shown brightly through the darkness.

Perhaps one of the brightest shining linings is this: Without change being forced on P.E.O., it is questionable if the innovative ideas we now call our "new normal" would have been thought of or implemented. Innovative ideas of virtual meetings of local chapters with streamlined local chapter procedures; streamlined and virtual conventions of state, provincial and district chapters and this historic virtual Convention of International Chapter. So, while the pandemic would seem to be a roadblock for many initiatives, our P.E.O. DNA has allowed us to adapt and change in spite of the pandemic, rather than despite it.

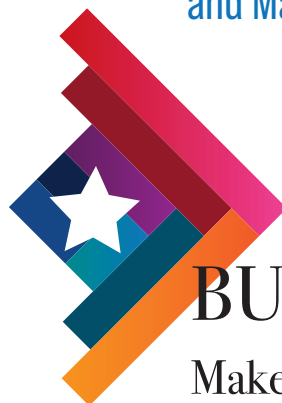
So, I've reported the beginning and the middle of this plot line called the State of the Sisterhood. What about the ending? Did the characters solve the problem? Did the characters change or survive?

Yes! The characters survived through change and adaptation. Problems were tackled and solved with new and fresh ideas and solutions. We continued the legacy of the strong bonds of sisterhood and our loving concern towards all. We ensured there will be a future by addressing our fears and weaknesses.

As I have delivered the State of the Sisterhood, these words have become the past. The past but not the end. There is no P.E.O. crystal ball to predict the future of the Sisterhood. There is only each sister's commitment to do all she can to make this organization poised for the future and to be welcoming of all women. It is our personal responsibility to build on the legacy of the 2019–2021 biennium and to continue to make history.

Through all of the twists, turns, surprises and changes to the plot line of The State of the Sisterhood, I remain convinced that now is the time. ★

Now is the Best Time
to Build Your Legacy
and Make *History!*



BUILD Your Legacy
Make **HISTORY**

CONVENTION CONNECTION

The Convention Connection page on the P.E.O. International member website is the place to start when you're looking for resources, videos or voting results from the 2021 Convention of International Chapter!

Visit <https://members.peointernational.org/conventionconnection> to view the page that is available to all P.E.O. sisters.

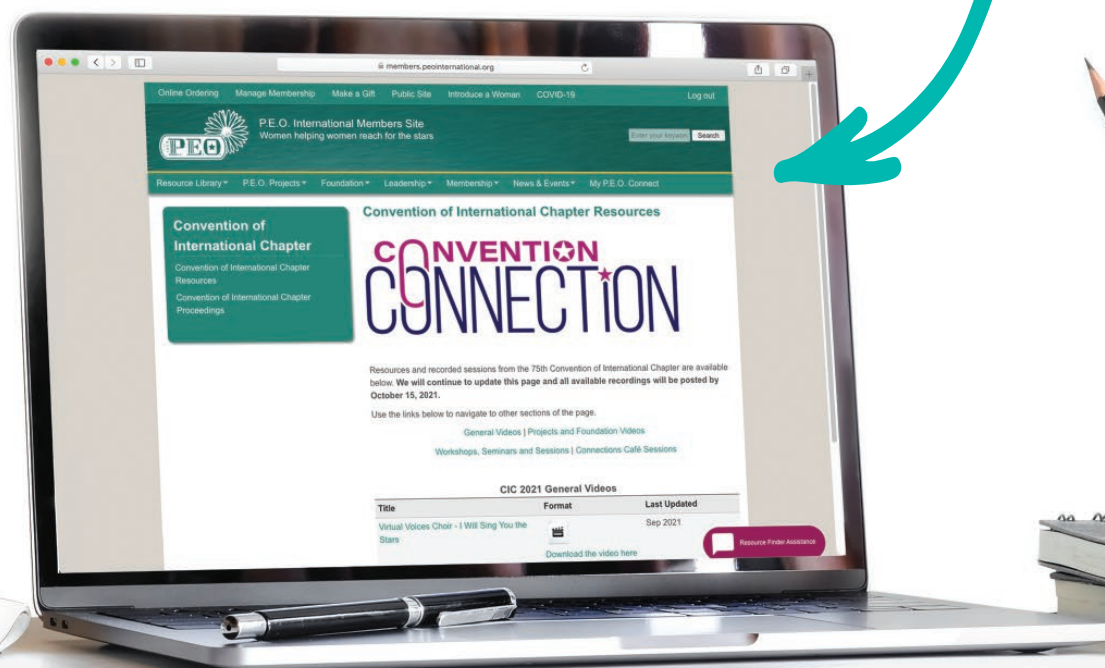
The 2021 Convention of International Chapter Report Outline is a great resource for specific details about the event and includes descriptions of each seminar and workshop, details about the project displays, a summary of opening night and more. This is a valuable resource for delegates to use while preparing Convention reports for local chapters.

You'll also find a videos section where each video played at Convention, including the full Projects Night presentation, can be found. These videos are available to watch on the website or to download and save on your own devices. These videos make great chapter programs and are perfect for showing potential sisters what P.E.O. is all about!

Workshop handouts and special resources from the virtual booths are also posted on the Convention Connection page.

Make sure to check back in January when the official proceedings from Convention will be posted. ★

[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/CONVENTIONCONNECTION](https://members.peointernational.org/conventionconnection)



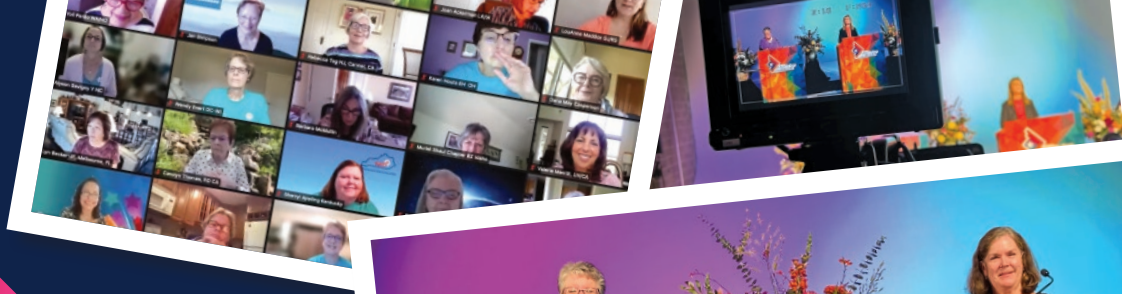


BUILD Your Legacy
Make HISTORY

REPORT OF THE 75TH CONVENTION OF INTERNATIONAL CHAPTER OF THE P.E.O. SISTERHOOD

A Virtual Convention to
Make History
SEPTEMBER 20-25, 2021

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



President Brenda J. Atchison and
chair of the Study and Research
Committee Beth Linderman on
stage for the business meeting*

More than 7,700 P.E.O.s registered for the first-ever, history-making virtual Convention of International Chapter. P.E.O.s from across the United States, Canada and around the world came together, even while apart, to learn, connect and engage.

OPENING NIGHT

To kick things off, we saw a beautiful video by P.E.O. and artist Elizabeth Barlow, HT, Carmel by the Sea, California. Elizabeth's message of hope and renewal was a thread that carried all throughout the evening's program.

Brenda Atchison's husband, Jim, emceed the parade of chapters, which was presented with a twist this year—instead of alphabetical order, state/provincial/district (s/p/d) chapters, along with chapters in Hawaii, were shown in chronological order of organization, providing a unique perspective on how and where the Sisterhood grew over time. Producers took full advantage of the unique opportunities presented by hosting a virtual convention and instead of seeing only flags, we got to see beautiful scenery and learn facts about each s/p/d. A fun interactive component of opening night was a trivia game—eagle-eyed viewers could find all the answers in the presentation and then enter their completed trivia card into a prize drawing. We also celebrated the growth of local chapters over the years, starting in 1869 with Chapter Original A in Mount Pleasant, Iowa, through new chapters organized over the past two years.

Brenda's opening message was one of hope and gratitude—hope for the future of P.E.O. as we navigate the world still affected by a global pandemic and gratitude for all those who have supported her over the past biennium.

Keynote speaker Michelle Poler got everyone on their feet and dancing. Her fun and enthusiastic presentation "Hello Fears: Crush Your Comfort Zone and Become Who You Were Meant to Be" entertained and inspired!

*P.E.O. Executive Board members, volunteers and staff took rapid COVID tests throughout the week so they could safely gather to broadcast parts of Convention live from a studio in Des Moines, Iowa



DAILY EVENTS

Attendees had 24/7 access to the virtual booths and displays where there was information about each project or committee and extensive resource libraries with everything from fact sheets to fun activities. Booths were staffed several times a day so visitors could speak live with staff and board and committee members.

There were a wide variety of seminars and workshops offered at Convention. Topics included the philanthropic circle, fostering healthy relationships, storytelling, fundraising, event planning, gardening, Zoom tips and tricks, leadership, membership and meditation and mindfulness! Just for fun, the Convention website featured a photo booth where sisters could take selfies and deck them out with stars, daisies, sunglasses, cat ears, P.E.O. logos and a variety of colorful backgrounds. We loved seeing these fun photos shared on social media.

Daily wellness activities that attendees could participate in on their own schedule were the 3rd biennial Daisy Dash and the Mindfulness Lounge, which included sessions on stress-relief, relaxation, mindfulness and meditation.

Although we weren't together in person, there were still many opportunities for P.E.O.s to connect with one another in the virtual space. Buzz Rooms and the Connections Café allowed attendees to chat about various topics including creating successful reciprocity groups, leading committees and chapters, P.E.O. and working professionals, program ideas, connecting with younger members, technology, the project application process, finding joy during the pandemic and more! These discussions were well-attended and lively!

PROJECTS NIGHT

Always a highlight of any convention is Projects Night, where we hear directly from recipients of P.E.O. loan, grant award and scholarship philanthropies as well as someone from our very own Cottey College. The theme of this year's Projects Night program was "Build Your Philanthropic Legacy." One can't overstate the impact these speeches have on the hearts and minds of proud P.E.O.s. The line-up of speakers at this convention were as follows:

Annie Meyer received a P.E.O. Educational Loan Fund loan in 2019, sponsored by Chapter F, Damariscotta, Maine. She earned a bachelor's degree in industrial design from the Massachusetts College of Art and Design in Boston. She also took woodworking courses. Following college, Annie designed and made furniture and applied for an ELF loan when she decided to pursue a master's degree in 3-D design at the Cranbrook Academy of Art in Bloomfield Hills, Michigan. Annie learned about P.E.O. and the ELF loan from her P.E.O. mother, Loreen Meyer. While she spoke we saw beautiful examples of some of her woodworking. Annie expressed her gratitude for the support of P.E.O.s.

Sarah Gage graduated from Cottey College in 2018 with a bachelor's degree in English and a history minor. This spring she earned a master's degree in public history and is now working at Katmai National Park and Preserve in Alaska. Sarah's mother and aunt, both Cottey grads, encouraged her to consider the college. She took advantage of the opportunity to visit Paris with her classmates and then studied abroad on the Semester at Sea, where she was introduced to new and diverse concepts and experiences. She is grateful that her Cottey experience helped her develop leadership skills and to find and use her voice.

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Juddy Karei, from Kenya, was a P.E.O. International Peace Scholarship recipient in 2009–2010 and 2010–2011 while a student at Asbury Seminary in Orlando, Florida. She works as the social action, advocacy and governance and missions pastor at Christ is the Answer Ministries at Eldoret, Kenya, where she is an agent of social justice and advocacy for women and children. Juddy expressed her sincere gratitude to P.E.O. and the IPS scholarship which allowed her to study in America, which she called “a dream come true.”

Maggie Lindley, sponsored by Chapter CF, Greensboro, North Carolina, received a P.E.O. Program for Continuing Education grant in 2015. She graduated Summa Cum Laude in 2015 with a bachelor's degree in construction management from North Carolina A&T State University. As a single, full-time student with a full-time job and a mortgage, Maggie got help from a PCE grant. Maggie expressed her sincere gratitude for P.E.O., which she calls the springboard to her success. She said, “When women stand together and inspire each other, we are the proof that there is no such thing as a male-dominated industry.”

Samantha Cooper was nominated for a P.E.O. Scholar Award by Chapter C, New York, New York.

Samantha began classical voice training at age 4. From ages 5 through 17, she sang in competitions and performed in community theatre and youth choirs. She earned a Bachelor of Music History degree, summa cum laude, at Wilfrid Laurier University, Ontario, Canada, and a Master of Arts degree in historical musicology at New York University, where she is working toward her Ph.D. A secondary area of her research is how Jewish women across time have cultivated singing voices in popular music. Fanny Brice and Barbra Streisand – form the backbone of her research.

Shae Crowder, sponsored by Chapter AB, Battle Creek, Michigan, received a P.E.O. STAR Scholarship in 2016.

She is currently in her 6th year of university as a music worship arts major at Cornerstone University in Grand Rapids, Michigan. In Cornerstone's Music Worship Arts Program, Shae has developed a unique way to incorporate music therapy techniques and accessibility adaptations into the program and strives to break the stigma of neurodivergence in college students.

Shae extended a heartfelt thank you to P.E.O. for seeing her through the last five years with phone calls, gift baskets, cards and love and kindness.

HEARING FROM OUR LEADERS

Brenda Atchison's State of the Sisterhood address told the dramatic story of the last biennium, featuring a villain called Coronavirus and the P.E.O. heroines who did all they could to keep the good work of the Sisterhood moving forward despite all the obstacles created by the pandemic. Brenda recapped the four key pillars of the strategic plan—Strengthen Chapter Vitality, Promote Philanthropic Vitality, Champion the Advancement of Women, Provide Innovated Shared Services—and talked about what progress has been made in each area. Brenda also spoke about the work done by the Executive Board during the biennium to address the weaknesses and threats to our Sisterhood, namely the lack of diversity and the erosion of the bonds of sisterhood. (See Brenda's full State of the Sisterhood remarks on page 10.)



Behind-the-scenes at the studio from where portions of convention were broadcast live*

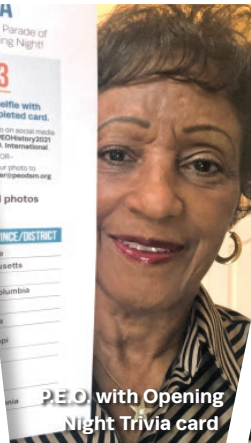


CONVENTION report

Daisy Dashers



Nine sisters from Chapter CG, Surprise, Arizona, gathered to watch the Convention of International Chapter 2021 Projects Night. (Pictured from front row left: Daryl Shipp, Patty O'Neal, Bonnie Miller, Carol Burchett, Molly Hartman; back row: Liz Ratliff, Sheryl Rohlfier, Dianne Price, Mary Mathiason)



P.E.O. with Opening Night Trivia card



P.E.O. Executive Board*

Brenda's closing remarks (see in full on page 20) were those of extreme gratitude to all who said "Yes" during the past two years. Her outlook for the future of P.E.O. is an optimistic one; she stressed the need for P.E.O. to create a culture that ensures all women feel they belong. After presenting her remarks, Brenda was thrilled to learn that a fund to support the music department at Cottey College was established in her name by California State Chapter.

Newly-installed President of International Chapter, Patricia L. Brolin-Ribi, gave her acceptance remarks and announced her theme for the 2021-2023 biennium...P.E.O.s Always Raise the Bar to the Stars. Patti says she chose this theme "because it is positive, it calls us to action and to a higher level of integrity and values, and it reinforces what P.E.O.s already do so well." (See Patti's full remarks on page 4.)

CELEBRATION OF LIFE

On Saturday morning we gathered virtually for the Celebration of Life event to honor the P.E.O. leaders who entered Chapter Eternal this biennium. The theme was "Morning to Morning." The program featured photos of Oregon and a prayer sung by Maddy Smith, AL, Portland, Oregon, and Carol McMann Young, BY, Portland, Oregon. Elizabeth E. Garrels, Past President, International Chapter, presented a touching remembrance of W. Joyce Goff, Past President, International Chapter, who we lost this year. Joan Barnes, AW, Portland, Oregon, led us in honoring the other state/provincial/district leaders we lost. To celebrate these late sisters, they asked those who knew them best to describe their essence in just three words. Each sister's photo was shown, along with those three words chosen to describe them. The most oft-repeated words were gracious, dedicated, generous and fun. Presenters challenged us to think of what three words we would want to be used to describe us—in life and after.

CLOSING NIGHT

The close of Convention featured a video that highlighted the inspirational and educational aspects of the historic event, with a strong focus on connection and sisterhood. A virtual chorus of more than 100 P.E.O.s raised their voices to sing "Crowded Table" and "I Will Sing You the Stars." For each performance, individual P.E.O.s recorded themselves singing and submitted their videos to P.E.O. International, where our talented tech team edited them all together with backing tracks. The results were beautiful, moving renditions of both songs.

We saw how P.E.O.s came together, even while apart, with lots of screenshots of Zoom gatherings. This upbeat video also featured behind-the-scenes looks at how parts of convention were broadcast live from Des Moines. Together we made history with the first ever VIRTUAL Convention of P.E.O. International! ★

*P.E.O. Executive Board members, volunteers and staff took rapid COVID tests throughout the week so they could safely gather to broadcast parts of Convention live from a studio in Des Moines, Iowa



PRESIDENT'S CLOSING

Let me start these closing remarks with stating my extreme gratitude to all those who said “Yes!” during the past two years. Thank you!

I am a dreamer, an idea generator and an optimist; a glass-half-full type of person who sees room for more. I am ever-hopeful in the face of challenges and I look for the positive in every situation. I see silver linings in the darkest clouds because I look for the positives.

I knew that this biennium and virtual convention would be a success because of the amazing talents and loving spirits of those who are a part of the P.E.O. family.

THANK YOU to my Oregon state chapter sisters for their flexibility in postponing the hosting of Convention of International Chapter to 2029. **THANK YOU** to the Oregon co-chairs, Dianne Price and Molly Sanford, the Oregon executive committee and the music and celebration of life committees for continuing to add your love and talents to this convention.

THANK YOU to the 2019–2021 state, provincial and district chapter leaders. Forever, I will be grateful for your selfless acts and loving concern shown. You are truly my heroines.

THANK YOU to the Executive Board and Leadership Team of International Chapter for your courageous attitudes and creativity. You built this historic biennium out of necessity. You took a virtual convention skeleton and gave it life, creating engaging masterpieces with resources that will live on as local chapter programs.

THANK YOU!

THANK YOU to the extremely talented team at the executive office. Because of your passion for excellence, the legacy of this successful biennium and virtual convention is and will be a positive and shining one.

THANK YOU to my family and P.E.O. sisters who allowed me to say “Yes!” to this incredible life altering journey.

Thank you!

P.E.O. sisters are “O and A” women committed to our Objects and Aims of general improvement, growth in charity, growth in knowledge and in culture.

We are reminded that we must carefully consider the feelings of all people when speaking and under all circumstances we are to express a loving concern for each sister, every sister.

We are reminded that it is not enough to invite women to **join** our Sisterhood. We must create a culture that ensures all women feel **they belong** and can be their authentic self in P.E.O.; women diverse in age, race, culture, religious affiliation, sexual orientation and disabilities who are my sisters. **Our P.E.O. culture should, without question, allow our sisters to have that sense they are valued, empowered and loved members of the P.E.O. Sisterhood.**

That all our sisters feel that they can and do belong is a responsibility each of us must accept. It is fundamental to who we were 152 years ago and who we are today. Our responsibility is timeless.

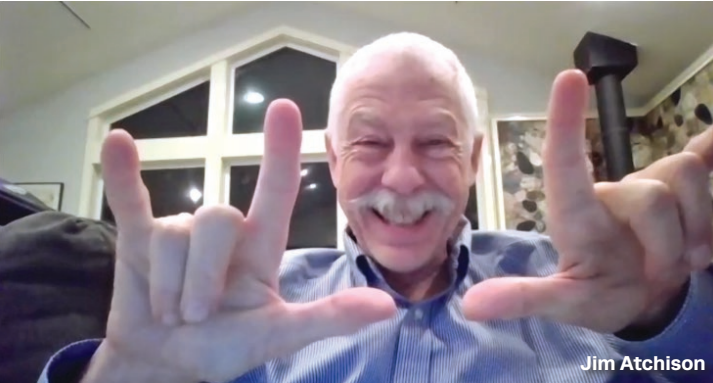
What will tomorrow bring for our Sisterhood? At times this biennium, I have longed for a P.E.O. crystal ball.

In my mind, I see my sisters continuing our shared mission to help women reach their highest potential. I see my sisters reaching out and expressing their loving concern for each other. I see a thriving organization where our Objects and Aims are deeply internalized within each sister and are expressed both inside and outside of our Sisterhood.

If found, that crystal ball would probably chide us by saying the best way to predict the future is to make it yourself. However, this is a sisterhood where you really don't need a crystal ball to see your future—you have each other. ★

REMARKS

*Brenda J. Atchison, President
of International Chapter, 2019–2021*



Jim Atchison



Katy Atchison



Left to right: Amon Refvem, Sandy Refvem,
Freya Refvem, Sarah Atchison and Odin Refvem



Brenda J. Atchison

Your future
is to make history
Together!



2021 Convention of International Chapter P.E.O. Sisterhood AMENDMENT VOTING RESULTS

93 Amendments were voted upon and 68 were adopted

Refer to the July/August 2021 issue of The P.E.O. Record for the wording of the amendments.

Amendments B-2 through B-4 to Part I of the Constitution, E-1 through E-8(a) to the Bylaws and F1 through F-4 to the Standing Rules **took effect at the time of vote at convention.**

The following amendments to the Constitution adopted at Convention of International Chapter **are implemented with the publishing of the November/December 2021 P.E.O. Record:** A-1, A-3, B-1, C-1 through C-3, D-1, D-8 through D-10, D-16 through D-22 and G-1 through G-1(e).

The following amendments to the Procedure for P.E.O. Chapter Meeting adopted at Convention of International Chapter **are not to be implemented until the revised materials and/or instructions are received.** Those amendments are D-1(a), H-3, H-4, H-5, H-6, H-7 and H-9 through H-14. *Materials will be included in the 2022 winter mailing to be distributed at the end of January, 2022.*

Amendments to the Procedure for P.E.O. Chapter Meeting, Ceremony of Initiation and Ceremony of Installation (H-2, H-2(a), H-8, I-1 and I-2, I-8, I-9 and K-1 through K-7), **will be implemented when the revised materials and/or instructions are received in a supplemental mailing,** which will be sent once the COVID-19 pandemic emergency is considered resolved by the Executive Board of International Chapter.

Amendment D-4 **takes effect when the chapter is scheduling its meetings for fiscal year beginning in 2022.**

THE FOLLOWING AMENDMENTS WERE ADOPTED

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

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

Number of votes cast.....1,555
Number necessary for adoption (2/3)1,037
Pro1,442
Con..... 113

The amendment **was adopted.**

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

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

Number of votes cast.....1,512
Number necessary for adoption (2/3)1,008
Pro1,376
Con.....136

The amendment **was adopted.**

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

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

Number of votes cast.....1,511
Number necessary for adoption (2/3)1,008
Pro1,177
Con.....334

The amendment **was adopted.**

Amendments B-2, B-3 and B-4 were to be considered as a block. In accordance with the Rules of Convention, amendment B-2 was pulled from the B-2 through B-4 block for separate consideration.

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

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

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

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

Number of votes cast.....1,555
 Number necessary for adoption (2/3).....1,037
Pro.....1,319
 Con.....236

The amendments **were adopted.**

Amendment B-2 was pulled from the block for separate consideration.

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

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

Number of votes cast.....1,576
 Number necessary for adoption (2/3).....1,051
Pro.....1,345
 Con.....231

The amendment **was adopted.**

Amendments C-1 and C-2 were considered as a whole with a single vote.

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

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

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

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

Number of votes cast.....1,406
 Number necessary for adoption (2/3).....938
Pro.....1,372
 Con.....34

The amendments **were adopted.**

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

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

Number of votes cast.....1,454
 Number necessary for adoption (2/3).....970
Pro.....1,431
 Con.....23

The amendment **was adopted.**

Amendments D-1 and D-1(a) were considered as a whole with a single vote.

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

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

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

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

Number of votes cast.....1,540
 Number necessary for adoption (2/3).....1,027
Pro.....1,458
 Con.....82

The amendments **were adopted.**

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

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

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

Number of votes cast.....1,608
 Number necessary for adoption (2/3).....1,072
Pro.....1,240
 Con.....368

The amendment **was adopted.**

Amendments D-8, D-9 and D-10 were considered as a whole with a single vote.

D-8. SUBMITTED BY MARYLAND STATE CHAPTER
(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 2—ACTIVE MEMBER, and inserting a new Sec. 2—ACTIVE MEMBER.

D-9. SUBMITTED BY MARYLAND STATE CHAPTER
(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 3—INACTIVE MEMBER in its entirety (*as amended*).

D-10. SUBMITTED BY MARYLAND STATE CHAPTER
(page 46) Amend CONSTITUTION, Part III, ARTICLE VII, THE EMBLEM, by striking out Sec. 5—DECEASED MEMBER and inserting a new Sec. 5—DECEASED MEMBER.

Number of votes cast.....	1,537
Number necessary for adoption (2/3)	1,025
Pro	1,079
Con.....	458

The amendments as amended **were adopted.**

Amendments D-16, D-17, D-18, D-19, D-20, D-21 and D-22 were considered as a block with a single vote.

D-16. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 40) Amend CONSTITUTION, Part III, ARTICLE III, MEETINGS, Sec. 7—OFFICIAL VISIT, paragraph 2, sentence 1 by striking out the period and inserting the word “and” and in sentence 2, by striking out the word “All” and by striking out the words “examination and correction” and inserting the word “review”.

D-17. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 3—VICE PRESIDENT paragraph 3 by striking out the words “or physical disability”.

D-18. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 3—VICE PRESIDENT by adding a new paragraph.

D-19. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 42) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 5—CORRESPONDING SECRETARY, by striking out paragraph 6; and by striking out paragraph 10 and inserting a new paragraph 10.

D-20. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 44) Amend CONSTITUTION, Part III, ARTICLE V, DUTIES OF OFFICERS, Sec. 9—RETIRING OFFICERS, by striking out the words “with a list of same, for which she shall be given a receipt.”

D-21. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 45) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 10—INITIATION, by striking out paragraph 1 and inserting a new paragraph 1.

D-22. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 45) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 10—INITIATION, by adding a new paragraph; Sec. 11—RE-PRESENTATION OF NAME, paragraph 2, by adding a new sentence; and by striking out Sec. 12—SIX-MONTH TIME PERIOD.

Number of votes cast.....	1,495
Number necessary for adoption (2/3)	997
Pro	1,426
Con.....	69

The amendments **were adopted.**

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

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

Number of votes cast.....	1,478
Number necessary for adoption (2/3)	986
Pro	1,047
Con.....	431

The amendment **was adopted**.

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

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

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

Number of votes cast.....	1,458
Number necessary for adoption (2/3)	972
Pro	1,442
Con.....	16

The amendment **was adopted**.

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

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

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

Number of votes cast.....	1,452
Number necessary for adoption (2/3)	968
Pro	1,444
Con.....	8

The amendment **was adopted**.

Amendments E-4, E-5, E-6, E-7, E-7(a), E-7(b), E-8 and E-8(a) were considered as a block with a single vote.**E-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**

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

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

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

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

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

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

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

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

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

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

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

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

(page 79) Amend BYLAWS by adding a new ARTICLE XXII—PARLIAMENTARIAN.

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

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

Number of votes cast.....	1,467
Number necessary for adoption (2/3)	978
Pro	1,446
Con.....	21

The amendments **were adopted**.

Amendments F-1, F-2, F-3 and F-4 were considered as a block with a single vote.

F-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 83) Amend STANDING RULES, GENERAL, Rule 5 by striking out the word "hand" and inserting the word "provide".

F-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 8.

F-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 12.

F-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 83) Amend STANDING RULES, INTERNATIONAL CHAPTER, by striking out Rule 13.

Number of votes cast.....	1,571
Number necessary for adoption (majority)	786
Pro	1,540
Con.....	31

The amendments **were adopted.**

Amendments G-1, G-1(a), G-1(b), G-1(c), G-1(d) and G-1(e) were considered as a whole with a single vote.

G-1. SUBMITTED BY NORTH CAROLINA STATE CHAPTER
(page 24) Amend CONSTITUTION, Part I, ARTICLE XI, AMENDMENTS, section (a), by inserting in the first clause the words "of the returned ballots" after the word "two-thirds".

G-1. CONFORMING AMENDMENTS: SAME PROVISION, IDENTICAL PROPOSED WORDING.
(a). Part II, ARTICLE XIV, AMENDMENTS, section (a);
(b). Part III, ARTICLE XVII, AMENDMENTS, section (a);
(c). BYLAWS, ARTICLE XXII, AMENDMENTS, section (a);
(d). STANDING RULES, GENERAL, Rule #4, section (a); and
(e). STANDING RULES, AMENDMENTS, section (a).

Number of votes cast.....	1,483
Number necessary for adoption (2/3)	989
Pro	1,223
Con.....	260

The amendments **were adopted.**

Amendments H-2 and H-2(a) were considered as a whole with a single vote.

A Point of Order was made that the wording "rise as you wish" that was defeated in H-1 should not be voted upon again as proposed in H-2. The president ruled the point was well taken and corrected the wording for H-2 accordingly.

H-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 1) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER, by inserting a new paragraph 3; in paragraph 4 by striking out the words "(the password is taken and) the report of the guard is given and remain standing until we have sung (recited)" and by adding the words "are conducted." (*as corrected*); and by striking out paragraph 5 and inserting a new paragraph 5.

PROVISO: This change will not become effective until the COVID-19 emergency restrictions are lifted.

H-2(a). CONFORMING AMENDMENT SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 11) Amend Ceremony of Initiation, Part III, president's part, paragraph 1, by striking out the words "which will admit you to all P.E.O. meetings so long as you are an active member of a chapter" and inserting the words "as established by our Founders."

PROVISO: This change will not become effective until the COVID-19 emergency restrictions are lifted.

Number of votes cast.....	1,583
Number necessary for adoption (2/3)	1,056
Pro	1,204
Con.....	379

The amendments **were adopted.**

H-3. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER
(page 4) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #3. DEVOTIONS, P.E.O. Prayer, paragraph 2, by striking out the words "to have for our sisters that charity which 'covers a multitude of sins'" and inserting the words "to support our sisters lovingly in any way we can".

Number of votes cast.....	1,548
Number necessary for adoption (2/3)	1,032
Pro	1,052
Con.....	496

The amendment **was adopted.**

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

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

Number of votes cast.....	1,574
Number necessary for adoption (2/3)	1,050
Pro	1,070
Con.....	504

The amendment **was adopted**.

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

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

Number of votes cast.....	1,562
Number necessary for adoption (2/3)	1,042
Pro	1,197
Con.....	365

The amendment **was adopted**.

Amendments H-6, H-7, H-8, H-9, H-10, H-11, H-12, H-13 and H-14 were to be considered as a block. In accordance with the Rules of Convention, amendments H-7 and H-13 were pulled from the H-6 through H-14 block for separate consideration.

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

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

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

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

PROVISO: This change will not become effective until the COVID-19 emergency restrictions are lifted.

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

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

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

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

With the defeat of H-1, wording in H-10 was corrected accordingly (see also H-2).

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

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

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

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

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

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

Number of votes cast.....	1,581
Number necessary for adoption (2/3)	1,054
Pro	1,457
Con.....	124

The amendments **were adopted**.

Amendment H-7 was pulled from the block for separate consideration.

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

(page 8) Amend Procedure for P.E.O. Chapter Meeting, Item of Business # 8. REPORT OF CORRESPONDING SECRETARY, paragraph 4 by striking out the words "According to our P.E.O. Constitution, reading" and inserting the words "Since we have received", and by striking out the words "acknowledges that"; and paragraph 5 by striking out the words "and reinstatement" and inserting the words "notice of reinstatement and" following the words "which includes" and by striking out the words "acknowledges that" (*as amended*).

Number of votes cast.....	1,523
Number necessary for adoption (2/3)	1,016
Pro	1,502
Con.....	21

The amendment as amended **was adopted**.

Amendment H-13 was pulled from the block for separate consideration.

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

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

Number of votes cast.....	1,525
Number necessary for adoption (2/3)	1,016
Pro	1,255
Con.....	270

The amendment **was adopted**.

Amendments I-1 and I-2 were considered as a whole with a single vote.

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

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

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

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

Number of votes cast.....	1,551
Number necessary for adoption (2/3)	1,034
Pro	1,127
Con.....	424

The amendments **were adopted**.

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

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

Number of votes cast.....	1,488
Number necessary for adoption (2/3)	992
Pro	1,138
Con.....	350

The amendment **was adopted**.

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

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

Number of votes cast.....	1,496
Number necessary for adoption (2/3)	998
Pro	1,045
Con.....	451

The amendment **was adopted**.

Amendments K-1, K-2, K-3, K-4, K-5, K-6 and K-7 were considered as a whole with a single vote.

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

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

PROVISO: This change will not become effective until the COVID-19 emergency restrictions are lifted.

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

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

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

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

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

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

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

(page 1) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #1. CALL TO ORDER, new paragraph 3, by adding the words "Are any members attending by phone?"

K-6. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 13) Amend Procedure for P.E.O. Chapter Meeting, Item of Business #13. BALLOTING, by striking out paragraph 1 and inserting new paragraphs 1, 2, 3 and 4, with instructions.

K-7. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

(page 4) Amend Ceremony of Installation, Vice President, paragraph 1, second sentence by inserting the words "at in-person meetings" following the word "balloting".

Number of votes cast.....	1,494
Number necessary for adoption (2/3)	996
Pro	1,247
Con.....	247

The amendments **were adopted.**

EDITORIAL RESOLUTION

Resolved, That the Executive Board of International Chapter be authorized to correct article and section designations, punctuation and cross references, and to make other such technical and conforming changes as may be necessary to reflect the intent of the Sisterhood in connection with the Introduction, Part I, Part II and Part III of the Constitution; the Bylaws and Standing Rules; and the Procedure for P.E.O. Chapter Meeting (including the Opening Ode, Objects and Aims, Ceremony of Initiation and Ceremony of Installation).

Number of votes cast.....	1,458
Number necessary for adoption (majority).....	730
Pro	1,443
Con.....	15

The Editorial Resolution **was adopted.**

RESOLUTION

SUBMITTED BY COLORADO STATE CHAPTER

WHEREAS, P.E.O. is proud of its "Women Educating Women" projects;

WHEREAS, There are women who have a clear career direction based on their chosen degree and should be supported in their drive to achieve a specific educational goal;

WHEREAS, There are a great many women who have attained sophomore completion status in a bachelor's program at institutions of higher learning and are academically successful but challenged to finance an upcoming term;

WHEREAS, These students may be holding down jobs but find it necessary to drop out until they have the necessary funds to continue;

WHEREAS, These students do not currently qualify for a P.E.O. Program for Continuing Education grant and would face a hardship to incur additional debt through the P.E.O. Educational Loan Fund or other lending institution; and WHEREAS, There is a void to assist students in these circumstances in the existing philanthropic projects offered by the P.E.O. Sisterhood;

RESOLVED, That the Executive Board of International Chapter appoint a special committee to determine the feasibility of establishing a program of grants-in-aid for educational expenses to allow women successfully completing the sophomore term in a bachelor's degree program to continue their education without interruption caused by lack of finances; and that the committee report its findings and recommendations at the 2023 Convention of International Chapter.

Number of votes cast.....	1,403
Number necessary for adoption (majority).....	702
Pro	1,199
Con.....	204

The resolution **was adopted.**

THE FOLLOWING AMENDMENTS WERE DEFEATED

2019 A-2 was referred to the Study and Research Committee by vote at the 2019 Convention of International Chapter. The Study and Research Committee recommended the below substitution for 2019 A-2.

SUBMITTED BY THE STUDY AND RESEARCH COMMITTEE
(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2 by striking out the words “state chapter” and inserting the words “unified chapter”.

Number of votes cast.....	1,557
Number necessary for adoption (majority).....	779
Pro	313
Con	1,244

The motion to amend by substitution **was defeated**.

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

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

Number of votes cast.....	1,530
Number necessary for adoption (2/3)	1,020
Pro	945
Con	585

The amendment **was defeated**.

Amendments D-2 and D-3 were considered as a whole with a single vote.

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

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

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

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

Number of votes cast.....	1,598
Number necessary for adoption (2/3)	1,066
Pro	753
Con	845

The amendments **were defeated**.

D-5. SUBMITTED BY ONTARIO-QUEBEC PROVINCIAL CHAPTER

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

Number of votes cast.....	1,605
Number necessary for adoption (2/3)	1,070
Pro	753
Con	852

The amendment **was defeated**.

D-7. SUBMITTED BY NORTH CAROLINA STATE CHAPTER

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

Number of votes cast.....	1,532
Number necessary for adoption (2/3)	1,022
Pro	560
Con	972

The amendment **was defeated**.

Amendments D-11 and D-12 were considered as a whole with a single vote.

D-11. SUBMITTED BY INDIANA STATE CHAPTER

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

D-12. SUBMITTED BY INDIANA STATE CHAPTER

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

Number of votes cast.....	1523
Number necessary for adoption (2/3)	1016
Pro	930
Con	593

The amendments **were defeated**.

Amendments D-13 and D-14 were considered as a whole with a single vote.**D-13. SUBMITTED BY DISTRICT OF COLUMBIA CHAPTER**

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

D-14. SUBMITTED BY DISTRICT OF COLUMBIA CHAPTER

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

Number of votes cast..... 1,525

Number necessary for adoption (2/3)..... 1,017

Pro 318

Con 1,207The amendments **were defeated.**

Amendments D-15 and D-15(a) were considered as a whole with a single vote.**D-15. SUBMITTED BY OREGON STATE CHAPTER. CO-SPONSORED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER IF AMENDMENT H-2 IS ADOPTED.**

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

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

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

Number of votes cast..... 1,533

Number necessary for adoption (2/3)..... 1,022

Pro 856

Con 677The amendments **were defeated.**

Amendments G-2, G-2(a), G-2(b), G-2(c), G-2(d) and G-2(e) were considered as a whole with a single vote.**G-2. SUBMITTED BY CONNECTICUT STATE CHAPTER**

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

G-2. CONFORMING AMENDMENTS: SAME PROVISION, IDENTICAL PROPOSED WORDING.

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

Number of votes cast..... 1,474

Number necessary for adoption (2/3)..... 983

Pro 919

Con 555The amendments **were defeated.**

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

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

Number of votes cast..... 1,575

Number necessary for adoption (2/3)..... 1,050

Pro 643

Con 932The amendment **was defeated.**

Amendments I-3 and I-4 were considered as a whole with a single vote.

I-3. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER
(page 5) Amend Ceremony of Initiation, Part I, paragraph 4, president's part, by adding optional wording that would read: "Raise your right hand."

I-4. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER
(page 8) Amend Ceremony of Initiation, Part II, paragraph 6, president's part, by adding optional wording that would read: "Raise your right hand."

Number of votes cast.....	1,514
Number necessary for adoption (2/3)	1,010
Pro	838
Con	676

The amendments **were defeated.**

Amendments I-5 and I-6 were considered as a whole with a single vote.

I-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 5) Amend Ceremony of Initiation, Part I, paragraph 4, sentence 1, president's part, by striking out the words "Place your right hand upon the Bible, the Word of God".

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

Number of votes cast.....	1,543
Number necessary for adoption (2/3)	1,029
Pro	985
Con	558

The amendments **were defeated.**

I-7. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER
(page 7) Amend Ceremony of Initiation, Part II, by striking out paragraph 3 and inserting a new paragraph 3.

Number of votes cast.....	1,496
Number necessary for adoption (2/3)	998
Pro	906
Con	590

The amendment **was defeated.**

RESOLUTION

SUBMITTED BY MISSOURI STATE CHAPTER
WHEREAS, P.E.O. celebrates the advancement of women and motivates women to achieve their highest aspirations and has successfully administered a low interest revolving loan fund for more than 112 years;
WHEREAS, Student loan debt is the second highest American debt category affecting 44.7 million borrowers who hold more than \$1.56 trillion in student loan debt;
WHEREAS, This debt is a challenge to society resulting in financial insecurity that delays marriage and family formation, hampers the growth of small businesses, prevents and/or delays the acquisition of mortgages, impedes the ability to weather financial crises and precludes saving for retirement;
WHEREAS, Student loan debt is particularly a women's issue with two-thirds of outstanding student debt held by women who because of the gender pay gap have less disposable income and need more time than men to pay off student loan debt; be it
RESOLVED, That the Executive Board of International Chapter appoint a special committee to determine the feasibility of establishing a program of low interest student loan debt refinancing to ease the burden of women's student loan debt and financial insecurity; and that the committee report its findings and recommendations at the 2023 Convention of International Chapter.

Number of votes cast.....	1,427
Number necessary for adoption (majority)	714
Pro	291
Con	1,136

The resolution **was defeated.**

THE FOLLOWING AMENDMENT WAS NOT CONSIDERED

With a vote taken on Amendment 2019 A-2 that was defeated, Amendment A-2 was not considered as it is identical to 2019 A-2 and an assembly cannot vote again on the same motion previously decided at the same session.

A-2. SUBMITTED BY BRITISH COLUMBIA PROVINCIAL CHAPTER AND ONTARIO-QUEBEC PROVINCIAL CHAPTER
(page 12) Amend CONSTITUTION, Introduction, ARTICLE V, JURISDICTION, paragraph 2 by striking out the words "Hereinafter the words "state chapter" shall be used to designate state, provincial, or district chapter."

THE FOLLOWING AMENDMENT
WAS REFERRED TO A COMMITTEE
FOR FURTHER REVIEW

D-6. SUBMITTED BY THE DISTRICT OF COLUMBIA CHAPTER, MASSACHUSETTS STATE CHAPTER AND THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER
(page 44) Amend CONSTITUTION, Part III, ARTICLE VI, MEMBERS BY INITIATION, Sec. 2—ELIGIBILITY, sentence 1 by striking out the word “eighteen” and inserting the word “seventeen”.

Number of votes cast.....	1,543
Number necessary for adoption (majority).....	772
Pro.....	1,390
Con.....	153

The amendment **was referred to a committee for further review.**

THE FOLLOWING AMENDMENTS
WERE WITHDRAWN BY
THE EXECUTIVE BOARD OF
INTERNATIONAL CHAPTER

- J-1. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**
(page 1) Amend Ceremony of Installation, Officers, paragraph 3 by striking out the word “thus” and adding the word “so.”
- J-2. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**
(page 2) Amend Ceremony of Installation, Guard, paragraph 1 by striking out the words “to see that the rooms are in readiness, that the doors are closed” and Chaplain, by striking out paragraph 4.
- J-3. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**
(page 3) Amend Ceremony of Installation, Treasurer, paragraph 1 by striking out the word “regular”; Corresponding Secretary, in paragraph 4 by striking out the fourth sentence and by striking out the word “state” in the fifth sentence; and Recording Secretary in paragraph 7, first sentence by striking out the words “the work of”.
- J-4. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**
(page 4) Amend Ceremony of Installation, Vice President, paragraph 1, last sentence by striking out the word “her” and inserting the word “the”; and President, in paragraph, 4 second sentence, by striking out the words “in the work”.
- J-5. SUBMITTED BY THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER**
(page 5) Amend Ceremony of Installation, Chapter, paragraph 2, last sentence by striking out the words “, on your part,” and in paragraph 4 by striking out the words “Madam President”. ★

NEW | chapters



CHAPTER FO ★ BUCKEYE, ARIZONA

➔ **ORGANIZED:** May 18, 2021

First row, from the left: Margaret Ann Maricle, Pam Going, Jan Spalding, Debbie Lucas, Barb Rebish, Chris Young, Theresa Maynes, Pam Summey, Julie Schmidt

Second row: Karen Cook, Nancy Jones, Autumn Mumaw, Susan Blazeovich, Terri McQuillin, Joann Clark, Ginny Fucinari, Arlene Gebel, Donna Busby, Nancy Alarcon



CHAPTER L ★ LĪHU'E, KAUAI, HAWAII

➔ **ORGANIZED:** August 21, 2021

Top row, from the left: Katherine Richardson, Lois Somers, Shantell Carvalho-Toloai, Sue Carlson

Second row: Donna Gottlieb, Katelynn Dyess, Bev'Al M. Tani, Terri Russell

Third row: Kaylee Langtad, Kaulana Smith, Lori Ingram, Donna Lynne Breuer

Fourth row: Julie Hayward, Lynnett Fennell, Mary Lardizabal, Julie Hangensen

Fifth row: Darnney Proudfoot, Tia Lardizabal, Maile Poai, Elena Ka'auwai and Kealoah, JoRina Holland

Sixth row: Analeigha Carvalho Toloai



CHAPTER YB ★ PISMO BEACH, CALIFORNIA

➔ **ORGANIZED:** August 22, 2021

First row, from the left: Donna Leach, Emily Hurlbert, Patricia Whitney, Marian Gregory

Second row: Judy Zaretska, Sarah Rijnen, Sarah Nojunas, Tiffany Baldwin, Mary Eister, Heidi Cole, Beth Hurlbert, Christen Zyburna

Third row: Megan Silva, Amanda Ballentine, Hannah Chandler, Jennifer Cole, Catherine Walker, Jan Jones, Kristin Lewis, Jennifer Rainey ★

New MEMBER WEBSITE PASSWORD EFFECTIVE JANUARY 1

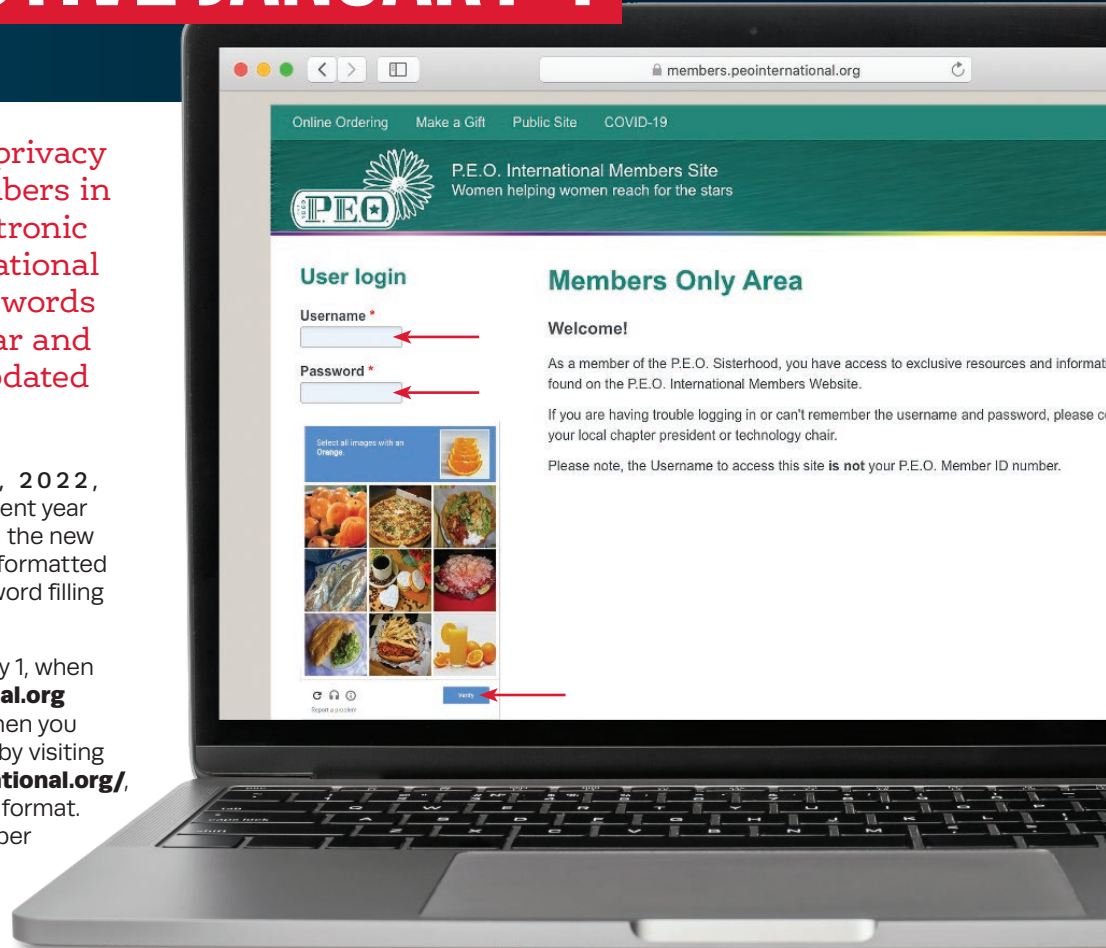
In order to maintain privacy and security for members in an ever-evolving electronic age, the P.E.O. International member website passwords were updated this year and will continue to be updated annually.

EFFECTIVE JANUARY 1, 2022, all passwords will have the current year added to the end. For example, the new password for members will be formatted like this, with the current password filling in the blanks: **-----2022**.

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

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

Your state, province or district website passwords may also be changing this January 1. Check with your state, province or district board for more details.

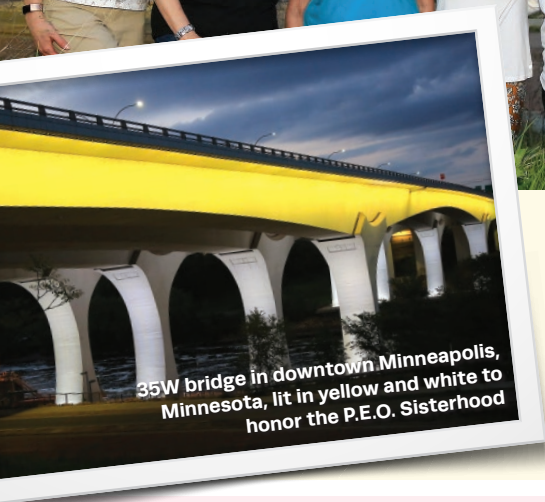


The login process for the International member website now also requires you complete a reCAPTCHA (Completely Automated Public Turing test to tell Computers and Humans Apart). You will complete an image identification. An audible option is available for visually-impaired sisters. reCAPTCHAs help protect websites against spam and unauthorized data extraction.

As so much of our lives has become digital, password security is more important than ever, but it is not difficult to take a few simple steps to keep safe. Remember to use the new password for the P.E.O. International member website starting January 1, 2022.

An updated password and the addition of a reCAPTCHA are security measures we are taking to maintain privacy and security for members. ★

AWARD-WINNING | ideas



Minnesota
State
Executive
Board

MINNESOTA BRIDGE Lit to Honor P.E.O.

On Friday, May 21, 2021, the 35W Bridge in downtown Minneapolis, Minnesota, was lit in yellow and white to honor the P.E.O. Sisterhood and the contributions that P.E.O. has made supporting higher education for women! The bridge was lit a half hour before sunset to a half hour after sunrise and coincided with the opening of the business meeting for Minnesota state convention. Sisters from around the state visited the bridge with their family to celebrate the occasion. Pictures were posted on social media and a local television station carried a story which highlighted the event and P.E.O.'s mission.

Minnesota's Department of Transportation lights the bridge for major holidays (e.g. orange for Halloween) and special events (e.g. maroon and gold in honor of Homecoming at the University of Minnesota). In most cases, the bridge is lit up by request and the application process was shared in the local paper. Inspired to promote P.E.O. and to celebrate her sister's (Kristi Harlan, past president of Minnesota State Chapter) term as Minnesota state president, Michele Hizon completed the online application and it was accepted.

Plant the Seed and Watch it GROW

Chapter HV, Littleton, Colorado, is 35 years old. Their major fundraiser most of those years has been selling spring flowers and poinsettias and wreaths at the holidays. Their spring sale this year was quite successful, selling around \$16,000 worth of plants.

The flower supplier had a hard time getting delivery people because of COVID so the owner enlisted his son, Ron, to deliver the order.

The chapter pre-sells the plants (this year they sold 697) and then has them delivered to three homes, where they are sorted into orders by chapter members. The 17 chapter members pick up their orders and then deliver them around the city to their customers, often taking them home first for a fine-sort.

As Ron started his deliveries, Chapter HV sister Sarah Gilsdorf, gave him a P.E.O. elevator speech, "P.E.O. raises money for the education of women, for everything from trade school to doctoral studies. We have been around since 1869 and have raised around \$369 million dollars." She pointed to the plants and continued, "Our average profit per plant is around \$8. It takes a lot of \$8s to raise \$369 million. If a woman gets an education then she will educate her children and so it goes." Ron looked at the sea of flowers and said, "Plant the seed and watch it grow." Exactly! Ron declined any offers of a tip and told the chapter to donate it to the cause, which they happily did!





Cheri Gosline
and Margie

Dollars FOR MARGIE

Chapter AY in Toledo, Ohio, has an honorary member...and she is a DOLL! Marguerite (Margie) Star joined the chapter 16 years ago after her creator, Cheri Gosline, returned from the Ohio state P.E.O. convention. At a breakout session for Ways and Means, delegates were urged to consider using any talent they possessed to formulate a fundraiser. Cheri thought of her sewing and embroidery skills and decided to make Margie.

Cheri and Margie introduced a creative and clever way of raising money for the chapter. Sisters have to pay a \$1 fine if they come to the meeting wearing the same item of clothing as Margie. Whether it's a raincoat, boots, sneakers, sunglasses or even her P.E.O. pin, sisters pony up \$1 if they are dressed the same as Margie.

Over the years, Cherie has made an entire wardrobe and even given Margie a cat and a dog.



Small Town Chapter Raises P.E.O.'s Profile in Grand Parade

Chapter BE, Pierce, Nebraska, participated in their small town's 150th birthday party extravaganza, culminating in a grand parade on July 4. That day marked the end of a week of activities of every imaginable stripe for every age. As one of the oldest organizations in Pierce, Chapter BE (organized in 1912) decided to join in the festivities. The committee found inspiration in the new P.E.O. history book, "We Who Are Sisters," where they found photos of P.E.O. chapters doing exactly what they had planned – participating in a community parade. The chapter quickly found sisters with classic convertible cars and printed two banners with slogans for each car—one set with a historic photo of the chapter's nine founders read, "109 years old and going strong" and a second modern sign with the slogan, "There is no place like P.E.O."

The chapter created bookmarks that noted the P.E.O. website and all of the P.E.O. projects with Smarties candy taped to each. Four sisters walked alongside the decorated cars and handed out more than 550 informational bookmarks to women and girls along the parade route. Their daisy-covered hats created quite a stir! Project recipients, P.E.O. officers, members and one BIL rode or drove the cars. In spite of the sweltering heat, a very good time was had by all. More importantly a lot of people learned about P.E.O.!



Yard Signs Honor Golden Girls

When the 2020 Kansas state convention (like all s/p/d conventions) was canceled, sisters in **Chapter AG, Newton, Kansas**, were disappointed there would be no Annual State Golden Girl Luncheon. They met via Zoom to discuss other ways to celebrate their Golden Girl, Pat Morton. They decided to make a yard sign and have it ready the week of convention. Then they individually sent cards and took Pat treats or tokens to let her know they were thinking of her. The chapter was so pleased with the sign that they started offering personalized signs for sale to other chapters as a P.E.O. fundraiser. The chapter continues to offer signs for sale as an option to celebrate a Golden Girl or any other sister deserving special recognition. ★



P.E.O.s IN THE spotlight



VERONICA TONEY

Veronica Toney, AG, Washington, D.C., won a Daytime Emmy for Outstanding Educational and Informational Series in Children's Television. Veronica's award was for her work on "PBS KIDS Talk About" web series and the "PBS KIDS Talk About: Race & Racism."

Photo by Jennifer Bangoura, AG, Washington, D.C.



CLAIRE COLLINS

Claire Collins, AA, Washington, D.C., rowed in the Tokyo Olympics in the women's four event; her crew finished 7th in the world. Claire graduated from Princeton University in 2019 and Deerfield Academy in 2015. She was co-captain of the Princeton Rowing

Team her senior year and helped them win four consecutive Ivy League Championships. Claire was the 2019 winner of Princeton University's C. Otto von Keinbusch Award for Princeton's top senior female athlete and was nominated for NCAA Woman of the Year in 2019. Claire also received a P.E.O. STAR Scholarship in 2015.



KATHY PROUT

Kathy Prout, XR, Coronado, California, received the 2021 Distinguished Service Award from the Military Officers Association of America (MOAA), the largest military service organization in the country. The MOAA's annual awards honor lawmakers, individuals, businesses and nonprofits whose efforts improve the lives of service members and veterans and their families. Kathy is the surviving spouse of Rear Adm. James Prout, who died in a combat jet crash in 1995; she was a leading force in the grassroots advocacy effort to repeal the Widow's Tax. This award is for her diligent efforts to raise an army of surviving spouses, bring social awareness to the issue and meeting with Congress countless times, resulting in a successful campaign to repeal the Widow's Tax via the 2020 National Defense Authorization Act.



ASHLIE CHRISTIAN

Ashlie Christian, C, Payette, Idaho, was promoted to Lieutenant Colonel (LTC) on January 3, 2021.

Ashlie is a third-generation P.E.O. who became a sister in 2004. After graduating as valedictorian from Payette High School in 2000, she was recruited to play softball for West Point, the United States Military Academy in New York. In 2004, she graduated with honors from West Point and attended flight school at Fort Rucker and became a Blackhawk helicopter pilot.

On her tour to Afghanistan in 2007, Ashlie flew over 1,000 combat hours, mostly with Special Forces and VIPs. More recently, Ashlie completed an 11-month tour as pilot in command, flying missions several times a week. She received Master Aviator status, which is a top achievement for Army aviators. She was also awarded the Bronze Star for Meritorious Service in Combat.

In between her tours of duty, Ashlie received a master's degree in aeronautical aerospace engineering from Purdue University, West Lafayette, Indiana, and taught calculus and sabermetrics at West Point.

Continuing on with her education, Ashlie received her master's in teaching and became an associate professor. She attended The Command General Staff College at Fort Leavenworth, Kansas, graduated and served nine months on a NATO mission to Germany, Romania, Bulgaria, Poland and the Netherlands. She served as the Aviation Battalion Executive Officer at the National Training Center in Fort Irwin, California, and is currently teaching in the math department at West Point.

MARILYNN BRADFORD



Marilynn Bradford, MQ, Jefferson City, Missouri, was a recent award recipient at the National Lewis and Clark Conservation Awards that are given

annually to individuals who have made a noteworthy impact in conservation. Marilyn was recognized as the Missouri Governor's State award winner. Marilyn received the Missouri Governor's Conservation Award, as an individual who reflects the spirit of conservation, shows outstanding leadership and has positively contributed to conservation principles and programs in Missouri. She was selected for her dedication to Missouri's outdoors, her leadership as a Conservation Commissioner in protecting the state's natural resources and her positive contributions to the state.

Marilynn became a P.E.O. in 1976, joining her mother (Jeannette Kassebaum) and aunt's (Mildred Calhoun) chapter, JV, in Jefferson City, Missouri. In 1993 she became a charter member of Chapter MQ, when a group of working women established a new evening chapter in Jefferson City.

JAN MITCHELL



Jan Mitchell, EH, Des Moines, Iowa, was inducted into the 2021 Iowa Women's Hall of Fame. Before retirement, she was an English teacher at Marshalltown High School and coached

debate and mock trial teams. She was selected as Marshalltown Teacher of the Year and the 1997 Iowa Teacher of the Year.

In 2005, after her retirement from teaching, Jan began a project to keep young Latinas in school, for them to graduate from high school and to have a plan for the future. The result was ¡Al Éxito! which began in Marshalltown in 2006-07, grew to other school districts, and became a non-profit organization in 2009. Now, in 2021, ¡Al Éxito! serves both male and female Latinx students in 22 schools. As a surprising result of her leadership, Mitchell was honored as a 2019 Robert D. Ray Award for Equity and Justice recipient when she was inducted into the 2019 Iowa Latino Hall of Fame.

SARAH BARKER BALL



Sarah Barker Ball, DJ, Forest Grove, Oregon, was one of 50 representatives to accept the 2021 American Eagle Award from the National Music Council (NMC) on behalf of music teachers nationwide. Sarah, who has had a lifelong passion for music, as a performer and teacher, is the president of the Oregon Music Teachers Association.

The Council extended this award to the nation's music educators for their heroic efforts to "keep the music playing" during the COVID-19 pandemic. "We wanted to do something special for the music teachers and administrators who have worked tirelessly in our schools and private studios across the nation for our children under the most challenging of circumstances over the past year," said NMC director Dr. David Sanders. "We want to let music teachers know that their efforts really do make an enormous, positive difference in the lives of students, especially in times of a crisis." ★

WHERE AT HOME

Elizabeth Tyson, FJ, Manistee, MI, at the Cook Inlet, Homer, AK



Jean Hillyer, HO, Flower Mound, TX, at Theodore Roosevelt National Park, Medora, ND



Susan Penrod and Angela Penrod, FP, San Antonio, TX, in Oahu, HI



Judith Jorgensen, JF, Leavenworth, WA, and Rosie Olson, IT, Spokane, WA, on the Rogue River, OR



Dale Daniele, HZ, DeBary, FL, at Yellowstone National Park, Gardiner, MT

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.



Julie Albrecht, GT, Austin, TX, and Sue Sturtevant, FZ, Ventura, CA, at Balboa Island, CA

IS THE RECORD?

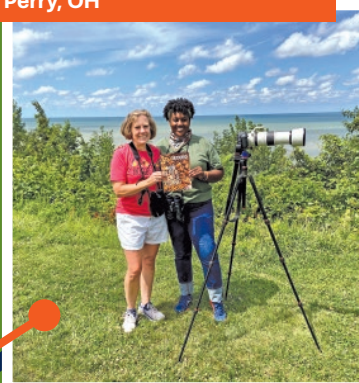
Cathy Halbritter, EN, Willmar, MN, and Kaia Halbritter, AY, Jacksonville, NC, in the Boundary Water Canoe Area in northern MN



Pam Sweet and Peg Harper, CU, Ormond Beach, FL, in Tahquamenon Falls State Park, MI



Carol Skoglund, Q, Cleveland Heights, OH, and Day Scott, QB, Los Angeles, CA, in Perry, OH



Linda Carter, WM, Fallbrook, CA, and Sara Sapp, P, Paducah, KY, in Hannibal, MO



Cathy Erickson, NV, Orland Park, IL, Jane Miller, HM, Palos Heights, IL, and Connie Brodt, IL, Longmont, CO, in Chicago, IL

Sarah Surratt, Y, Valdosta, GA, at Taughannock Falls, NY



Lynne Gabrielson, HO, Riverside, CA, in Springfield, IL



Janet Lucia, AB, Mount Airy, MD, in Assateague Island, VA



The North Carolina State Executive Board in Hillsborough, NC



Judy Banister and Sherrill Helzer AU, Torrington, WY, at Cottey Vacation College in Nevada, MO



CENTENNIAL | chapters



CHAPTER BM ★ BELLEVILLE, KANSAS

➔ **ORGANIZED:** April 29, 1921
CELEBRATED: April 14, 2021

First row, from the left: Mary Waite, Peggy Walter, Joni Sheets, Kayla McCartney, Kay Reike, Natalie Fisher
Second row: Krystal Krenke, Charlene McCartney, Karen Cheney, Jeanette Sheets, Anita Cline, Betsy Evert, Barbara Fisher
Third row: Kathleen Stump, Linda Melton, Nancy Simms, Gladys Hobelmann, Sally Spichal, Jewelda Scofield, Lela Knedlik, Molly Williams, Paula Hobelmann, Carol Levendofsky



CHAPTER F ★ McALLEN, TEXAS

➔ **ORGANIZED:** May 27, 1921
CELEBRATED: June 15, 2021

First row, from the left: Jody Hamer, Kandy Reed, Beverly Stansberry and Patia Walker
Second row: Shirley Pippin, Ann Kirby, Lina Salinger, Reba Showers, Peggy Yancy, Carol Ann Dixon, Donelda McKeand, and Kathy Larson
Third row: Susie Booth, Debbie Schuster, Lydia Gutierrez, Marianne Powell, Becky Gerling, Marlee Schwarz, Pam Thompson, Gay Hargis, Lora Vandever, Kaylynn Norman, Melodye Scoggins, Kay Jancik, Nancy Averill, Merrijo Bonds

Photo by Jenny Maples Hollis



CHAPTER I ★ ELLENDALE, NORTH DAKOTA

➔ **ORGANIZED:** May 21, 1921
CELEBRATED: June 8, 2021

First row, from the left: Valerie Martin, Marabelle Bobbe, Dianne Billey, Melinda Nation, Lorelei Maier
Second row: Janne Holt, Alicia Boyle, Mary Schmidt, Dee Anne Gall, Elaine Redmond, Betty Hamar, Allison Radermacher, Ashley Rall, Jasmine Smith, Kelly Schmidts



CHAPTER AU ★ GRANDVIEW, WASHINGTON

➔ **ORGANIZED:** June 17, 1921
CELEBRATED: June 24, 2021

First row, from the left: Virginia Thompson, Jean Wyckoff
Second row: Linda Hartshorn, Shirley Grow, Carolyn Bren, Barbara Olmstead, Gail Boose, Carolyn Hart
Third row: Alix Carlson, Sally Van Horn, Joy Fay, Kathy Ellertson, Robin Smith, Lorri Gilmur-Dillman, Irene Xie, Pat Olsen, Joanie Bertram



CHAPTER FT ★ POSTVILLE, IOWA

➔ **ORGANIZED:** April 23, 1921
CELEBRATED: July 13, 2021

First row, from the left: Marty Erickson, Annette Frey, Christa Jacobsen **Second row:** Linda Hughes, Mary Engstrom, Barb Duwe-Peterson, Rhonda Sheeley, Amy Lage, Sandy Marsh **Third row:** Laurel Ohloff, Pat Zidlicky, Marilyn Armentrout, Marcia Dibble, Lori Deering, Cindy Schultz, Fran Schager, Carol Deering, Sandra Helgersen, Jennifer Ziemann, Sandy Deering, Cici Mueller



CHAPTER FV ★ CEDAR FALLS, IOWA

➔ **ORGANIZED:** May 7, 1921
CELEBRATED: September 12, 2021

First row, from left: Alyce Jenkins, Judy Burfeind, Beverly Leahy **Second row:** Hope Goering, Carol Dotseth, Paula Schoof, Wendy Van Gorp, Patricia Van Hauen, Sue Eastman **Third row:** Margaret Clark, Mary Dick, Jean Boller, Sandra Glenn, Merrilee Betts, Sandra Delfs, Lynnette Harter



CHAPTER I ★ LUSK, WYOMING

➔ **ORGANIZED:** May 29, 1920
CELEBRATED: August 12, 2021

From the left: Tandy Dockery, Teresa Tucker, Karla VandeBossche, Danese Reed, Leslie Hammond, Pat Bruch, Laurie Wasserburger, Ginny Eckenrode, Debby Bayne, Shawna Glendy, Polly Johnson, Karen Bruch, Elaine Griffith, Lynnea Fullmer, Lu Kasper, Lisa Pischel, Twila Barnette, Teri Stephens



CHAPTER L ★ ROCK SPRINGS, WYOMING

➔ **ORGANIZED:** September 24, 1921
CELEBRATION: September 25, 2021

First row, from the left: Amber Mur, Carla Pivic, Sandy Seppie, Rachel George, Alice Paul, Liz Strannigan, Connie Jensen, Margaret Kinder, Norma Prevedel, Susan Magnuson, Nellie Nutting, Zoanne Henderson, Carrie Williams, Cheryl Confer **Second row:** Joy Christain, Sheri DeBernardi, Jan Zans, Lynne Demshar, Sue Kearns ★

FUNDRAISING | marketplace

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

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

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

Questions and Submissions:

Submit ad information via online form at [peointernational.org](https://members.peointernational.org/fundraisingmarketplace). Questions please contact comassist@peodsm.org.



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

Lapel pin or charm Small pin, circular monogram, cutout letters, 24K gold plate with spring-back post; or as charm. \$12 ppd (MN res. add \$.90 tax per item). Indicate choice. Checks to Ch. AA, c/o Mary Thompson, 7500 York Ave S, #413, Edina, MN 55435.

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

Grave marker/garden ornament 6" brass star on 24" rod. \$60 ppd. Also avail w/o rod. Ch. HV, c/o Gina Richardson, 1001 Ruby Ave, Butler, MO 64730. gbadrich@gmail.com

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 7.525% tax). Ch. CX, c/o Julie Brooks, 9937 Little Rd, Bloomington, MN 55437. Allow 3-4 weeks.

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

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

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

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

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

Delicious marguerite mints A long-time favorite—makes an elegant gift! White chocolate, 1.625", 1/4 oz. box of 30 for \$38. Additional boxes to same address are \$35. Ch. J, c/o Pat Alesse, 4825 Alderson Rd, Birch Bay, WA 98230. 360-223-6789 or patricia.alesse@theshop.com.

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

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

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

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

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

Official reciprocity chair's pin Solid 14K gold gavel on marguerite. Ch. HB/CO. Due to gold price fluctuation, please call for price. Margaret A. Lamb, 303-771-1452.

P.E.O. gold foil star stickers 1" in diameter, similar to official emblem. Ideal for conventions, reciprocity, correspondence, nametags and place cards. 50 for \$10 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, \$13/each (or 2/\$25) ppd, includes box. Great as officers gift. Ch. FX, c/o Sue Pritchett, 1015 Perkins, Richland WA 99354. Email j_sue_pritchett@yahoo.com.

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

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

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

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

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

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

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

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

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

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

📷 Magnetic star pin to hold your emblem. White satin star on yellow backing. Contact Lisa Burns, Ch. M/TN, for more information at lisaburns2003@gmail.com.

📷 Original art Full-color, 6 different marguerite designs on 6 notecards with envelopes. \$10 per pack of 6, plus postage. Choose from 2 series: Dancing with Daisies or Butterflies and Daisies. Send requests to Carol Holdhusen, Ch. AV, 3864 E Vallejo Dr, Gilbert, AZ, 85298. 480-250-6546 or caholdhusen@hotmail.com. For ecards, contact loripratt-hughes@sterlink.net.

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

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

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

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

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

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

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

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

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

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

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

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

📷 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.

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

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

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


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


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


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


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


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

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


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


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


 **Painted daisy notes** 5.5" x 4.25", pack of 5 with env. \$10 ppd. Ch. OI, c/o Lorrie Etheredge, 10569 Reagan Ct, Peosta, IA 52068.

 **Magnetic emblem holder** with engraved star, name, chapter and state, \$12. Name only, \$10. Pin back available. Ch. HZ/MO. corkdeb@aol.com.

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


 **Marguerite purse hook** Keep your purse off dirty floors and securely at your side. \$18 ppd. Checks to Ch. MX, c/o Kathy Voelker, 1716 Lynwood Dr, Champaign, IL 61821.


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


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


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


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

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


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

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


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


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

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


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


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


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


 **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.

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


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


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


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

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


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

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

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


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


P.E.O. window clings Show you're proud to be a P.E.O.! These clings use static cling so no sticky mess. You can move them to other sites easily. They are 4" x 5". \$4 each ppd. Ch. LR. Contact pblair4546@gmail.com.

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


View photographs of items at


[HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/FUNDRAISINGMARKETPLACE](https://members.peointernational.org/fundraisingmarketplace)


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


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


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


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


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

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

 **Custom coasters/paperweights** with your chapter letters, sister or office name for \$7 each -OR- choose from our sample collection for \$6 each, plus S&H. Ch. IL/TX - ChapterLTX@gmail.com or call 830-377-3615.


 **P.E.O. educating women car magnet** Celebrate P.E.O. darling oval car magnet. \$6 each ppd. Reads "P.E.O. Educating Women." Send checks to Ch. OA, c/o Diane Jelinek, 744 Cutler St, St. Charles, IL 60174. dejelinek71@gmail.com.

 **P.E.O. themed playing cards** Colorful and beautifully-designed deck of cards with 52 different P.E.O. historic facts on each. \$15/deck ppd. For order form or questions, contact Ch. R, nancy-archer@att.net.


 **Women helping Women mousepads** Includes pretty daisy design. Great gift! \$10 each ppd. Checks to Ch. DC, c/o Sarah Yerkes, 16 Belleza Way, Hot Springs Village, AR 71909. sjyerkes@gmail.com.


Stars in our garden View unique one-hour virtual presentation featuring marguerite and aster family of flowers by an enthusiastic garden educator sister. \$75 ppd to Ch. AZ. For more information, email skb0902@icloud.com.


Holiday wreath Filled with the fragrance of the Oregon forest. Shipped for you, making it a hassle-free gift for friends and family. Delivered with a bow and your personalized message. Contact Ch. E for ordering & details: claudia.stockton@gmail.com or 503-750-6453.

 **Daisy star vehicle sticker** Exterior application on vehicle. \$10 ppd. Checks to Ch. AE, 1521 Sammy Circle, Hope, AR 71801.

Official reciprocity chair's pin Gold-tone gavel on marguerite. \$30 ppd. Ch. WD, c/o Deanne Rosenson, 5 Planeo, Rancho Mission Viejo, CA 92694. 714-883-8786.


 **Original artwork notecards** Package of 5 notecards with envelopes. \$10 ppd to Ch. AH, c/o Lynn Sosinski, 1028 Fairway Lane, Conway, SC 29526.


 **Swarovski crystal P.E.O. bracelet** Swarovski crystals and stars. \$27 ppd. Text to advise wrist measurement, crystal color. Ch. AH/SC, Lynn Sosinski, 252-340-2110.

 **P.E.O. notecards** Ch. R, St. Paul, MN, is offering notecards featuring original art by Maggie Bowles, Ch. R sister. Packet includes eight - 5"x7" notecards with envelopes. \$14 per packet, ppd. Checks to Ch. R, c/o LeAnn Zogg, 7 Ski Hill, North Oaks, MN 55127.

Books


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


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

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

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

Homes

 **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.



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

The P.E.O. Sisterhood is a nonprofit organization that has helped **more than 116,000 women*** pursue educational goals by providing **over \$383 million*** in educational assistance, making a difference in women's lives through six philanthropies and a foundation:



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



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



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



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



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



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



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

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

*As of April 2021

"I would like to thank P.E.O. for the Scholar Award and the beautiful people at the P.E.O. Novato [SS, California] chapter for their enthusiasm and support for my research. Thank you for pushing me to the finish line."

—MEGUMI MORI
2019 P.E.O.
SCHOLAR
AWARD RECIPIENT



Megumi received her Ph.D. in the biology of aging from the University of Southern California in May 2021

"P.E.O. is the most profound and far-reaching organization I have ever been associated with. Its goals to educate women at various times in their lives provide immeasurable support both financially and emotionally... It's truly inspiring!"

—KATHY TAYLOR
WS, RANCHO BERNARDO, CALIFORNIA

**When do Amendments Adopted at International Convention go into Effect?**

Amendments B-2 through B-4 to Part I of the Constitution, E-1 through E-8(a) to the Bylaws and F1 through F-4 to the Standing Rules took effect at the time of vote at convention.

The following amendments to the Constitution adopted at Convention of International Chapter are implemented with the publishing of the November/December 2021 P.E.O. Record: A-1, A-3, B-1, C-1 through C-3, D-1, D-8 through D-10, D-16 through D-22 and G-1 through G-1(e).

The following amendments to the Procedure for P.E.O. Chapter Meeting adopted at Convention of International Chapter are not to be implemented until the revised materials and/or instructions are received. Those amendments are D-1(a), H-3, H-4, H-5, H-6, H-7 and H-9 through H-14. Materials will be included in the 2022 winter mailing to be distributed at the end of January 2022.

Amendments to the Procedure for P.E.O. Chapter Meeting, Ceremony of Initiation and Ceremony of Installation (H-2, H-2(a), H-8, I-1 and I-2, I-8, I-9 and K-1 through K-7), will be implemented when the revised materials and/or instructions are received in a supplemental mailing, which will be sent once the COVID-19 pandemic emergency is considered resolved by the Executive Board of International Chapter.

Amendment D-4 takes effect when the chapter is scheduling its meetings for fiscal year beginning in 2022.

**Mailings from the P.E.O. Executive Office**

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

**Time to Pay Dues**

Local chapter dues are payable February 1 for 2022-2023. 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 delinquent 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.!

**Pay Dues by Credit Card**

Chapters may choose to use a debit/credit card reader (Square, ROAMpay, Payanywhere, 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 and if allowable by state or provincial law, 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.

**Security Feature Added to P.E.O. International Member Website**

In order to maintain privacy and security for members you must complete an image identification to gain access to the P.E.O. International member website. This process helps filter out automated spam submissions and is a common practice on many websites—another step P.E.O. is taking to safeguard your information. An audible option is also available for our visually-impaired sisters.

**Deadline for Project Recognition Programs**

Chapters interested in participating in any of the following programs must have their donations and paperwork submitted to their state/provincial/district chapter **by January 31, 2022**, to be included in the spring selections.

- Cottey College Luminary Chapter
- P.E.O. Educational Loan Fund Legacy Chapter
- P.E.O. International Peace Scholarship Partners in Peace
- P.E.O. Program for Continuing Education Brighter Tomorrow Chapter
- P.E.O. Scholar Awards Laureate Chapter
- P.E.O. STAR Scholarship Constellation Chapter

**Simplifying Member Updates**

The Change in Membership (CIM) form and the Address, Email, and Phone Update online forms are being merged into one streamlined form that members and chapter officers can use in making information updates. The combined form can be accessed on the P.E.O. International member website by choosing Membership, then Member Update. The new form offers an intuitive online experience for members to make updates to their own information, as well as for chapter corresponding secretaries to report membership changes. For more information and implementation date, please see the P.E.O. International member website. ★



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

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

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

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

Email membership@peodsm.org

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

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

Address or Name Change (please print)

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

Name _____

Email address _____

Street or box address _____

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

THANKS TO EVERYONE WHO MADE THE FIRST EVER VIRTUAL CONVENTION OF INTERNATIONAL CHAPTER A HUGE SUCCESS!

- ★ **7,720** registered attendees
- ★ **1,919** voting members of convention
- ★ **Over 200** speakers and musicians
- ★ **88** live booth and display sessions
- ★ **62** seminars and workshops



- ★ **13** unique booths and displays
- ★ **9** countries represented including United States, Canada, Japan, Kenya, Nigeria, Saint Martin, United Kingdom, Uzbekistan and Vietnam
- ★ **1** global pandemic

TOGETHER, WE MADE *history!*

