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MIR PREDICTION OF THE G

Have you been looking for that P.E.O. crystal ball like I have? I just know that a crystal ball with a daisy-trimmed base must be in our historical archives somewhere.

In recent months, I would have asked many questions into that crystal ball.

- When is the time to re-open P.E.O. meetings and gatherings?
- What permanent changes will take hold in P.E.O. due to decisions surrounding the COVID-19 pandemic emergency?
- How can we ensure that our Sisterhood and amazing mission of women helping women will not only survive, but thrive?
- → What will the future hold for P.E.O.?

The strengths of P.E.O. became the crystal ball I needed. The bonds of sisterhood and friendships between my sisters continues to guide and inspire me. Your loving concern for each other was the gentle nudge to move forward. We are women helping women; sisters, families, recipients, our communities and our nations.

Your voices were heard by the Executive Board of International Chapter as we worked with our sisters on just when and how to re-open P.E.O. meetings and gatherings. The path forward became clear and we shared decisions and answers regarding our approach to lessening the effects of COVID-19 on our Sisterhood at https://members.peointernational.org/COVID-19 and in this issue of The Record on page 10.

Your voices were heard as we dove back into the "Let's Talk" survey results. My fingers are crossed that two negatives do make a positive as I report on your answers to the weaknesses of and threats to P.E.O. on page 14.

Your voices were heard as you reached out to each other and to me regarding diversity and inclusion in our Sisterhood. Thank you to each sister and local, state, provincial and district chapters who raised their hands to be a part of this conversation. On page 5, you will find another thank you to the 17 sisters who said "Yes!" to being appointed to the Ad Hoc Special Committee on the Culture of Inclusiveness in P.E.O.

What will the future hold for P.E.O.?

I am convinced there is no P.E.O. crystal ball. Only hard work and building our personal legacies will provide answers.

The best way to predict the future is to make it yourself! ★



Brenda J. Atchison,
President,
International Chapter



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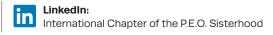


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CONVENTION OF INTERNATIONAL CHAPTER

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Convention of International Chapter is in Portland, Oregon SEPTEMBER 23-25, 2021

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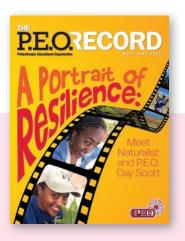


THOUGHTS ON THE May-June P.E.O. Record

Dear Becky,

I received my P.E.O. Record today. What a wonderful issue it is! I felt I must drop you a note to say "You go girl!" I love the colors, graphics, photos and all—you made it exciting with intriguing articles and makes me most proud to be a 65-year member. The excitement and depth in the articles will help ensure the success of our Sisterhood. Congratulations on an outstanding job of communicating!

- Rachael Chambers, Gl, Fairway, Kansas



Dear Becky,

Thank you so much for your work on The Record. I enjoy reading it and find it to be a great asset to the Sisterhood. I am writing to you because of a picture I noticed on page 16 of the May/June 2020 Record. It is in the article about Leigh Rabby's battle with breast cancer, and how her chemo themes helped her get through it. I am referring specifically to the image of Leigh in the Cinco de Mayo costume, complete with sombrero, mustache and oversized comedic margarita glass. I am genuinely very happy for Leigh that she was able to beat cancer and sustain herself with joyful creativity. However, wearing another culture as a costume, especially in a way that is meant to be funny or entertaining, is cultural appropriation. Cultural appropriation is when a person from a dominant culture takes bits and pieces from another culture, without permission, and without genuine engagement with, or respect for, that culture.

Cultural appropriation is a type of racism. As Brenda Atchison stated recently, "Racism, bigotry, bullying, hate and societal inequities have absolutely no place in our Sisterhood or in this world." I do not believe that Leigh meant to be racist, nor do I believe that The Record team would knowingly publish racist content, and it is not my intent to embarrass anyone. But when I saw the photo, I felt sad, especially when imagining the experience of a Mexican-American sister, prospective sister or project recipient flipping through The Record and seeing that photo.

I wanted to share my reaction with you, in an act of loving concern for sisters who may have felt bothered by this photo. My hope is that in the future, matters of culture will be represented more authentically in The Record. I also want to be transparent about the fact that I am 25 and white, and I have and will make racist mistakes in my life. Part of my personal journey of being anti-racist is to be vulnerable in speaking with other white people about racism. It is only through acknowledging racist systems and attitudes, no matter how small they may seem, that we can bring about change.

- Charlotte Wade, CJ, Rochester, New York

Dear Editor,

I'm a member of Chapter GY in Fillmore, California. When my P.E.O. Record arrived recently, I read it cover to cover.

I was heartened to see that The Record is becoming more inclusive, with the story and cover photo with Day Scott, and also the stories about the sisters from Zimbabwe and Jocelyn Shipe.

However, I was dismayed to see the stereotypical Cinco de Mayo photo twice. I realize it's supposed to be festive, but it's not how I view my sisters who are Hispanic.

Then, when I look at all the new chapters pictured, mostly what I see are white faces for several pages. I realize that this is what P.E.O. is right now. I wonder if our sisters across the country have ideas about how to promote diversity in the pages of The Record. If women of color see more of themselves in The Record, they might be more inclined to join.

I hope that we can continue to promote diversity and inclusivity. It doesn't happen by accident. I encourage you to have even more features like the ones in this issue and thank you for including them. I think we're headed in the right direction.

- Teresa Norris, GY, Fillmore, California

I, in no way, wanted to offend anyone, or promote racism. I have often thought that P.E.O. needed to promote diversity. I welcome these comments and hope they will forgive my insensitivity for the one photo, and enjoy the others. As Charlotte (Wade) said so well, I am also on a journey to be anti-racist. My life is a learning experience. I appreciate this chance to grow.

Thank you, Leigh Rabby CW, Delaware, Ohio

EXECUTIVE BOARD OF INTERNATIONAL CHAPTER

announces the appointment of an Ad hoc Special Committee on the Culture of Inclusiveness in P.E.O.

THE EXECUTIVE BOARD OF INTERNATIONAL CHAPTER ANNOUNCED THE ESTABLISHMENT OF AN AD HOC SPECIAL COMMITTEE ON THE CULTURE OF INCLUSIVENESS IN P.E.O. ON JULY 18, 2020. THE COMMITTEE'S CHARGE IS:

- To report on and make recommendations to the Executive Board of International Chapter and the P.E.O. Sisterhood regarding:
 - traditions and practices that should remain in place to promote inclusiveness in P.E.O.;
 - traditions and practices that should be changed in P.E.O. to ensure that P.E.O. is inclusive;
 - new practices and programs that would work to guarantee a culture of inclusiveness in P.E.O.

This committee is diverse in age, race, ethnicity, religion, sexual orientation, national origin, expertise with disabilities, years of membership in P.E.O. and regional location within the United States and Canada. There are first generation members and legacy members. Everyone has a love for P.E.O., the bonds of sisterhood and our shared mission of women helping women. We are pleased to announce the following committee appointees:



- Pamela Donnelly, Chapter OK, Illinois Chairman
- Gail Albers, Chapter HZ, Colorado
- Michelle Aldridge, Chapter P, Alberta-Saskatchewan
- Katherine Best, Chapter FS, Missouri
- Ariel Delaney, Chapter HW, Washington
- Gaynor Govias, Chapter Q, Alberta-Saskatchewan
- Belinda Hargrove, Chapter GO, Texas
- Elizabeth Humphrey, Chapter ES, Washington
- Mininder Kaur, Chapter JU, Kansas
- Jennifer King, Chapter JA, California
- Pamela Maimer, Chapter AE, District of Columbia
- Fran Nessen, Chapter BL, Florida
- Jennifer Onuigbo, Chapter OV, Iowa
- Barbara Perea-Sena, Chapter BU, New Mexico
- Mahin Tavakoli, Chapter O, Ontario-Quebec
- Charlotte Wade, Chapter CJ, New York
- Linda Yonteff, Chapter M, New York

Kathy Soppe, executive director, will act as the committee's executive office liaison and Brenda Atchison will serve as an ex-officio adviser and executive board liaison to this ad hoc committee.

The committee will report to the executive board quarterly, with a final oral report for this biennium to the Sisterhood at the 2021 Convention of International Chapter. Their final report will be printed in the proceedings of convention. ★



COVER story

With horns honking, signs exclaiming congratulations and a sister and her BIL playing Pomp and Circumstance on flute and saxophone, chapter sisters recently surprised Mary Jo LaRue, CE, Midland, Michigan, with a socially–distanced graduation parade by car.

It was the day Mary Jo was supposed to graduate with her master's degree in social work from Michigan State University (MSU), but commencement exercises were canceled due to the COVID-19 pandemic. Instead, chapter president Mary Shaughnessy had Mary Jo step outside her home dressed in cap, gown, hood and an MSU face mask, under the pretense of a socially-distanced photo opportunity for their chapter and state Facebook pages.

"I couldn't have been more surprised," says Mary Jo.
"I figured this was just going to be an ordinary day, and all of a sudden my sisters started driving by."

Mary Jo's journey is the epitome of P.E.O.'s mission— Women Helping Women Reach for the Stars—as she earned four P.E.O. grants and scholarships, achieved three degrees in seven years and became a sister too.

FROM CHURCH FRIENDSHIP TO PROJECT RECIPIENT TO CHAPTER SISTER

It was on a church youth project in 2017 that Mary and Mary Jo found themselves sharing many conversations as they worked side by side. Mary Jo had been a stay-at-home mother of four for 13 years and had completed an associate's degree at the local community college the year before. She had begun working on her bachelor's degree, financing her education through a variety of scholarships and grants.

Like every good P.E.O., Mary told Mary Jo that an educational grant from P.E.O. might be possible for her. They worked on the application together and Mary Jo was awarded a Program for Continuing Education (PCE) grant that fall.

In spring of 2018, Mary Jo completed her bachelor's degree in social work from Saginaw Valley State University, graduating summa cum laude. Her academic achievement was only matched by her financial achievement, as the PCE grant was one of 11 scholarships and grants Mary Jo earned in pursuit of that bachelor's degree.

Upon graduation, Mary Jo took time off to assess the kind of social work she wanted to pursue, and began volunteering at a local hospice home, while also working for her church.

Mary Jo's commitment to hospice work continued to grow and solidify. She says, "I felt honored and privileged to be able to care for guests and provide assistance to the families in those fragile last days. I realized this is the work I was called to do." In fact, Mary Jo soon found herself caring for her mother-in-law at the same facility, helping her die in peace and dignity.

Meanwhile, the friendship between Mary and Mary Jo grew and Mary told her about chapter CE's annual rummage sale. As a demonstration of her gratitude to P.E.O. for the support, Mary Jo contributed items to the sale and met several sisters in the process. More friendships blossomed, an invitation to membership was extended and in January 2019, Mary Jo became a member of chapter CE.

As Mary Jo gained more experience in hospice care and explored her educational options, she identified an accelerated program at MSU that would allow her to graduate in one year due to her advanced standing.

Mary and other chapter members helped Mary Jo apply for additional assistance from P.E.O. In the end, P.E.O. helped Mary Jo three more ways—with assistance from the Educational Loan Fund (ELF), with a chapter scholarship for women pursuing health care and with financial assistance from the Michigan P.E.O. Fund for travel expenses related to her coursework.







"The support I have received from P.E.O. has been indescribable," says Mary Jo. "It warms my heart when I think about the Sisterhood and the continuous financial support that has helped me achieve a goal I thought was unattainable. Because of this incredible support from P.E.O., I was able to focus on my studies and not worry about how I was going to pay for my education."

CAUSE FOR CELEBRATION

Fast forward to May 1, a time that was filled with the ups and downs of Mary Jo completing her dream of a master's degree, but not being able to walk in commencement. Chapter CE came through with nearly 20 sisters driving

MENTORS AND ROLE MODELS

Another CE sister, Sandy Reay, played a key role in Mary Jo's story. Even before that fateful church youth project that brought Mary and Mary Jo closer together, Sandy, former teacher, had been quietly working with Mary Jo to strengthen her scholarship application essays.

"Early on, I had applied for several scholarships and all my applications were denied," says Mary Jo. "I knew I met the qualifications for the scholarships and I asked Sandy, who had been my children's beloved third-grade teacher, if she could look at my essays and help me improve them. I had never heard of P.E.O. and certainly had no idea Sandy and Mary were in the same chapter!"

With her ambition, grace and accomplishments, Mary Jo exemplifies P.E.O. values in many ways. In one of her scholarship application essays, Mary Jo stated

"It warms my heart when I think about the Sisterhood and the continuous financial support that has helped me achieve a goal I thought was unattainable. Because of this incredible support from P.E.O., I was able to focus on my studies and not worry about how I was going to pay for my education." —MARY JO

by on her special day, leaving congratulations cards and signs on her lawn, a gorgeous cake to share with her family and flowers to remember the special occasion.

"My sisters are the best!" Mary Jo said. "This was an awesome surprise!" Mary Jo's warm smile brightened everyone's day, especially since sisters had spent so many weeks apart, sheltering at home due to the pandemic.

"We just wanted to honor Mary Jo and let her know that her chapter CE sisters love her and will always be there for her," said Mary. "Even during a pandemic, we find a way." her hope to be a mentor to others. "The field of social work is predominantly occupied by females," she wrote. "A mentor can be invaluable, and I would like to help the advancement of women by becoming an advisor to other women in my field."

Mary Jo's love for others and dedication to her field are sure to inspire many women in the future. ★

PICTURED ABOVE: Sisters in Chapter CE surprised Mary Jo with a parade. Photos courtesy of Chapter CE, Mary Jo LaRue and Midland Daily News

REMARKABLE P.E.O. STORY

Pandemic Doesn't

Keep Chapter from Celebrating

Sister's Accomplishments by Angela Sheets, CE, Midland, Michigan





While there are many options available for participation and watching, two favorite team sports are usually in full swing in the fall, football and baseball!

We can actually compare team sports to chapter life, as both rely on teamwork, fun, perseverance and goal setting for ultimate success. In our Sisterhood's case, this means the vitality of our local chapters.

TEAMWORK When you're a part of a chapter "team," understanding your role and that of your teammates is critical. Working as a team builds trust and strengthens our relationships. We do better as a team than any of us can do working alone. Each member of your chapter is a member of the chapter membership committee. Consider that as you work toward your membership goals. Working as a chapter team to find new sisters and connect with your current sisters will reduce the pressure on any one sister and you will be able to have a lot of fun together.

Whether playing or watching as fans, people partake because it's FUN. The same goes for chapter life. Make it fun for all and your team will win! One thing to remember is that, as individuals, our definition of fun might vary. Keep that in mind for your chapter too—alter your social events and modify your programs. Get different sisters involved in planning so they can share their ideas of fun.

Team sports, like life, provide a variety of challenges that will test and help to build perseverance. Things don't always go as planned, which might challenge you emotionally, but if you stick with it, there will be a payoff and reason to celebrate in the end. Perseverance is a great tool to use, and it doesn't require any special training. Remember that it doesn't matter which goal you are striving toward or how long it takes you to reach that goal. The chances of your success depend largely on your willingness to persevere.

ream-oriented goals help each player to be accountable for the overall performance of the team and to take pride in its success. We all should grow and improve ourselves, just as we are encouraged to do in our Objects and Aims. Hence, it pays to get started on the right foot with good goal-setting habits. Arnold Glasow stated, "In life, as in football, you won't go far unless you know where the goalposts are." How true that is!

communicated them to everyone in the chapter? There are many tools on the P.E.O. International website, www.peointernational.org, in the Local Chapter Membership Toolbox to utilize in ensuring your chapter's vitality. From resources to find new members, connect with sisters we don't see often or engage with sisters in transition (collegiate, nonresident, inactive sisters), there are helpful solutions and ideas in the toolbox. Are you on your chapter's membership committee? Start with the guide on the P.E.O. International website called MEmbership Begins with ME!: A Guide for the Local Chapter Membership Committee at https:// members.peointernational.org/ resource/membership-begins-meguide-local-chapter-membershipcommittee. This resource is full of ideas for you as well as a helpful calendar to easily follow. And sisters, let us not forget that everyone is a member of the Membership Committee!

Do you and your chapter members know where the goalposts are? Here's to teamwork, perseverance, goal setting, your team's success and a whole lotta fun! ★







International Chapter of the P.E.O. Sisterhood is pleased to announce that **Dana Van Roekel** has joined the Executive Office staff in Des Moines as the Director of Finance/Treasurer.

Dana graduated with a bachelor's degree in accounting from Northeast Missouri State University and passed the exam as a Certified Public Accountant. She has previously served as Chief Financial Officer for two other nonprofit organizations —Special Olympics Iowa and Lutheran Services in Iowa—both nonprofits with a statewide presence.

In her new role, Dana will serve as Director of Finance/Treasurer for International Chapter and the P.E.O. Foundation.

"I'm extremely excited to be a part of an organization with a mission of educating women."

Dana and her husband, Brent, have been married for almost 30 years. They have three grown boys, Drake, Drew and Derek. Drake was married in June of 2019 to new daughter-in-law, Laura.

Dana's extensive nonprofit background will make her a great asset to the Executive Office team and to the Sisterhood as a whole. Dana said, "I'm extremely excited to be a part of an organization with a mission of educating women. Everyone I have met has been very friendly and welcoming and I'm looking forward to becoming part of the team." *\pm\$

SAVE THE DATE!

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



WATCH FOR UPDATES AND MORE INFORMATION IN FUTURE ISSUES OF THE P.E.O. RECORD

P.E.O. The Path Forward

Modifications and Safety Precautions Established for Re-opening P.E.O.

by The Executive Board of International Chapter

In these unprecedented times surrounding our Sisterhood by the COVID-19 pandemic emergency, the Executive Board of International Chapter directed there would be no P.E.O. gatherings from March 17, 2020, to at least August 1, 2020. We temporarily allowed for Emergency Meetings via video or teleconference with a limited agenda. As the executive board considered how and when to re-open P.E.O. gatherings, we formed a focus group of 34 members throughout the United States and Canada to make recommendations to our board surrounding local chapter regular business meetings; initiation of new members; organization of new chapters; official visits; social meetings and gatherings of local chapters, reciprocities, P.E.O. Groups and s/p/d chapters including celebrations and in-person fundraising events.

Our Executive Board of International Chapter lifted up the importance of the letters P.E.O. and set the #1 priority of any decision by the executive board in this pandemic emergency was and is the health and safety of our sisters. With the help of the focus group, the "Overarching Guidance for P.E.O. Gatherings" was adopted and distributed to all local chapters and leaders on July 1, 2020. For all P.E.O. meetings and gatherings starting again August 1, 2020, or September 1, 2020, we emphasized the importance to:

- ★ Follow local area health authority or government instructions
- ★ Always wear a face covering or mask
- ★ Respect your sister's comfort level and concerns

P.E.O. meetings and gatherings will not look like they did on March 17, 2020. The bonds of sisterhood and our shared mission of women helping women will guide us through these uncertain times on our path forward.

What are the 3 meeting formats?

Three new meeting formats have been written and approved for local chapter business meetings. Each allows for your chapter to meet safely and conduct all necessary P.E.O. business. There are several new changes in the formats but our beautiful opening ritual and familiar business meeting agenda remain intact.

★ The Modified In-person chapter meeting mirrors closely a regular business meeting with all members attending in-person. Due to COVID, modifications in procedures will be followed.

- ★ The Virtual chapter meeting allows all members to join the meeting via videoconference or phone. No members attend in-person.
- ★ The **Hybrid chapter business meeting** is a combination of chapter members attending in-person, using a videoconference platform and calling into the meeting by phone.

What resources are available?

Knowing our meeting structure will necessarily be different, we recognize you will be seeking out tools to help you navigate the right format for your local chapter meeting. On the P.E.O. International Chapter website, a COVID-19 section has been created just for you. You will find it in the top menu on the member's website homepage and under the Resource Library tab (https://members.peointernational.org/COVID-19). Here's where you will locate audio files of our Opening Ode and Objects and Aims, guidance documents, information on how to use technology for virtual meetings and more. These materials will be updated as new information becomes available. You are encouraged to check out the COVID-19 resources!

How do we handle initiations now?

The focus group was extremely concerned with maintaining the Ceremony of Initiation as it currently exists and not changing the ceremony for physical distancing considerations and modified business meeting formats. Therefore, the Ceremony of Initiation will not be performed until further notice by the Executive Board of International Chapter. During this time, candidates for membership will join P.E.O. through Initiation by Affirmation.

During Initiation by Affirmation, the candidate will affirm her belief in God, her understanding that her commitment to P.E.O. does not conflict with religion or family and her wish to become a P.E.O.

Preacceptance and postinitiation counseling continue to be of utmost importance to ensure that potential members and new members learn about P.E.O. and the commitment we all make as sisters. Updated resources are available on the International website.

When chapter meetings are no longer restricted due to COVID-19, the local chapter will perform the Ceremony of Initiation for each sister who joined via Initiation by Affirmation.

What are the rules for other gatherings?

At any type of in-person P.E.O. gathering—whether a meeting, social time, lunch, family and friends event, Reciprocity meeting or workshop, all members must follow guidelines determined by the Centers for Disease Control and Prevention (CDC) and Public Health Agency of Canada (PHAC) and also all local health authority or government restrictions. Those guidelines will determine your ability to meet, how many may attend and the physical distancing requirements that will impact the space needed.

Everyone attending any type of in-person P.E.O. gathering must wear a face covering or face mask. That is a more stringent requirement than provided by the CDC and PHAC, but is meant to safeguard the health and well-being of our sisters. Likewise, recitation or singing are suspended at in-person gatherings and meetings to avoid the spread of COVID-19.

Any sisters who are in a vulnerable class should carefully consider the risks of attending in-person gatherings and may decide it is better to attend by teleconference or video conference. There is a self-check list members should take when making that decision.

Can we serve food?

Out of an abundance of caution, an additional safeguard we are implementing for in-person gatherings and meetings is that there be no refreshments. Having no food or beverages is unfortunate, but necessary to alleviate a number of concerns. Of course, a sister who has a medical need may bring necessary food or beverage.

What technology is available for virtual or hybrid meetings?

Zoom is a cloud-based video conferencing service you can use to meet virtually with others using video. Although other video communication services are also available, Zoom is easy to use and offers basic services at no cost. There are step-by-step Zoom instructions available in the new COVID section on the member's website at https://members.peointernational.org/COVID-19.

Is the Executive Office still open?

Although the P.E.O. Executive Office remains closed to the public and to our own members for tours and chapter meetings, we are open for the business of P.E.O.! Our main phone line is answered from 7:30-4:00 CST and every employee is working and responding to the needs of the membership. We remain committed to moving forward with the important work of our Sisterhood.

Whom should I contact if I have questions?

Local chapter presidents should reach out to the president, organizer or board buddy of your state, provincial or district chapter. Our local chapters in Hawaii are in contact with Alix Smith, Organizer, International Chapter. All questions submitted through Contact Us on the International website will be answered. **

All of these measures were not reached lightly. Hundreds of hours were devoted to the many possible options and the ramifications of each one before a single decision was reached. There are no "right" answers to address every scenario our members will face. But the overriding goal is how our sisters may remain engaged and participate while still safeguarding their own and their sisters' health and wellbeing. The executive board feels these decisions are in the best interest of P.E.O. and our sisters at this point in time. But the key is to remain flexible. That means as we go forward, we need to continuously evaluate and adjust. Because what works for meetings and gatherings in October may no longer be appropriate in December or next February.



Throughout this time, we hope that every chapter will support each sister even if you decide not to meet due to local chapter health guidelines or the concerns of your chapter. Canceled meetings are not required to be rescheduled. While we must physically distance please do not emotionally distance from each other. Each sister is a Very Important P.E.O. The emotional support we provide each other is more important than ever! **

by Peggy Rose, P.E.O. Foundation Board of Trustees

THERE ARE MOMENTS THAT DEFINE A PERSON AND DEFINE A NATION. ON SEPTEMBER 11, 2001, AN UNSPEAKABLE TRAGEDY FELL UPON US. WE WANT TO SHARE HOW A REMARKABLE P.E.O. CHOSE TO CELEBRATE HER EQUALLY REMARKABLE DAUGHTER.



Janice Ashley, 25, graduated from Cornell University with a Bachelor of Arts in English and had a love for words, art and poetry. Her mother, Carol Ashley, AS, Rockville Center, New York, remembers her daughter's adventurous spirit and sense of humor, describing her as a sunbeam—warm, full of energy and light. She had genuine joie de vivre that made her a joy to her family and friends. In addition to her scholastic and artistic achievements, Janice also had a mind for finance and was working as a research associate at Fred Alger Management on the 93rd floor of Tower One, World Trade Center on September 11, 2001, where she tragically perished.

To honor and celebrate her daughter's life, in 2016 Carol established the Janice Ashley Memorial Fund in the P.E.O. Foundation. Proceeds from the fund are transferred annually to the P.E.O. Educational Loan Fund and the P.E.O. Program for Continuing Education. Carol selected the Educational Loan Fund because her daughter understood the importance of education, and it would have been like Janice to want to help another woman get started on accomplishing her dreams. She also believes in the mission of the Program for Continuing Education to help women resume their educational goals after they have been interrupted.

In establishing this fund as a living legacy to her daughter Janice, Carol ensures that other women will have the opportunity to find their own joie de vivre. ★

CEBRAINS SAUE DE VIVRE

Managing STRONG PERSONALITIES

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

Local P.E.O. chapters want to leave a legacy of philanthropic accomplishments and amazing records of growth and dedication to P.E.O. values. Occasionally, though, chapters find they have a member with a strong personality that is deflating their chapter momentum. This is particularly true if the strong personality is causing tension or divisions in the

Primarily, know that the situation won't improve by ignoring it. As a leader, you need to act quickly and decisively. But before acting, focus on the problem, not the person. Know when to engage and when not to. Listen actively to what is being said, assess what is being done and try to fully understand the root issue. Then, get a tight grip on your own emotions. This is easier said than done, of course. But as a P.E.O. leader,

Lead the chapter toward setting goals. Looking toward the future might lighten the strong personality's current discontent. And, although it might seem counterproductive, give the strong personality some leeway. As devil's advocate she might raise issues beneficial to a discussion or to planning. If so, give her recognition. A pat on the back often can mollify even the strongest of the strong.

As a leader, you need to act quickly and decisively But before acting, focus on the problem, not the person.

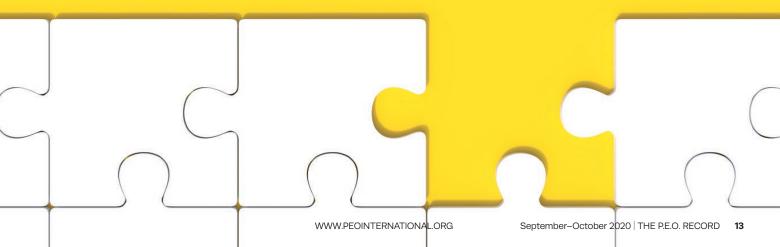
chapter. How to act in such situations seems to be a daunting challenge and puzzle. However, the choices chapter leaders generate will make the difference between a chapter that merely survives and one that thrives.

The actions of strong personalities can take on many forms: worrying discussions into oblivion, displaying passive or blustering resistance to almost any chapter action or wanting to rush into activities that might not fit the P.E.O. path. These, and even seemingly trivial turns such as eyerolling or heavy sighing, can waylay strategic forward progress, or worse, foment chapter dissension. Good presidents will want to lead away from these outcomes. But how? Try a focused, consistent approach.

you must remember that the main goal should always be the good of the chapter, not how you feel about the issue. Stay calm and concentrate on what the best outcome would be.

As you work through this process, you will need to establish boundaries and consistently impose them. Whether you need to work with the strong personality individually or bring all chapter members into the mix, the boundaries must be simple and clear. Seek solutions and reward positive action. Consistently. Good leaders know that they must repeat their stance over and over. Otherwise, the strong personality will pop up over and over. Don't set up a win-lose battle, but model best practices of communication and use perseverance and repetition to keep things productive. You want to work with the personality, not bulldoze it. There are no quick toggles to bring harmony to a chapter facing personality issues. But strategic actions and P.E.O. love can lead the way. ★





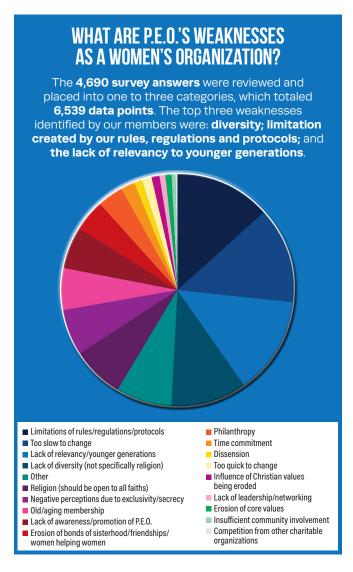


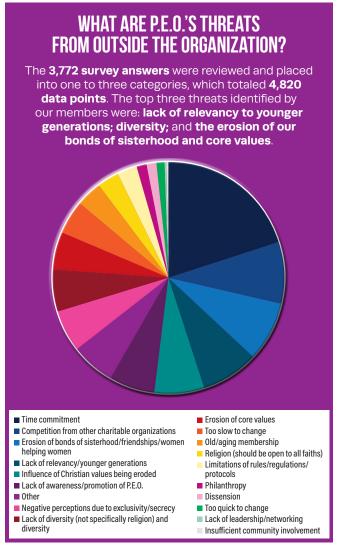
by Brenda J. Atchison, President, International Chapter of the P.E.O. Sisterhood

In this time of uncertainty in the world, it seems almost unimaginable to even think about highlighting the weaknesses of and threats to our amazing Sisterhood. Is it possible that highlighting two negatives will make a positive? Could it be a double negative of sorts where two negatives multiplied together create a positive?

The "Let's Talk" survey, launched in September 2019, asked questions about P.E.O.'s Strengths, Weaknesses, Opportunities and Threats (SWOT) to our organization. While we remember that September fondly for its normalcy of times...our P.E.O. meetings and gatherings in full swing; celebrating 150 years of women helping women; enjoying the bonds of friendships with a good ole' sisterly hug...the answers to our informal SWOT survey may not have been so different if completed one year later in September 2020.

As mentioned before in our "Let's Talk" special feature articles, 5,620 members completed the survey. Many survey questions were open–ended with an opportunity to speak your mind, yet answers were not required. All answers were included in 11 categories following careful review and analysis, with some answers being included in up to three separate categories.





DIVERSITY

Diversity, by definition, is the condition of having or being composed of differing elements, a variety in terms of age, gender, race, ethnicity, religion, disability, sexual orientation, education and national origin. To be eligible for membership in P.E.O., a potential member is 18 years of age, a woman who identifies as a woman and who must acknowledge her belief in God.

The general category of Diversity was both the #1 category for Weaknesses (31.30% of responses) and #2 for Threats (25.02% of responses). Topics in this category included the lack of diversity in race and religion, and the preponderance of members in their senior years. Our Sisterhood is blessed with sisters from all walks of life, but we do not mirror the diversity of many of our local communities.

"We are not reflecting the diversity of our communities.

Because of that, we lose the opportunity to include amazing women of different faiths, cultures and economic situations."

Terri Bacon, XS, Elk Grove, California

LACK OF RELEVANCY FOR YOUNGER GENERATIONS

As shown in the general information gathered from this survey, **over 60%** of our members are **65 years old or older**. The Lack of Relevancy for Younger Generation was the **#3 category for Weaknesses** (**15.25%** of responses) as well as **#1 for Threats** (**28.17%** of responses).

"Women who are philanthropic/service minded will find other groups to share their talents with if they don't know about us or if we are perceived as a 'group of older white women.' We need to grow forward – be what attracts younger women today."

Jan Cormany, GO, Vista, California

LIMITATIONS CREATED BY OUR RULES, REGULATIONS AND PROTOCOLS

Oh, we love our rules...or do we? Identified as the **#2 category as a Weakness for P.E.O.** (**26.93%** of responses), sisters felt that some of our rules, regulations and protocols may be holding our Sisterhood back.

"We need to change quickly if we are going to survive. Don't hold on to old outdated rituals and procedures just because that is the way it has always been done."

Bettina Allen, V, Winnipeg, Manitoba

EROSION OF OUR BONDS OF SISTERHOOD AND CORE VALUES

We have experienced the #3 category identified as a Threat (15.10% of responses) at P.E.O. conventions, in our local chapters and in social media interactions. The outside world's behavior of displaying a lack of respect for others and belittling someone that we may not agree with has no place in our Sisterhood. Our core values of Faith, Love, Purity, Justice and Truth, along with the beautiful words of our Objects and Aims and our bonds of sisterhood must be greater influences in our lives to push back these behaviors. P.E.O. needs to be that voice of civility and respect that seems to be lacking in parts of our societies. It is OK to disagree. We must remember to listen, seek growth in understanding and to bear with someone's faults and failings. We cannot let this threat turn into a weakness of P.E.O. I hope it is not too late.

"I think our greatest threat is the idea that we have to change some of our basic ideals to attract more women."

Mary Barrett, EN, Green Bay, Wisconsin

WEAKNESSES X THREATS = BUILDING YOUR LEGACY

The Executive Board of International Chapter is listening.
We are learning and we are acting.

On July 18, 2020, we announced the appointment of the Ad hoc Special Committee on the Culture of Inclusiveness. Appointments and the charge of this diverse committee are highlighted on page 5 of this Record issue.

Our Sisterhood needs to continue to address the concerns highlighted by the Younger Member Focus Group in 2015. Look at their input at https://members.peointernational.org/YoungerMemberResources I call on and invite our "younger members" to contact me at peofeedback@peodsm.org to share your ideas on what you love or would change in P.E.O. Times have changed, as have I, from when I was that younger member in our local chapters. P.E.O. will need to change, too.

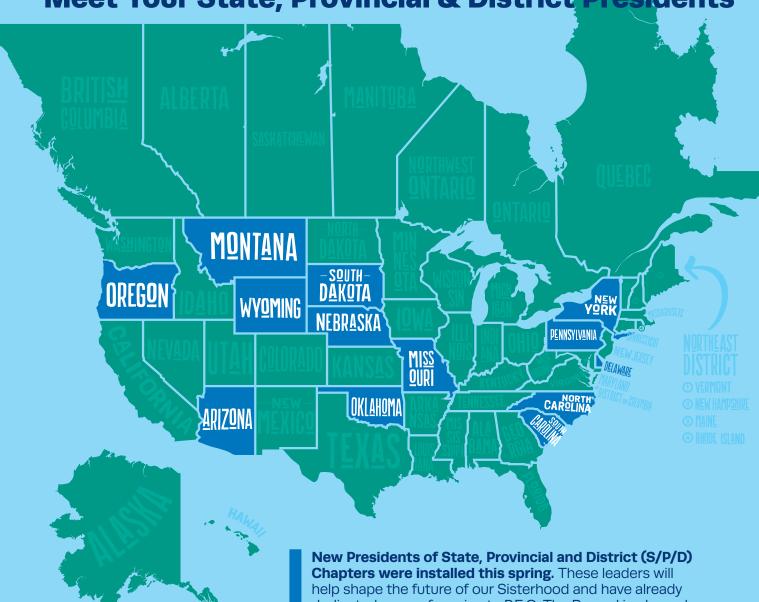
Some of the limitations created by our rules, regulations and protocols has been spotlighted during this COVID-19 pandemic emergency. While the executive board has the Constitutional authority during a public emergency to make changes to rules and regulations deemed necessary to conduct the affairs of our local, state, provincial and district chapters, we could not, nor should we, make changes for change sake. Permanent change to lessen these limitations is still through a required amendment process—a process that should include each individual member, each local chapter and each leader in P.E.O.

There are sisters who think change has been too fast in our Sisterhood. Others think we are too slow to change and some sisters want no change at all.

Yet, without change, our Sisterhood would have begun and ended with seven young women standing in a music room in the Midwest.

WHAT WILL YOUR LEGACY BE? ★

Meet Your State, Provincial & District Presidents



dedicated years of service to P.E.O. The Record is pleased to share the biographies of the committed women who will serve as your S/P/D Chapter Presidents for the next year.

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



KATHLEEN KELLY McCLOSKEY
Arizona

P.E.O. Believe in the Magic!

Kathleen Kelly McCloskey was born in Grand Island, Nebraska. She graduated from Arizona State University, where she majored in French, in 1976, and was initiated into her mother's chapter, EH, Grand Island, that summer.

Kathleen graduated from the University of Nebraska (Go Huskers!) law school, and has been an Arizonan ever since. She practiced law in Phoenix and Flagstaff for 20 years. She has been a member of Chapter AB, Phoenix, for 39 years.

The new century saw Kathleen make major life changes. She took on two new jobs, one as a part-time Phoenix City Court judge and the other as a mother. She and her BIL, Paul adopted a little boy, Dan, now all grown up and attending community college.

Kathleen was a delegate to the historic 2009 Convention of International Chapter in San Diego. She has served on the Arizona committee that supports Cottey College scholarships and travel, and served as Convention Chairman.

Kathleen's hobbies include reading, following college football and traveling, especially on Disney cruises. She is a season ticket holder for both Arizona State University Sun Devils and Nebraska Cornhuskers. Her next scheduled Disney Cruise will be next May, just after Convention 2021!



BARB JOHNSON Delaware

Proud to be P.E.O.

Barb Johnson is a second generation P.E.O. and was initiated into Chapter K, Wilmington, in 1989. She was given the gift of P.E.O. from her mother, Lucille Yeatman, Chapter A (now A–B), which sponsored the charter for Chapter K on March 5, 1988. Barb's sisters Karen Yeatman Browne and Deb Yeatman transferred from Chapter A and are charter members of Chapter K.

Barb earned a B.S. in business from University of Maryland in College Park, Maryland. She married her high school sweetheart, Mike, and relocated to Canada after college. After three years in Edmonton, Alberta, a company transfer took Barb and her husband to Toronto, Ontario, Canada. In 1987, after her daughter was born, they relocated back to Delaware to be closer to grandparents, aunts, uncles and tons of cousins!

Barb has spent over 30 years in the financial services industry, most recently leading pension benefit administration work as a public servant for Serco. Barb is an active member in her church and taught Christian education for nearly a decade. Barb has volunteered with United Way and Habitat for Humanity.

Barb and Mike have two adult children and a son-in-law who live nearby. Family time is spent at Rehoboth Beach, Delaware, where Barb loves the sun, Atlantic surf and the boardwalk, no matter the season!

In her spare time Barb loves gardening, reading, golf and candy-making!



LYNN ANNE SWITZER
Missouri

Be the GLOW of P.E.O. (God Loving Optimistic Women)

Lynn Anne Switzer was initiated into Chapter BD in Salisbury, Missouri, in 1975. She transferred to Chapter DN, Brunswick, Missouri, in 1982, where she has served as all seven officers. Lynn Anne also served Missouri as the state ELF and PCE chairman.

Lynn Anne received her B.S. degree in elementary/secondary physical education, with minors in health education and coaching from Northwest Missouri State University in 1979. In 1980, she married Stanley Earl Switzer and moved to Brunswick, Missouri. She received her M.S. degree in math education from the University of Central Missouri in 1984. Lynn Anne taught physical education, health and middle and high school math for 30 years. She retired from the educational field in 2011.

Lynn Anne and Stan have two daughters; Nikki Frisbie (husband Pat, and sons Landon and Gabe) and Megan Wellman (husband Zach and son Wade).

After retiring, Lynn Anne started her own wedding and event planning business and has been an AVON Representative for 30+ years. Lynn Anne works part time for a home, gift and wine studio in downtown Brunswick. She is a member of the Zion UMC and a member of the Brunswick Revitalization Committee. Lynn Anne loves to sing, dance and chalk draw.



PAULINE "SISSY" NYGAARD Montana

Give the Gift of P.E.O.

Pauline "Sissy" Nygaard, the youngest of six daughters, was born and raised in Cut Bank, Montana, a small town just east of Glacier National Park and south of the Canadian border. She was initiated into Chapter M, Cut Bank, nearly 30 years ago and is happy to have her only daughter, Michelle, as a new member of her chapter.

Sissy completed a degree in business management and just celebrated her 38th anniversary working for Stockman Bank as a real estate lender. Sissy enjoys working with people and numbers. Living in a small town has allowed her to be active in civic and social groups where she is often asked to be the treasurer. She has helped with the local Lewis & Clark Festival for the past 15 years, she is the treasurer for the Cut Bank Booster Club and she helped form a memorial foundation for their local library.

In her spare time Sissy enjoys yard work, gardening, bowling, golfing, reading and daily walks. She is an active member of Saint Margaret Catholic Church in Cut Bank and helps with the music for the parish.



SHERRY ERLEWINE Nebraska

Postcards & Passports to Educational Opportunities

A little postcard put Sherry Erlewine on the path to P.E.O. It was an invitation to a pizza party and to learn about Cottey College, sponsored by the Loveland, Colorado, P.E.O.s. That little postcard sure made a BIG difference in Sherry's life!

Attending Cottey led to finding a job in Yellowstone National Park for two dream-come-true summers. Yellowstone led to Winter Park, Colorado, where her application was accepted by a P.E.O. who noted Cottey and assured Sherry she'd have a job!

At Winter Park, Sherry met her husband, David, who tactfully neglected to mention his serious farming habit in Nebraska until after Sherry was totally in love with him! The fact that his Aunt Lucille was a P.E.O. was revealed.

They moved to his family farm in Perkins County and Sherry began teaching with Grant Public Schools. Several of her fellow teachers were P.E.O.s and they initiated her into Chapter FU, Grant, in 1997. Imagine Sherry's surprise upon learning that P.E.O. is SO much more than Cottey!

David and Sherry raised their two children on the farm. Daughter, Stacia, now lives in Maryland with her husband, Shawn, and their three wonderful children; Alex, Aurora and Makenna. Son, Troy, lives in Winter Park...much to their delight!



SUE BARKER New York

Connect with P.E.O.

Sue Barker grew up in the Chicago suburbs and moved to Ohio during high school. She attended Miami University in Oxford, Ohio, where she met her husband, Peter McCoy, and was introduced to the power of sisterhood in Kappa Delta Sorority. Sue earned her master's degree in audiology and hearing science at Northwestern University and has had a diverse employment history.

After their son, Owen, was born, Sue and her family relocated to Ohio to live closer to her parents. Her mom had just been initiated into Chapter BQ, Berea, and invited Sue to attend a chapter social event. Sue connected with the multigenerational group and the mission of P.E.O. In 2003, Sue was initiated into the chapter, with her mom beside her as guard.

A job transfer for Peter brought Sue's family to Buffalo, New York, in 2010, where she transferred to Chapter BI, Amherst. Sue has served her chapters and reciprocities in numerous roles and was chair of the New York State STAR Scholarship Committee before joining the State Executive Board.

Sue works part time and she likes to travel (especially to visit Owen, who attends American University in Washington, D.C.), research her family's genealogy, play games with friends and family and attend local theaters.



PAULINE CARTER North Carolina

Live Laugh Love through P.E.O.

Pauline Carter became a third generation P.E.O. when she was initiated as a charter member into Chapter CS, Tucson, Arizona, in 1983. Her mother, paternal grandmother, aunts and cousins were all initiated into Chapter V, Colorado, and her great aunt, Martha Jean Corlett, was instrumental in guiding chapter members to save the Great Sand Dunes of Colorado in the early 1930s.

Pauline earned a B.S. in industrial engineering and worked for five years as a manufacturing engineer in the defense electronics industry in Dallas, Texas, where she met her husband. Steve. After moving to South Carolina and then North Carolina, she spent the next 15 years volunteering in numerous schooland church-related capacities as she and Steve raised two daughters, Willow and Dory Ann. Pauline returned to full-time work in 2005, working as a teacher's assistant and then as the student registrar, at a North Carolina public charter school until she left in 2016 upon being installed as a member of the North Carolina State Board.

Pauline has also been a member of Chapter FA, Plano, Texas, and Chapter D, Spartanburg, South Carolina, and is currently a member of Chapter BR, Davidson, North Carolina. She recently experienced the joy of watching her youngest daughter, Dory Ann, initiated into the chapter.



JAMIE WILSON Oklahoma

Bloom & Grow with P.E.O.

Jamie Wilson was raised in Miami, Oklahoma, where she was initiated into her mother's chapter, DR, in 1981. In 1986, she transferred her membership to Chapter N, Tuscaloosa, Alabama, and has been a member of Chapter EZ, Ardmore, Oklahoma, since 1994. Third generation P.E.O.s, her two sisters are also active members – Ann belongs to Chapter DV, Chickasha, Oklahoma, and Jennifer to Chapter HO, Flower Mound, Texas.

Jamie and her husband, Mickey, also a native Miamian, will celebrate their 45th wedding anniversary in September 2020. They have three sons and four grandchildren, all living in Ardmore. Jamie hopes her daughters-in-law will one day be members of our Sisterhood.

Jamie graduated from Pittsburg State University, Pittsburg, Kansas, with a bachelor's degree in business administration. After moving to Tuscaloosa following Mickey's job transfer, she earned a master's degree in elementary education from the University of Alabama. Jamie served one year as a membership mentor and, after teaching for 26 years, retired just in time to serve as the general chairman of Oklahoma's 2016 state convention.

Jamie enjoys gardening, cooking and crafts and participates in outdoor family activities including organized sports, hunting and fishing. She is an avid blood donor, volunteers with Relay for Life and is active as a hospitality leader in the First United Methodist Church, Ardmore.



BUNNY LEWIS Oregon

Launching Wonder Women into the Stars

Bunny Lewis was born in North Carolina and grew up in Greensboro. She has lived in 11 different cities, including Ashland, Oregon, where she became a member of P.E.O. Chapter FO.

Bunny attended the University of North Carolina–Chapel Hill, where she earned a B.A. in English education and a B.S.N. She earned her Master of Nursing at UCLA and a post–grad certificate as a nurse–midwife from Oregon Health and Science University School of Nursing in Portland.

She worked for the Jackson County Health Department as a registered nurse and nurse practitioner for 12 years. Now retired, she was a women's health nurse practitioner from 1996–2009.

Bunny and her husband, Graham, live in Phoenix, Oregon. Their daughter, Shannon, is married to Justin Ashby. Step-daughter, Erin Lewis, is married to Danny Morris. Bunny and Graham are proud grandparents to Hattie Rae, Elsie Adelaide, Riley and Dylan.

Volunteer commitments keep Bunny busy. She is on the committee for the Ashland July 4th parade, is a member of the Boys and Girls Club of the Rogue Valley Talent Club Committee, was a member of the Oregon Nurses Association and volunteers at the Oregon Shakespeare Festival.

Bunny enjoys singing in church and community choirs and loves going to the theater. She is also an avid reader and loves to do cross-stitch.



ANN HUDDLESTON Pennsylvania

Our Stars Create Opportunities

Initiated into Chapter AM, Winchester, Virginia, Ann Huddleston is a thirdgeneration P.E.O. and shares the experience of board service with her late mother, Betty Jackson, past president, Virginia State Chapter and her sister, Ellen Fox, past president, North Carolina State Chapter. Many moves during her career in the dental industry gave her the opportunity to get to know many "sisters" in different states and she has been a member of chapters AM and AS in Virginia; AA in Maryland; DZ in California and AX, BT and CE in Pennsylvania. She is celebrating her 44th year as a P.E.O. this year.

Currently, she and her husband, Mike, both work for ElderDent, LLC, a company Ann founded in 1999, that provides on-site dental care and treatment to residents of long-term and continuing care communities. Her educational background includes a B.A. in Russian studies from the University of Richmond and an M.S. in business from Johns Hopkins University.

In addition to her husband, Ann's family includes Jill (Chapter O, Alexandria, Virginia) and Ben (still waiting to become a BIL!). In her spare time, Ann served on the Board of Directors of the Victoria Home in Ossining, New York, as a Vestry member of the Church of the Messiah, Gwynedd, and enjoys reading, knitting and quilting.



CYNTHIA ASHWORTH
South Carolina

Anchored in P.E.O. Sisterhood

Cynthia (Cindy) Ashworth was born and raised in Greenville, Ohio. In 1991, she was initiated into Chapter DG, Kingman, Kansas. Cindy now lives in Greenwood, South Carolina, and is a member of Chapter AJ.

Cindy earned her B.S. in elementary education with a minor in early childhood from Wright State University in Dayton, Ohio, and a degree in M.Ed. administration and supervision from Clemson University in Clemson, South Carolina.

After teaching for more than 20 years, Cindy retired in 2015. In 2017, she became South Carolina State Treasurer. In 1996–2000 Cindy served on the South Carolina state board as recording secretary, corresponding secretary, treasurer and organizer before she had to resign due to her husband's move out–of–state.

Cindy and her husband, John, will celebrate 40 years of marriage in August 2021. John and Cindy have three married children, John "Jay" Jr. (Julia), Ashley (Noah) and Laura (Josh) and five grandchildren—Cooper, Maxwell, Clayton, Alexander and Campbell. Cindy's daughters, Ashley and Laura, are also members of Chapter AJ in Greenwood.

Cindy is a member of Rock Presbyterian Church ECO in Greenwood. She enjoys reading, swimming, vacationing at the beach and spending time with her family. Her highlights of P.E.O. have been participating in the organization of nine South Carolina chapters and one in Virginia.



CATHY HEINEMANN South Dakota

Big, Bright P.E.O. Stars

Cathy Heinemann was born and raised in South Dakota. She and her husband, Dan, along with their three children, live in Canton, South Dakota. Cathy was initiated into Chapter U, Canton, in 2007 and is still a member of that chapter. She has served as president, vice president, corresponding secretary and treasurer.

Cathy is the oldest of seven. As a child, her father worked on the construction of Interstate 90. Her family lived in a two-bedroom trailer, in 25 different towns along the interstate, before she reached age six. Her family settled in Sioux Falls, South Dakota, where she grew up and graduated from Washington High School.

Cathy attended the University of South Dakota. There she met her husband, Dan. She graduated with a bachelor's degree in chemistry and a master's in business administration. She and her husband moved to Canton, where Dan practiced family medicine for 20 years. Now retired, Cathy worked in banking, as an internal auditor and compliance officer for 36 years.

Cathy and her family enjoy spending time at their lake cabin. She also enjoys reading, cooking, card making and travel. Cathy has volunteered for many organizations including her church, Girl Scouts, United Way and Junior Achievement.



LAURA BRIESMEISTER Wyoming

P.E.O. – the Chemical Formula for Sisterhood

Laura Briesmeister spent her childhood in the high altitude mining town of Leadville in the Colorado Rockies. She loves outdoor activities like camping, motorcycling, jeeping, hiking and rafting. She fell in love with chemistry in her sophomore year of high school and it became the focus of her life.

She received her B.S. in chemistry and biological sciences, followed by an M.S. in radiological health sciences at Colorado State University in Fort Collins, Colorado. In agreement with a grant that she received from the Department of Energy, she accepted an internship and later employment at the Los Alamos National Laboratory in Los Alamos, New Mexico, Her studies there included work on an algorithm to determine plutonium body burdens in humans, safety adviser to radioactive materials operations in the plutonium facility. member and instructor on several chemical and radiological hazardous materials response groups and researcher on field radioactive materials detection systems.

In Los Alamos, she met and married another chemist, Richard Briesmeister. Since their retirement from Los Alamos, they are enjoying their home in Cody, Wyoming. Still active in camping, hiking and biking, Laura has added weaving, writing and drawing to her list of hobbies.

Laura is a late comer to the P.E.O. Sisterhood, having been initiated into Chapter D of Cody, Wyoming, in October of 2009. ★

OCTOBER IS Let's go find the others month

Can you imagine the excitement that our Founders felt when they decided to create P.E.O.?

It's written that Franc Roads
immediately said,

Weeks grofing the others/
She couldn't wait to include others in their plans.

We want to recapture our Founders' enthusiasm with **Let's Go Find the Others** month.

This is a great opportunity to introduce friends and family to our Sisterhood. Who do you know who would embrace the values of P.E.O. and support our mission?

More information about helpful resources are available on the P.E.O. member website at

HTTPS://MEMBERS.PEOINTERNATIONAL.ORG/ RESOURCE/LETS-GO-FIND-OTHERS-MONTH





FROM ARIZONA TO THE SMITHSONIAN AND BACK!

PROTECTING THE PAST: A MUSEUM CURATOR'S JOURNEY

by Mary Bormann, Chairman, P.E.O. Educational Loan Fund Board of Trustees

AE CASEY RECEIVED A LOAN FROM THE P.E.O. EDUCATIONAL LOAN FUND (ELF) IN FALL OF 2018 WHILE SHE WAS PURSUING A MASTER'S OF LIBRARY AND INFORMATION SCIENCE DEGREE.

Though Mae worked a part-time job and had received a graduate assistantship, the cost of her program was still a prohibitive \$40,000. Melissa Bergeman, a good friend and colleague from the high school where they taught, introduced her to P.E.O. and ELF's deferred payment structure and low interest rate of 2 percent provided just the assistance Mae needed. Melissa's then Chapter EJ, Green Valley, Arizona, (now X, Tempe, Arizona) sponsored Mae's application for an ELF loan.

A successful teacher in Tucson schools for 13 years prior to returning to graduate school, Mae had a dream of working as a digital curator or preservationist at a university or archive. She researched options and discovered that the University of Arizona right in Tucson had an excellent library school.

To gain necessary experience, Mae volunteered at the Arizona State Museum, beginning as an intern then transitioning to a volunteer position. Her project involved uploading images of native peoples in traditional clothing into several online collections on the Smithsonian Learning Lab site. Through the Society of American Archivists, she was provided opportunities to collaborate with students and visit different archival repositories. University of Arizona Associate Professor Bruce Fulton served as her mentor, providing support and guidance throughout her program.

Mae did not know her most transformational opportunity was yet to come. She applied for and received an internship at the Ralph Rinzler Archives at the Smithsonian's

Center for Folk Life and Cultural Heritage Washington, D.C., an experience that made her feel "over the moon!" Her internship included life changing guidance from her supervisor, Cecilia Peterson. Immersing herself in the cultural activities available through the Smithsonian and the greater Washington, D.C. community broadened her perspective, giving her confidence to break into a new career field. Mae completed her degree in December 2019, earning additional graduate certificates in digital information management and archival studies.

Following graduation, Mae completed over 30 applications. Her dreams came true when she was hired in March 2020 as the Curator of Collections at the 390th Memorial Museum in Tucson. The 390th Museum is dedicated to the Boeing B–17, known as The Flying Fortress and the men in the 390th Bombardment Group who valiantly flew this plane in WWII.

As the curator for the museum, Mae will establish and maintain the records of enduring value for the museum; alongside digital preservation work, care for the physical collection, the library and the archives also fall under her purview.

Mae spends three days per week on site working in collections. She has learned cleaning techniques and already begun a campaign to refurbish A2 flying jackets worn by the pilots of the 390th.

For Mae, learning is a lifelong journey. She is grateful to Chapter EJ sisters and the P.E.O. Educational Loan Fund. Mae is excited she has found a position that uses her skills from both education and library science careers in a museum setting. ★







As I write this article, Cottey College is looking forward to welcoming students to campus in August. Fingers crossed—nothing happens to block that plan.

Among the many steps taken to ensure the safety of our students, staff, faculty and guests is the wearing of face masks or face coverings when in the presence of others and in public settings on campus where other social distancing measures are difficult to maintain. The College made plans to supply every student, faculty and staff member with at least two face masks.

As this plan began to evolve, Dr. Angela Glosser, assistant professor of criminology at Cottey, stepped forward to not only create a pattern, but to personally sew over 500 masks for Cottey. Dr. Glosser, a P.E.O. from Chapter IO in Oskaloosa, Iowa, created the mask pattern as a tribute to her grandmother, Lois Beaver, also a P.E.O. from Chapter IO, who recently entered Chapter Eternal. Angela and Lois were very close; they shared the love of sewing and Lois was thrilled when she learned that Angela would be coming to Cottey to teach.

Angela has a servant heart. Not only did she, with the help of friends and P.E.O. sisters, make masks for Cottev. but she donated hundreds of masks to medical personnel, church groups and graduate students from her alma mater.

Dr. Glosser was not the only P.E.O. to reach out to provide masks to Cottey. The College was so grateful for the gift of masks from our loving P.E.O.s. At the time of this writing, masks had been donated from Florida, Kentucky and Arizona.

by Dr. Jann Weitzel, President, Cottey College PREPARING FOR THE **FALL SEMESTER**

3 FIRSTS FOR THE EDUCATION PROGRAM AT COTTEY COLLEGE

- In May 2020, Cottey graduated its first certified teachers in secondary education: Kasey Acton, Kelsey Acton and Heidi Wiskus.
- In June, Kasey Acton was hired by the Nevada (Missouri) R-V School District to teach freshman English, making her the first Cottey education major to be hired as a teacher.

"It feels so special to be in the first Secondary Education graduating class and to be the first graduate to have a teaching contract for next year," said Kasey, a native of Michigan. "I'm very excited to be teaching in Nevada."

Dr. Kristina Adams, assistant professor and coordinator of secondary education, stated, "What is great about getting the job in Nevada is the support system she is going into. When she did

her student teaching, she started developing relationships right away with students and others."



in the field of elementary education." Cottey's education program, which began only three years ago, is growing to be one of the largest four-year programs at the College. And remember, a student who earns a Missouri certification is able to teach in any state on a temporary certificate due to reciprocity agreements across the nation as she completes any additional state-required coursework (typically 0-6

hours). ★



2018-2019
IPS RECIPIENT SISTER
ROSEMARY NYIRUMBE
IS MENDING THE LIVES OF
ABDUCTED CHILDREN

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

> Sister Rosemary, 2019 IPS speaker, Convention of Oklahoma State Chapter and Ann Bryant, past president, Oklahoma State Chapter

FROM TRAGEDY TO TRIUMPH

In 2002 when Sister Rosemary Nyirumbe (nah-room-bay) was assigned director of Saint Monica's Girls' Vocational School, a Catholic mission in the civil-war torn northern Uganda city of Gulu, she was a little worried. Armed with her faith, ethics degree and medical experience, "wives" of the LRA officers. Boys who escaped the militia were able to return home. But girls, considered defiled with children born of rape, were shunned by the community with nowhere to go. Some found their way to the mission. Sr. Rosemary made a radio announcement offering refuge and skills training to

Sr. Rosemary's work went virtually unnoticed until nearly the end of the LRA's reign of terror when she was named a 2007 CNN Hero; was the subject of a book, "Sewing Hope" and a documentary of the same name. In 2014 TIME Magazine named her One of the 100 Most Influential People; at

"Sister Rosemary has the power to rekindle a bright light in eyes long gone dark. The traumas she heals are unfathomable, but the reach of her love is boundless."

-from "Sewing Hope," the documentary film about Sister Rosemary and her work

she was supposed to revive the rundown school and teach tailoring to girls. But frankly, she knew nothing about sewing. Upon arrival, she found that sewing was the least of her concerns.

The Lord's Resistance Army (LRA) had been trying to occupy the north for 15 years, eviscerating much of the adult population and abducting children, usually at night. By threat of death, boys became soldiers, girls, sex slaves. At least 30,000 children, some as young as 10, were abducted and forced to commit barbaric acts over the course of the war.

Thirty girls called St. Monica's home, some were despondent, having great difficulty in the classroom. Sr. Rosemary discovered they were escaped slave all LRA captives. Many more came to St. Monica's, as did hundreds of children terrified of being kidnapped. They were hidden by the nuns every night then walked home in daylight.

Sr. Rosemary contacted non–profit organizations seeking funding to support a literacy program for these young women robbed of their education, a daycare/preschool for their children and foot–pedal sewing machines for skills training. The primary focus of St. Monica's became finding practical ways to return women to the community by building self–esteem and skills like sewing purses after school to earn money. When LRA officers came demanding their "wives" Sr. Rosemary protected them with her life.

the celebration gala, she was the only honoree to receive a standing ovation.

By 2017, enrollment at St. Monica's dual campuses exceeded 2,000, offering multiple vocational opportunities and in 2018 Sr. Rosemary, 62, received a P.E.O. International Peace Scholarship to pursue a Ph.D. in education at the University of Oklahoma to help achieve her ultimate goal; preparing St. Monica's graduates for university where they can receive the education to equip them with the tools to deeply engage as peace builders in society. She was the 2019 IPS speaker at Convention of Oklahoma State Chapter, is presently preparing her dissertation and thanks P.E.O. for, "...helping me reach so far!" *



Pandemic Doesn't Stop Tenacious P.E.O. Chapter

FROM SECURING PCE GRANT FOR DESERVING YOUNG WOMAN

by Susan Penrod, Chairman, P.E.O. Program for Continuing Education Board of Trustees

olly Batzner, president of Chapter DS, Racine, Wisconsin, earned her nickname "Boomer Zoomer" from chapter members as they watched her swoop in to help Brea Quadracci secure a P.E.O. Program for Continuing Education (PCE) grant. Members rallied to Molly's side as they enthusiastically cleared all roadblocks during the pandemic and focused on securing financial aid for a deserving young woman.

Brea Quadracci got the ball rolling by clicking on the public page of the P.E.O. International website to investigate her eligibility for a PCE grant following a recommendation from a school counselor. Confident that her circumstances met the criteria. Brea submitted the Information Form - Potential PCE Candidate Seeking Chapter Sponsorship, which was forwarded to the Wisconsin State Chapter PCE chairman for distribution to Racine chapters.

When news arrived that chapters were permitted to meet virtually to consider sponsoring PCE candidates during the pandemic, Molly gathered Chapter DS's education committee for an interview with Brea. Molly's next move was to recruit her granddaughter to help organize a Zoom call. Looking back at this adventure, Molly said, "This was a big step in technology. If I could do it, I figured we all could."

The virtual meeting was a great success with 15 of their 35 members joining the call by smartphone, computer and tablet. The chapter voted to sponsor Brea, who will complete a master's degree in clinical mental health counseling at the University of Wisconsin, Parkside, in August 2022.

Brea's plans for a career as a graphic artist were derailed by a serious automobile accident that left her with limited use of her right arm. During a protracted recovery period, Brea rediscovered an interest and talent for working with people in crisis. "Beginning in high school, my peers have turned to me for counseling. It is where my gifts and skills lie." Brea remarked. "I am the calm in the storm."

Over the past six years, Brea has been an active volunteer. She says she feels driven by a higher force as she has embarked on what she describes as a spiritual journey. She has worked with several agencies in Racine, including Friendship Clubhouse, Inc., dedicated to helping people with mental illnesses achieve their social, educational and vocational goals; Hopes Center, which helps people move out of homelessness and into greater fullness of life and Women's Resource Center, a domestic violence shelter. Currently Brea is taking training in sexual assault services and plans to become a volunteer crisis call and emergency room support advocate for sexual assault victims.





Brea and

her son.

Morrison

When the non-profit agency where she was employed lost funding, Brea embraced the opportunity to enroll in a master's program. She already held an associate degree in human services and a bachelor's degree in behavior sciences and had logged hundreds of volunteer hours in related fields, however, she knew a master's degree would be necessary to provide a full range of services and advance in her career.

Brea hopes to secure employment at either a Veteran's Administration or mental health hospital. Her passion for a new career as a mental health counselor is based on her conviction that violence, abuse and personal tragedies can be conquered, and health can be restored. For now, Brea and her 11-year-old son, Morrison, enjoy studying together as she prepares for the fall term at the university, and he prepares for the seventh grade.

Molly Batzner has a deep and personal appreciation for the significant impact a PCE grant can have on those returning for degrees. "Both my daughter and daughter-in-law are PCE recipients," she remarked. "Please tell chapters to make use of connections with women who seek assistance through the P.E.O. website and the s/p/d chairmen. They are great resources so don't hesitate to reach out to assist women in need." *

The PCE article on page 29 in the July-August 2020 Record misidentified the featured chapter. The story is about Chapter F, Bismarck, North Dakota. We apologize for the error.

Supporting Who will Change the World

by P.E.O. Scholar Awards Board of Trustees Laurie Collins, Chairman, Becky Daniel and Terry Northcutt



The P.E.O. Scholar Awards Board of Trustees takes great pleasure in announcing the selection of 16 Endowed and Named P.E.O. Scholars for the 2020–2021 academic year. We would like to thank the donors of these awards and extend congratulations to each of the recipients and nominating chapters. Although the amount of the award of \$15,000 remains the same, each of these women has received additional recognition for her outstanding academic achievement and her proven potential to make a difference in her chosen field. Endowed awards are supported by gifts in endowment funds administered by the P.E.O. Foundation. Only the interest earned is used for the award; the principal remains intact. Named awards are one–time awards in the amount of a P.E.O. Scholar Award given by individuals or

chapters. Trustees encourage all P.E.O.s to consider endowing or naming a future P.E.O. Scholar Award. Further information is found on our website. The Scholar Awards Trustees also extend our thanks to all chapters and chapter sisters on behalf of the entire group of 100 Scholar Award recipients for continuing to support P.E.O. Scholar Awards. You are truly **Supporting Women who will Change the World**. The complete listing, photos and biographies of all 2020–2021 scholars can be viewed on the Scholar Awards page on the P.E.O. International website at **www.peointernational.org**.



Kirsten Adams

- NOMINATING CHAPTER: CN, Chapel Hill, North Carolina
- school: University of North Carolina at Chapel Hill
- FIELD OF STUDY: Communication and media
- DEGREE: Ph.D.

Kirsten Adams had a front row seat to the 2016 presidential campaign cycle as an editor for the polling and analytics firm, Gallup, and witnessed firsthand the confusion faced by the nation's public-opinion experts who did not accurately predict the outcome. This experience helped her recognize the significance of understanding how we come to create meaning around political actors, political institutions and political life. She graduated summa cum laude with a B.A. and received an M.M.C. from Arizona State University. She is currently pursuing a Ph.D. from the University of North Carolina at Chapel Hill in communication and media. After graduation, Kirsten plans to pursue a tenure track faculty position and do public service, political and government consulting or campaign work. Kirsten is the recipient of the Sayannah Guthrie Named Scholar Award.

Savannah Guthrie established this named award for a doctoral student studying law or communications. Savannah Guthrie was a recipient of the P.E.O Scholar Award in 2001–2002 when she was a law student at Georgetown University Law Center.



Aanika Balaji

- NOMINATING CHAPTER: D, Baltimore, Maryland
- **school**: Johns Hopkins University
- FIELD OF STUDY: Pediatrics
- **DEGREE**: M.D.\M.P.H.

As an act of youthful rebellion, Aanika Balaji announced to her physician parents that she would be doing something different from them. But when she graduated from college, medical school was where she headed. According to Chapter D, Baltimore, Maryland, Aanika can "marry the regimented, analytical research skills with the loving, compassionate, listening skills of a good doctor." Her field of study is pediatric oncology, specifically how children use their own immune systems to fight cancer. After her third year of medical school, she pursued a Master of Public Health at Johns Hopkins University to understand design, execution and interpretation of clinical trials. She believes the field of medicine is where she sees herself having the most impact on the world. With her career, she hopes to bring together treatment interventions and effective screening measures to make a difference in the lives of future patients. Aanika is the recipient of the Legacy Scholar Award.

The Legacy Scholar Award is given to a doctoral student in Human Ecology–Home Economics, Childhood Development or Family Services.





Bryce Becker

- NOMINATING CHAPTER: OF, Lafayette, California
- school: University of California Berkeley
- FIELD OF STUDY: Education
- **DEGREE**: Ph.D.

Bryce Becker has always been active in her Lutheran Church community. According to her nominating chapter, this work demonstrates her care for others and her ability to create a nurturing environment. These qualities of caring and fairness affect Bryce's research into language that is non-discriminatory in educational assessment and in other settings. With a B.A. from UC Berkeley, and two masters' degrees, one from Harvard and one from UC Berkeley, she brings a wealth of knowledge and experience to her Ph.D. program. She graduated magna cum laude from her undergraduate program and is a member of Phi Beta Kappa. After finishing her Ph.D. in education from the University of California Berkeley, she plans to seek a research faculty position and continue to research coloniality in our language, literacy teaching and assessment practices. Bryce is the recipient of the Presidential Scholar Award.

The P.E.O. Foundation established this Endowed award in 2002 to honor the sitting President of International Chapter. Brenda Atchison, the current president, lives in California.



Kristin Braziunas

- NOMINATING CHAPTER: DH, Madison, Wisconsin
- SCHOOL: University of Wisconsin Madison
- FIELD OF STUDY: Ecology
- DEGREE: Ph.D.

After finishing her B.A. in environmental studies from Oberlin College, Kristin Braziunas worked in a non-profit organization for seven years where she co-authored a city-wide climate action plan. Following her childhood dream, she became a part-time firefighter where she learned to problem solve under pressure and communicate effectively with a wide variety of individuals and stakeholders. She earned an M.S. in zoology from the University of Wisconsin Madison, where she is currently working on her Ph.D. After finishing her doctorate, Kristin wants to pursue a career in applied research for a government agency. **Kristin is the recipient of the Ventura Neal Trust Fund Scholar Award.**

This award was made possible by a fund established in 2003 from the Ventura Neale Trust. Ventura was initiated into Chapter AE, Madison, Wisconsin, in 1941 and later was a member of Chapter M, Miami, Florida. P.E.O. played an important role in Ventura's life and she generously designated P.E.O. as the sole beneficiary of this trust. Thus, she continues to help outstanding women achieve their personal and professional goals.



Samantha Cooper

- NOMINATING CHAPTER: C, New York, New York
- **school**: New York University
- FIELD OF STUDY: Historical musicology
- DEGREE: Ph.D.

Raised in an Ontario Jewish community, Samantha Cooper sang in competitions, studied music theory and history, performed in community theater and youth choirs and learned several languages. In college, being asked to sight-sing a piece portraying Jews in an inaccurate negative light, ignited a passion for religious and gender identity in medieval church music and opera. She earned a Bachelor of Music History degree summa cum laude at Wilfrid Laurier University and an M.A. degree in historical musicology at New York University, and seeks a Ph.D. She studies the Jewish female voice in classical and popular music. Samantha is the recipient of the Betty Cook Karrh Memorial Scholar Award.

This award was made possible by a generous gift in 1997 by Bruce W. Karrh, Sr. in memory of his wife, Betty, a member of Chapter E, Wilmington, Delaware, for only two years before her death. Bruce wished to recognize her love for P.E.O. in her short time as a sister. Betty, an honors student in chemistry, was a wife and mother and a responsible member of society.



Eliza Grames

- **NOMINATING CHAPTER:** A, New Haven, Connecticut
- SCHOOL: University of Connecticut
- FIELD OF STUDY: Ecology and evolutionary biology
- **DEGREE**: Ph.D.

Eliza Grames earned two undergraduate degrees (summa cum laude) from the University of Minnesota: a Bachelor of Science in environmental sciences, policy and management and a Bachelor of Arts in journalism/communication studies. She worked for the Minnesota Academy of Science, doing communications planning and data management for scientific programs including the state science fair, an undergraduate research symposium and professional networking events. While coordinating the undergraduate research symposium, she became more interested in the ecology and conservation research presented than in organizing breakout sessions and preparing press releases. As a result, she decided to pursue a Ph.D. in ecology and evolutionary biology (University of Connecticut). She studies how to build evidence-based models and make generalized conclusions about ecological systems by synthesizing previous studies, with a focus on songbird and insect conservation. She wants to be a professor, as well as contribute new discoveries that address fundamental questions in ecology and conservation biology. Eliza is the recipient of the Bertha F. Richardson Named Award.

The Bertha F. Richardson Named Award was established by Chapter M in Massachusetts.

P.E.O. SCHOLAR AWARDS PSA



Raquel Hakes Weston-Dawkes

- NOMINATING CHAPTER: MR, La Jolla, California
- **school**: University of Maryland College Park
- FIELD OF STUDY: Mechanical engineering
- DEGREE: Ph.D.

Raquel Hakes Weston-Dawkes became interested in wildfire research after visiting relatives who had been evacuated post-wildfire and seeing the devastation to their community firsthand. She was drawn to the study of fire by the combination of fundamental science with critical, real-world applications. The overarching goal of her project is to improve the understanding of flame liftoff, especially as it changes with the orientation angle of the fuel – flat land vs. hills – which will improve the capability of firefighters. She has earned a Bachelor of Science, cum laude, and a Master of Science in fire protection engineering at the University of Maryland, College Park, where she is pursuing a Ph.D. in mechanical engineering. Raquel has received the Mary Louise Remy Endowed P.E.O. Scholar Award.

This award was the first Endowed award and was established through gifts from California State Chapter in honor of Past President of International Chapter Mary Louise Remy, who presided at the Convention of International Chapter in 1991, the year that Scholar Awards was adopted as the fifth philanthropy of the P.E.O. Sisterhood.



Charlotte Hulme

- NOMINATING CHAPTER: AD, Ridgefield, Connecticut
- school: Yale University
- FIELD OF STUDY: Political science
- DEGREE: Ph.D.

Charlotte Hulme earned a B.A. (summa cum laude, Phi Beta Kappa) in political science at Wellesley College and a M. Phil. in international relations and politics at the University of Cambridge. She learned that the World Bank projects that by 2050 there will be 140 million "climate refugees" worldwide. Her study examines how some of the world's most powerful companies came to a consensus about the need to address climate change—despite the absence of effective national climate policy and regulation. She develops a theory of "emergent consensus" to explain how select non-national actors appear to have a willingness to address climate change that would have been difficult to imagine a decade ago. Her dream is to become an international relations professor at the U.S. Military Academy. Charlotte is the recipient of the Mabel M. Otis Endowed P.E.O. Scholar Award.

In 2008, Massachusetts State Chapter established this award in memory of Mabel M. Otis. Mabel was a devoted member of Chapter M, Massachusetts, past president of Massachusetts State Chapter, and served as President of International Chapter in 1995–1997.



Kristin Kellev

- NOMINATING CHAPTER: EV, Bloomington, Indiana
- SCHOOL: Indiana University
- FIELD OF STUDY: Sociology
- DEGREE: Ph.D.

Kristin Kelley was raised in an environment in which women were expected to do most of the housework and childcare; men were expected to avoid being called sissies. Studying sociology helped Kristin reassess what she had been taught, leading from a B.A. in sociology and criminal justice to an M.A. in sociology at the University of Arkansas, and soon a Ph.D. at Indiana University. She asks how beliefs about gender affect attitudes: when women and men break marital name traditions, are they viewed as less devoted? If couples don't have children, does the public care about their name choices? She wants to research gender inequality in social institutions, including the family and workplace. **Kristin is the recipient of the Idagrace Guy Scholar Award**.

This award was made possible by a fund established in 1997 by Arthur M. Guy in memory of his wife, Idagrace. Idagrace was initiated into Chapter AA, Evansville, Indiana, in 1961 and in 1970 transferred to Chapter BV, Jackson, Michigan, where she remained an active member until her death in 1995.



Won Hee Ko

- NOMINATING CHAPTER: JA, Berkeley, California
- SCHOOL: University of California, Berkeley
- FIELD OF STUDY: Architecture, building science, sustainability
- DEGREE: Ph.D.

Winston Churchill said, "We shape our buildings, and afterwards our buildings shape us," illustrating Won Hee Ko's attitude toward indoor architecture. Her designs include a visual connection to nature. She finds that workers in windowed rooms are happier, more positive, more focused and more productive than those in windowless settings. Won Hee holds a bachelor's degree, magna cum laude, in architecture at Yonsei University, a Master's in building science at the University of Southern California and soon a Ph.D. in architecture, building science and sustainability at the University of California, Berkeley. Won Hee Ko is the recipient of the Helen G. Shull Memorial Scholarship.

This award was made possible by a bequest from the family in memory of Helen G. Shull. In the early 1900s, Helen's widowed mother decided that their limited family resources would go toward "putting the three girls through college because the two boys would have a much better chance of developing their own careers." The girls all became successful teachers, Helen's specialty being mathematics. She was a member of the P.E.O. Sisterhood for 48 years.





Nora Nealon

- NOMINATING CHAPTER: AL, Fort Collins, Colorado
- school: Colorado State University
- FIELD OF STUDY: Small animal medicine/ cellular and molecular biology
- **DEGREE**: *D.V.M.\Ph.D.*

One Saturday in Nora Nealon's pre-teen years, a fuzzy westie puppy named McDuff moved in and introduced her firsthand to the world of veterinary medicine. When McDuff died unexpectedly halfway through her B.S. degree (summa cum laude, Phi Beta Kappa) with a triple major in pre-veterinary science/research, biological sciences, and nutritional sciences, and a double minor in endocrinology and companion animal science at Rutgers University, she became all the more determined in her career. As a D.V.M./Ph.D. candidate in small animal medicine: cellular and molecular biology at Colorado State, she investigates health-promoting probiotic bacteria and diet as a benefit to gastrointestinal and immune health of multiple domestic species. Nora will become a small animal clinical nutritionist to research chronic gastrointestinal diseases (including irritable bowel diseases and food allergies). Nora is the recipient of the Esther **Garrett Edgerton Endowed Scholar Award.**

This award was made possible by a generous gift from Esther Garrett Edgerton and her family. Esther became a P.E.O. in Massachusetts in 1929 and was a devoted member of the Sisterhood until her death in 2002.



Nicole Nova

- NOMINATING CHAPTER: RS, Palo Alto, California
- school: Stanford University
- FIELD OF STUDY: Biology
- DEGREE: Ph.D.

When Nicole Nova began her education, COVID-19 had not yet emerged as a world-wide pandemic. Now her research into the origin and transmission of infectious diseases from animals to humans has become top priority, and her role will be vital. She began her research at the age of 16 at the Karolinska Institutet (Sweden), earning B.S. and M.S. degrees. The majority of new infectious diseases in the last decade have been transmitted from animals, but we still lack a clear understanding of how that transmission and spread happens. She seeks a Ph.D. in biology at Stanford and sees herself and her lab in the future continuing to seek practical solutions to improve human health. **Nicole is the recipient of the Annabelle B. Bush Memorial Endowed Scholar Award.**

The Annabelle B. Bush Memorial Endowed Scholar Award was established in 2006 in memory of Annabelle B. Bush by members of the Bush family. Annabelle Bush was a very dedicated and committed P.E.O. member and served the Sisterhood as the president of California State Chapter in 1982–1983.



Emily Paolillo

- NOMINATING CHAPTER: VL, Rancho Santa Fe, California
- **SCHOOL:** San Diego State University/UC San Diego Joint Doctoral Program
- FIELD OF STUDY: Clinical psychology
- DEGREE: Ph.D.

In college, Emily Paolillo discovered statistics and her ability to analyze and apply data. Now Emily works on the cutting edge of neuropsychology. Her research focuses on understanding how HIV, aging and alcohol/substance use affect the brain, memory and everyday functioning. Since graduating summa cum laude with a B.S. in psychology from Brooklyn College, she has been awarded a prestigious NIH-funded F31 predoctoral fellowship, a Chancellor's Research Excellence Scholarship and several grants to support her work. Her aim is to pursue a research-centered career at an academic medical center and to be a strong inspiration and mentor for other women in her field. **Emily is the recipient of the Annabelle B. Bush Memorial Scholar Award.**

The Annabelle B. Bush Memorial Endowed Scholar Award was established in 2006 in memory of Annabelle B. Bush by members of the Bush family. Annabelle Bush was a very dedicated and committed P.E.O. member and served the Sisterhood as the president of California State Chapter in 1982–1983.



Kelly Schmidt

- NOMINATING CHAPTER: MW, St. Charles, Illinois
- **SCHOOL:** Loyola University Chicago
- FIELD OF STUDY: U.S. history and public historu
- DEGREE: Ph.D.

Kelly Schmidt has a unique blend of academic skills and public engagement experiences that distinguishes her from the typical accomplished young scholar. She graduated summa cum laude from Xavier University in Cincinnati, with a B.A. in classics and history and now studies American slavery and abolition. Kelly's work is already breaking new ground in its examination of an enslaved community that served a religious order, where the line between freedom and enslavement was often blurred. A Ph.D. candidate in history at Loyola University Chicago, Kelly has worked for the Colonial Williamsburg Foundation and the National Underground Railroad Freedom Center. Currently, she is research coordinator for the Slavery, History, Memory and Reconciliation Project of the Jesuit Conference of Canada and the United States. Her professional goal is to make history accessible, honor voices in historical narratives and promote change. Kelly is the recipient of the Virginia J. Stooker **Endowed Scholar Award.**

This award was made possible by a generous gift from Virginia Stooker's daughter. The fund to support this P.E.O. Endowed Scholar Award was established in 2010.



Shannon Switzer Swanson
NOMINATING CHAPTER: OX, San Francisco,
California
SCHOOL: Stanford University, California
FIELD OF STUDY: Environment and
resources
DEGREE: Ph.D.

After graduating magna cum laude with a B.S. in biological science and B.A. in environmental studies from the University of California, Santa Barbara, Shannon Switzer Swanson turned to her love of writing and began telling conservation stories as a photojournalist. She went on to complete her masters at Duke and is now pursuing her Ph.D. at Stanford. Shannon's research seeks to understand what motivates small-scale traditionally nomadic fishers in the Banggai Archipelago of Central Sulawesi, Indonesia, to persist in using destructive practices, while others have transitioned to sustainable methods. Shannon's work combines cuttingedge conservation science, marine fisheries experience, social science sophistication and prize-winning photography. Shannon is the recipient of the Mary Louise Remy P.E.O. Scholar Award.

The Mary Louise Remy Endowed P.E.O. Scholar Award was the first Endowed award and was established through gifts from California State Chapter in honor of Past President of International Chapter Mary Louise Remy, who presided at the Convention of International Chapter in 1991, the year that Scholar Awards was adopted as the fifth philanthropy of the P.E.O. Sisterhood.



Jessi Thomsen
NOMINATING CHAPTER: CL, Tallahassee,
Florida
SCHOOL: Florida State University
FIELD OF STUDY: English with specialization
in rhetoric and composition
DEGREE: Ph.D.

Jessi Thomsen's research is vitally important in a world that is suffering from increasingly complex issues, such as climate change and environmental pollution. Her interests stem from her fascination with the intersection of language, relationships and interactions. Jessi holds a B.A. in studio art, M.Ed. in secondary teaching and English, and soon a Ph.D. in English with specialization in rhetoric and composition from Florida State University. She is the winner of the prestigious and highly competitive Robert O. Lawton Award for Excellence in Teaching College Composition. She intends to continue to connect writing and rhetorical engagement in the classroom to activism and social changes outside of the classroom. Jessi is the recipient of the Jane B. Smith Endowed Scholar Award.

This award was made possible by a fund established in 1995 by the Florida State Chapter and numerous local chapters in Florida to honor Jane B. Smith for her many years of service, including both her service as President of Florida State Chapter in 1983 and as President of International Chapter of the P.E.O. Sisterhood from 1999–2001. ★

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2020-2021 NAMED AND ENDOWED P.E.O. STAR SCHOLARSHIP RECIPIENTS

NAMED STAR SCHOLARSHIPS ARE A ONE-TIME GIFT OF \$2.500 AND MAY BE DESIGNATED AS A NAMED SCHOLARSHIP IN HONOR OR MEMORY OF AN INDIVIDUAL OR CHAPTER. The funds must be received by the P.E.O. Executive Office no later than December 1 to be awarded in the ensuing academic year.

ENDOWED STAR SCHOLARSHIPS MAY BE ESTABLISHED IN HONOR OR MEMORY OF AN INDIVIDUAL OR CHAPTER. The funds are held in the P.E.O. Foundation.



The P.E.O. International website offers more information about these opportunities, including how to become a STAR Constellation Chapter, under STAR Resources at https://members. peointernational.org/peo-projects/ star-scholarship/chapter-resources-star.

The STAR Board of Trustees would like to thank each individual and chapter who made STAR scholarships available.

The following are the 2020–2021 Named and Endowed STAR recipients. Visit the International website at https://members. peointernational.org/peo-projects/star-scholarship/ meet-star-recipients to learn more about these future leaders of tomorrow.



Chapter EM, Scottsdale, Arizona, in memory of Sue Green Named STAR Scholarship



Sponsored by Chapter BL, Scottsdale, Arizona

Leila will be attending the Massachusetts Institute of Technology pursuing a joint major in computer science and neuroscience with a minor in business management.

Chapter AU, Tucson, Arizona, Named STAR Scholarships



SOFIA LYON Sponsored by Chapter EP, Tucson, Arizona

Sofia will be attending the University of Arizona majoring in political science and law.



SKYLA RIGG Sponsored by Chapter El, Tucson, Arizona

Skyla plans to attend Brigham Young University and deepen her knowledge and love for the humanities.

Chapter DG, Fayetteville, Arkansas, in honor of Marla Hunt Named STAR **Scholarship**



AMANDA THOMSEN

Sponsored by Chapter DG, Fayetteville, Arkansas

Amanda plans to major in economics and industrial engineering at the University of Arkansas.

Chapter BG, Sidney, British Columbia, in memory of Virginia Webb Named **STAR Scholarship**



JESSICA SOULE

Sponsored by Chapter AA-AB, . Victoria, British Columbia

Jessica will be attending the University of British Columbia/Sciences Po (Reimes, France) pursuing a dual degree in states and governance and international relations.

continued on next page..

Chapter HU, Fullerton, California, **Donation by The Robinson Foundation** in memory of Linda Bridgford Gantes **Named STAR Scholarship**



KAELYN McCANN Sponsored by Chapter RQ, Orange, California

Kaelyn will attend Samford University in Birmingham, Alabama, studying physical therapy through their accelerated Ph.D. program.

Chapter LQ, San Pedro, California, **Named STAR Scholarship**



SAVANNAH YASSIN Sponsored by Chapter IT, Santa Monica, California

Savannah plans to attend the Kelley School of Business at Indiana University where she will major in public-policy analysis.

Chapter IQ, Littleton, Colorado, **Named STAR Scholarships**



BRIGID McNAMARA

Sponsored by Chapter GP, Denver, Colorado

Brigid hopes to attend the University of Maryland, which has a combined engineering and architecture program in fire protection engineering.



ARIANA MITSUOKA

Sponsored bu Chapter CK. Denver, Colorado

Ariana will be attending Wellesley College where she will explore her passions in media, arts and economics in the hopes of working in the creative arts industry.



Chapter FQ, Littleton, Colorado, in memory of Peggy Mills Named **STAR Scholarships**



RILEY WEEKS

Sponsored by Chapter FF, Denver, Colorado

Riley plans to attend Western Washington University in Bellingham, Washington, to pursue an education in environmental science and journalism with an emphasis on Native American studies.



INNA SPARLING

Sponsored by Chapter CP, Denver, Colorado

Anna will be attending Denver University where she will major in biochemistry and medical physics, with a minor in communications.

Chapter EX, Fort Collins, Colorado, **Named STAR Scholarship**



KATHARINA PRASETYA

Sponsored by Chapter CO, Fort Collins, Colorado

Katharina will be attending

Colorado State University and will be studying electrical engineering in hopes of obtaining a master's degree.

Chapter DC. Saint Augustine. Florida, in honor of Charlotte Jo Rau and Caroline Leigh Rau **Named STAR Scholarships**



GRACE MYERS

Sponsored by Chapter AY, Jacksonville, Florida

Grace will be attending the University of Central Florida majoring in clinical psychology.



VICTORIA ROSS

Sponsored by Chapter DQ, Jacksonville, Florida

Victoria will be attending the University of South Florida to study marine biology.

Chapter ED, Sarasota, Florida, **Named STAR Scholarship**



VANESSA TASÉ SUEIRO

Sponsored by Chapter IZ, Sarasota, Florida

Vanessa has been accepted to Barnard College at Columbia University in New York City, where she will major in creative writing and communications.

Chapter HG, Washington, Illinois, **Named STAR Scholarship**



NORA ROBINSON

Sponsored bu Chapter IQ. Eureka, Illinois

Nora is looking forward to attending Illinois Wesleyan University to major in secondary education with

Chapter EV, Bloomington, Indiana, Named STAR Scholarship

a social studies/history emphasis.



EMMALEE KISER

Sponsored by Chapter BM, Columbus, Indiana

Emmalee will be attending

North Carolina State University to major in biomedical engineering and minor in Spanish with a premedical track in mind.

Chapter PJ, Waukee, Iowa, Named STAR Scholarship



KATHRYN WITTROCK

Sponsored by Chapter KD, Des Moines, Iowa

Kathryn is attending

Iowa State University with a major in biochemistry and a minor in French.

Chapter CJ, West Des Moines, Iowa, Named STAR Scholarship



KATHRYN (KATE) DRESSEL Sponsored by Chapter HH, West Des Moines, Iowa

Kathryn will be attending George Washington University in Washington, D.C., to study business

as part of the Women's Leadership Program.

Chapter CT, Wakeeney, Kansas, in memory of Susan Benkelman, Past State President, Kansas State Chapter, Named STAR Scholarship



ELIZABETH (LIBBY) FROST Sponsored by Chapter CT, Wakeeney, Kansas

Elizabeth plans to

attend the University of Kansas to study management and leadership with a minor in Spanish.

Chapter C, Belfast, Maine, in memory of Connie Leslie Named STAR Scholarship



ANNALISE RODRIGUE Sponsored by Chapter L, Portland, Maine

Annalise will be attending

Auburn University to study interior design.

Chapter ER, Ypsilanti, Michigan, in memory of Barbara Weiss Named STAR Scholarship



ELIZABETH LI Sponsored by Chapter G, Ann Arbor, Michigan

Elizabeth, an incoming

freshman at Harvard University, plans to concentrate on applied mathematics and explore public policy and educational studies.

Chapter FL, Saint Joseph, Missouri, in honor of Janet Miller Steury Named STAR Scholarship



JULIANN SMITHSponsored by Chapter FL,
Saint Joseph, Missouri

Juliann will attend William Jewel College in Liberty, Missouri, where her major is currently undecided; however, she plans to pursue a minor in Spanish.

Chapter L, Chapel Hill, North Carolina, in honor of Florence F. Peacock Named STAR Scholarship



CORDELIA HUME
Sponsored by Chapter AT,
Chapel Hill, North Carolina

Cordelia will be attending Duke University as a Benjamin Newton Duke Scholar with potential majors in neuroscience and global health.

Chapter BS, Santa Fe, New Mexico, in honor of Robert C. Hill and Elizabeth Hill Named STAR Scholarships



ELEANOR ABRAHAM Sponsored by Chapter CA, Brookings, South Dakota

Eleanor Abraham will be attending the United States Naval Academy in Annapolis, Maryland.



ALONDRA BAHENA-REZA Sponsored by Chapter GK, Littleton, Colorado

Alondra Bahena-Reza will be attending the Colorado School of Mines to study chemical engineering.



ABIGAIL BANNON
Sponsored by Chapter BE,
Crawfordsville, Indiana

Abigail plans to major in business marketing and looks forward to pursuing a job in public relations.



MADELINE BEAL Sponsored by Chapter JC, Abilene, Texas

Madeline will be attending the University of Texas in Austin, where she will major in chemical engineering.



LILIA BECKER

Sponsored by Chapter CB, Chesterbrook, Pennsylvania

Lilia will be attending The University of Chicago where she plans to study science and business.



SARAH BENTZIN

Sponsored by Chapter D, Phoenix, Arizona

Sarah will be attending

Baylor University as a member of the Honors Program with a double major in biology and chemistry in the pre-med track.



JENNIFER BINGHAM
Sponsored by Chapter EM,
Griggsville, Illinois

Jennifer will be attending

the University of Illinois Urbana-Champaign majoring in human development and family studies.



CATHERINE BOINOSponsored by Chapter F,
Pittsfield, Massachusetts

Catherine plans to continue her education at the University of Tampa majoring in biochemistry on the pre-med honors program track.



ABBIE BONNSTETTER Sponsored by Chapter KO, Charleston, Illinois

Abbie will be attending Eastern Illinois University through the Sandra and Jack Pine Honors College majoring in pre-medicine/biological sciences with a minor in chemistry.

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KATELYN BURKS Sponsored by Chapter EN, Leavenworth, Kansas

Oklahoma Baptist University to study communications and marketing.

continued on next page...

Chapter AG, Minot, North Dakota, Named STAR Scholarships



HARPER WENTZ

Sponsored by Chapter AV, Minot, North Dakota

Harper will be attending Georgetown University where she plans to study political science and economics.



MADELYN HOUSE

Sponsored by Chapter BA, Bismarck, North Dakota

Madelyn will be attending the University of North Dakota majoring in political science as a law accelerate and minoring in public administration.

Chapter DP, Cincinnati, Ohio, Named STAR Scholarship



ABIGAIL KAPCAR

Sponsored by Chapter DP, Cincinnati, Ohio

Abigail will be studying Computer Engineering at The Ohio State University.

Chapter DC, Grants Pass, Oregon, in memory of Lorraine Colvin Named STAR Scholarships



ZOE WALTON

Sponsored by Chapter GD, Medford, Oregon

Zoe will be attending Oregon Institute of Technology in medical imaging, more specifically echocardiography.



GRACE ANGERMEIER

Sponsored by Chapter BN, Ashland, Oregon

Grace will be attending the University of San Diego with a double major in marketing and French.

Chapter X, Brentwood, Tennessee, in memory of Gloria King Named STAR Scholarship



RACHEL KNAPP

Sponsored by Chapter AF, Nashville, Tennessee

Rachel will be attending the University of Notre Dame in South Bend, Indiana. Her intended major is mathematics.

Chapter IN, Southlake, Texas, Named STAR Scholarship



HANNAH HOLMES

Sponsored by Chapter Cl, Fort Worth, Texas

Hannah will be starting college at Baylor University studying nursing with a minor in business administration.

Chapter IC, Lakeway, Texas, Named STAR Scholarship



ANANYA VENKATESWARAN Sponsored by Chapter GT,

Austin, Texas

Ananya will be attending

the University of Texas at Austin with a major in biology on a pre-medical track as a part of the health science scholars program.

Chapter BA, Williamsburg, Virginia, in honor of Jennifer Borszich Named STAR Scholarship



SARAH STATLER

Sponsored by Chapter BA, Williamsburg, Virginia

Sarah plans to attend the

University of Virginia and will major in kinesiology, while also pursuing a pre-medical track.

Beatrix Barr of Dover, Oklahoma, Named STAR Scholarships



MEG JACKSON

Sponsored by Chapter DD, Oklahoma City, Oklahoma

Meg will be attending
Oklahoma State University double
majoring in music and political science.



KAROLINE LEONARD

Sponsored by Chapter DP, Oklahoma City, Oklahoma

Karoline will be attending

Syracuse University to study magazine, news and digital journalism.

Chapter T, Arlington, Virginia, in memory of Elizabeth Morrison, Caroline Sankovich and Laurene Harvey Named STAR Scholarship



ANKITA SAHAY

Sponsored by Chapter T, Arlington, Virginia

Ankita Sahay plans to attend

George Washington University to study cognitive neuroscience and philosophy on the pre-medicine track.

Chapter EP, Houston, Texas, Endowed STAR Scholarship



ALEXANDRA ROSSMILLER

Sponsored by Chapter P, Houston, Texas

Alexandra will be attending by Business School at the

McCombs Business School at the University of Texas to major in finance and management information systems.

Chapter EP, Houston, Texas, Endowed STAR Scholarship



RENEE BRYAN

Sponsored by Chapter HH, Houston, Texas

Renee will attend the University of Virginia where she hopes to be accepted into the Frank Batten School of Public Policy and Leadership. *

Raise Funds for the P.E.O. Projects through Facebook

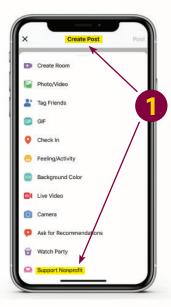
by Annie Jenkins, Digital Communications Specialist, P.E.O. International



#GivingTuesday

P.E.O. International will participate in #GivingTuesday once again on December 1, 2020! #GivingTuesday is an online giving movement, occurring the Tuesday following Thanksgiving (United States) each year. This designated day provides consumers with an altruistic alternative to shopping. Follow P.E.O. International on Facebook to get updates as the day gets closer. Visit www.facebook.com/ peointernational and click the Like button at the top of the page.

Facebook has become a place where we can all keep up with old friends, share family photos, swap recipes and so much more! You might have even noticed your friends fundraising for their favorite organizations like the Red Cross or Girls Scouts of America through Facebook. Now, you have the option to include P.E.O. in one of these fundraisers!







What is it?

Facebook fundraisers are especially popular for birthdays where users might create a post asking friends and family to honor their birthday by donating to a non-profit organization. Along with raising money for the organization, it is a great way to bring attention to a worthy cause, like P.E.O.!

How does it work?

Users can donate to a friend's Facebook fundraiser by clicking the "Donate" button on the post promoting the fundraiser. They will choose the amount they want to donate and complete the transaction all within Facebook. Donors receive a verification email from Facebook that can be used for tax purposes. Donors will not go through the usual P.E.O. donation acknowledgment process.

The money raised for P.E.O. International through Facebook goes to the P.E.O. Foundation, which is a 501(c)3 non-profit. The money goes into the Undesignated Fund, and every year the Foundation board distributes the money among the six projects based on each project's needs.

How do I set one up for myself?

- When using Facebook on a computer or mobile device, tap or click as if you are going to create a post. However, instead of uploading a photo or typing in a status, choose "Support Nonprofit." You can also get here by clicking "Fundraisers" on the left-hand side of your screen.
- 2 Start typing "PEO International" when asked to Select Nonprofit. If you already like P.E.O. on Facebook, it should be at the top of your list of options. Look for the official P.E.O. emblem to ensure that it is the correct page.
- **3** Fill in other details when prompted, such as a fundraising goal.

That's it! Facebook will notify you each time a friend donates so that you can leave comments thanking them. ★

AWARD-WINNING ideas



Cavalcade of Caring

During these times of the COVID-19 pandemic, many P.E.O. sisters have been confined to their homes or nursing facilities. Fifteen members of Chapter BE in Alma, Michigan, decorated their cars with signs and formed a parade past the homes and assisted living homes of 11 P.E.O. sisters in four nearby communities. They honked their horns and waved from windows. One member, who made face masks out of daisy fabric, handed each sister one of her creations. Joy spread to each face the cavalcade visited, but it was those who honked their horns who had the biggest tears in their eyes and lumps in their throats.



Beautiful Butterfly Masks Spread Joy

"Just when the caterpillar thought his world was ending, he woke up as a butterfly!" Butterfly masks arrived on the doorstep of each member of **Chapter IS, Estes Park, Colorado,** on May Day! The idea was hatched by Ginger Wilkinson and carried out by the chapter's Member Care Committee.

Social isolation doesn't keep a P.E.O. from reaching out not only to her sisters but to the community as well. These heroes serve in many ways but one of the most notable is cranking out masks by the hundreds. Sunny Schmidt, Katha Schweitzer and Ginger have made well over 1,000 masks distributed to Good Samaritan Village, Children's Hospital (where Katha's daughter and member works as a nurse), Larimer County Health, family, friends, neighbors, service workers in addition to Chapter IS. Sunny has a box of masks at her front door accessible to anyone who hears about them through word of mouth.







Star Bags Shine Bright

Chapter T of Birmingham, Alabama, decided during the pandemic their sisters needed a boost. A group of sisters assembled goodie bags containing star-shaped treats including mints, chocolates, notepad, stickers, pencils, erasers and confetti. The attached tag read,

"Twinkle, Twinkle Little Star, Do You Know How Loved You Are? Your Sisters of Chapter T." With social distancing a priority, the distribution committee received bags via contactless drop off and mailed them to chapter members.





P.E.O. CHEER ON A VESPA

Julie Ellis, N, New Canaan, Connecticut, spread P.E.O. cheer to her homebound sisters on her zippy Vespa during this self-isolating pandemic.



Chapter

P.E.O.

A Sincere Regard for Each Sister

Twinkle Twinkle Little Star

Do you know how loved

you are?

During the worldwide pandemic caused by a new Coronavirus, we often heard "Stay Home-Stay Safe!" With this mandate, we were all suddenly in the same boat, and we had new needs not easily fulfilled. Protective covering for our face and hands became as difficult to come by as toilet paper!

P.E.O. Chapter AM, Phoenix, Arizona, member, Jan Murray, was a longtime volunteer quilter at her church. When the virus shutdown happened, she and her fellow quilters could no longer meet at church weekly.

One of the guilter's daughter, a physician, asked the guilters to help her by making masks. They started sewing masks for her and whoever else could use them. Many went to church members, neighbors, friends and family.

Then Jan came up with the idea to do something good for her chapter sisters. She opened her computer and soon had an order from JOANN Fabrics on the way. It was a beautiful daisy print, our P.E.O. flower! Two weeks later, the fabric arrived. Jan very quickly made 32 daisy print masks. She described it as truly a labor of love.

CHAPTER EA'S SPECIAL ANGEL

P.E.O. Chapter EA, Scottsdale, Arizona, has their own very special angel. Everyone was feeling the pandemic quarantine especially hard, not only missing each other personally but they were also one of the hostess chapters for the canceled 2020 Arizona State Convention, for which many sisters had spent much time and money preparing. Secondly, they lost two sisters to Chapter Eternal during this time and it breaks their hearts not to be able to honor them properly.

One day the chapter received a notice from Joyce Claus, the chapter's tech sister, to watch for a visit from a "P.E.O. fairy," who would ring the doorbell, deposit a treat bag and wave from six feet away. Sisters enjoyed the anticipation as much as the actual visit and were thrilled when they opened their doors to see a fairy in full

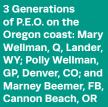
costume, including bells on her ankles, which jingled as she walked. Joyce smiled, waved and brought each sister a decorated bag of goodies, including candies, jokes, poems, pictures, a decorated rubber glove and a mask made from a paper towel complete with ear loops and a "Versace" sticker as decor! The chapter was impressed, not only with the cleverness of the idea, but with Joyce's generosity as she drove many, many miles all around the city to 38 houses for her deliveries. 🖈

WHERE AT HOME



Ruth Knapman, Carol Moore, Lynne Krizek, Wendy Anderson, Leanna Prax Williams, B, Fairbanks, AK, with Leanna's sons, Jasper and Cyrus and Poppy and Rocket the reindeer

Michelle Aldridge, Past President, Alberta-Saskatchewan Provincial Chapter, at Olympic Plaza, Calgary, Alberta







Alida Bus, D, Juneau, AK



Tammy Dean, DP, Bridgeport, NE



Honey Storlie, NY, Redding, CA



Randie Marr, LS, Live Oak, CA



Caren Browne,
Melissa Joelson,
CI, Twin Falls, ID



Phyllis O'Brien, W,

Las Vegas, NV, at

Spring Mountains National Recreation

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

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

IS THE RECORD?



P.E.O. authors

MARGE KNUDSEN



Marge Knudsen, FZ, Omaha, Nebraska, writes under the pen name of Ann Markim, Her first novel is "The Legacy." In 1874, Anna Jorgesen arrives in

lowa planning to wed the father of her unborn child and live happily ever after with him. Jorn Stryker owns a large farm, but he returns to Denmark each summer to help young men from the German-occupied area of his country immigrate to America. Reluctantly, he marries Anna, but continues his annual trips to their homeland. Jorn assigns a farm hand, Halvor Hansen, to assist Anna while he's gone. Early on, she makes it clear that she intends to remain faithful to her frequently-absent husband, a decision Halvor respects.

After nine years of a turbulent marriage and five children, Anna's life takes a drastic turn. She must make difficult and painful choices in order to strengthen the Stryker family bonds and create the life she wants for herself and her children.

SUE SAILER



Sue Sailer, FO, Perham, Minnesota, wrote a children's book, "Adventures

with Tuffy." "Adventures with Tuffy" is illustrated by Troy Becker, son-in-law of FO sister Carol Wilkowski. In the book, Anna and her dog Tuffy embark on adventures that may seem foreign at first, but eventually provide them with new energy, confidence and love for each other. Sue is donating her proceeds from the book to Patriot Assistance Dogs and Lucky Dog, an organization for training and housing shelter dogs.

Sue, a retired social worker, enjoys writing, serving in her community and currently serves on the Minnesota P.E.O. Home Fund Committee. One of her favorite activities is reading to her four grandchildren.

Ι Ιςα καν απαμ



Lisa Kay Adam, DM, Edinburg, Texas, wrote "xuai: mission, house, village, town," a collection of dramatic verse based on the whispered and

fragmented words of the ancient Coahuiltecan peoples of south Texas and northern Mexico. With impeccable research, Lisa transports readers to the age of conguest in the Southwest by the Spanish crown, a time when the nomadic indigenous peoples were drawn into the great missions scattered along the Rio Grande and northward. Her interpretations of the puzzling ideologies, clashes, crucial misunderstandings and clear cultural distinctions between civilizations brought about by the discovery of the New World opens the curtain on our understanding of this seminal time.

Lisa grew up in South Texas; she earned her undergraduate degree in anthropology and English from the University of Texas at Austin, and her Ph.D. in historical geography and anthropology at Louisiana State University.

MARCIA WRIGHT



Marcia Wright, DK, Adrian, Michigan, wrote "Strong Will His Journey," a memoir love story of extraordinary hope, courage and unfailing

strength. It is a journey of impossible odds and one man's will to live. As a recent widow, Marcia shares insight and tributes to her late husband in this book.

Marcia is a Michigan native. She grew up and became a teacher, principal, artist, writer and lover of life. Her adult children continue to be a source of great joy.

MARGUERITE GRAY



Marguerite Gray, D, Arcadia, Louisiana, wrote "Hold Me Close," "Surround Me" and "Bring Me Near" books one. two and three in her

Revolutionary Faith Series set in 1772-76 Charles Town, South Carolina, during the American Revolution. These novels are historical fiction, following the lives of Louis Lestarjette and Elizabeth Elliott.

Louis arrives from France without purpose or plans beyond reconnecting with family and making a profit. When decisive events confront him, Louis finds himself torn between staying with the woman he loves and escaping the coming conflicts.

Elizabeth trusts that God will hold her close in uncertain and changing times. When the mysterious Frenchman with no commitment to God or Charles Town enters her life, he challenges her role in the political battle. She must decide what actions she can take for the cause.

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

KATI RAY



Kati Ray, MF, Poplar Bluff, Missouri, wrote "Poplar Bluff Tornado, May 9, 1927," a compilation of stories from the tornado that

ripped through the town and killed many people. Kati has been on the board of the Poplar Bluff Museum since 2001 and involved with Butler County Historical Society since 1999. She enjoys her family, local history, retirement and her cats.



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

JANET REED



Janet Reed, ND, Nevada, Missouri, wrote her first book of poetry called "Blue Exhaust" in which she writes about her childhood and its particular

time in American history. According to Robert Stewart, "Janet Reed confronts history and childhood in Middle America – a time of Rosemary's Beauty Shop, a red Corvair, segregation – and displays that world with courage and affection... These are passionate, authentic poems, which veritably soar on the evocations of names, places and experiences made memorable."

Janet teaches writing and literature at Crowder College. She began writing stories when she was 11, and after earning a master's degree from Pittsburgh State University and teaching for the better part of 20 years, she began publishing creative work. She travels widely and reads voraciously to mix the culture of the Midwest with impressions of global identity. She is a two-time Pushcart Prize nominee, and her poems have appeared in Sow's Ear Review, Common Ground Review, I-70 Review and elsewhere.

LISBETH CLAUS



Lisbeth Claus, CX, Silverton, Oregon, wrote, "#ZigZagHR: Why the Best HR is no Longer HR," with co-author Lesley Arens. The central theme of the

book is that HR, as we know it today, is doomed to disappear but that does not mean tabula rasa. After all, that is not possible for most companies due to legacy systems and the need for legal compliance. To remain relevant, HR must reinvent itself, zigzag towards a new model—keeping what's needed for legal compliance and organizational culture, get rid of HR policies and practices that no longer add value and start innovating with new practices that improve the experience of the talent.

Lisbeth is professor of management and global HR at Willamette University (Salem, Oregon). She is education chair of P.E.O. Chapter CX.

DIANNE PETREY



Dianne Petrey, S, Versailles, Kentucky, wrote "Mission Possible," a daily journal of her journey to her first mission trip in Peru.

Dianne describes life's ups and downs and God's steady hand on her life as He shadows her walk on one of the most difficult journeys in her life.

Born in the coal fields of West Virginia, Dianne is the youngest of eight. She was only 10 years old when a fatal heart attack took her dad from the family. Dianne's mom, the rock of the family, was an amazing role model of a devoted Christian. Dianne's acceptance of salvation came when she was 16. But a life as she dreamed of would be full of trials and triumphs along the way. Dianne's close relationship with God gives her strength and courage to face anything.

Dianne lives in Lexington, Kentucky with her husband, Calvin. She enjoys writing, blogging and spending time with her grandkids.

JUNE LOWENBERG



June Lowenberg, MB, Fairfield, Iowa, wrote "Clear Colors," a young adult romance, with a bit of supernatural element. Main character, Lenox

Ryan, abruptly moves from her celebrity life to an everyday existence in rural lowa. She makes real friends and falls in love, both for the first time. Saved by her ability to see auras and an aunt committed to all things being "normal," Lenox flourishes... until her mother/manager returns. Momager will go to great lengths to separate this young love.

"Clear Colors" explores teenage politics, social interactions and the connection of a small town.

June and her husband, Greg, reside in Fairfield, Iowa, where she is a realtor and president of her chapter. They have two grown children and a grandchild. June joined P.E.O. in 2011.

KRISTIN LEHR



Kristin Lehr, BK, Indianapolis, Indiana, is the author of children's book "The Squirrel Family Acorn." Kristin writes children's picture books

that focus on sight word development, rich cumulative language and repetitive prayer. Kristin uses intentional writing to emphasize the importance of children learning from an early age to hide God's word in their hearts. Kristin lives in Indiana with her husband and three sons. Her favorite thing is to spend time with her family and friends. Kristin is a huge animal lover! She has four cats: Skittles, Rowdy, Taffy and Lloyd and the love of her life...a Pit Bull rescue, Lola! Kristin enjoys a wonderful career as the Director of Children's Ministry at Zionsville Presbyterian Church in Zionsville, Indiana.

JODI BARTH



Jodi Barth, CS, Pinehurst, North Carolina, wrote "CSI Old School: Reconstructing Nightmares" about her experiences as the first female crime scene

investigator for the Illinois Department of Law Enforcement in the late 1970s. As Jodi's career progressed, so did her personal challenges in a quickly evolving professional landscape. She contended with overcoming fears of self-doubt as a woman encroaching on a traditionally male-dominated field while facing the relentless tragedies of strangers and the harrowing reality of some cases that, if she failed, may never be solved.

Jodi started as a deputy coroner before accepting the job with CSI. She rose through the ranks to detective sergeant and ultimately detective division commander. She eventually transitioned to the private sector as a licensed private investigator and an internal fraud investigator for a global commercial insurance carrier. Now retired from law enforcement, Jodi lives in North Carolina with her husband. **

OEMS BY

2020 Vision

by Janet W. Clark, BQ, Williamsburg, Virginia

2020 Vision was once thought to be A description defining perfect sight. But as we moved into the current year, A blurred vision became our plight.

A pandemic arose across the globe Distorted our entire view Of how to proceed with our lives, We needed to adapt to rules new.

> "Shelter in place, wash your hands, sanitize, Stay 6 feet apart, We want to save lives. No personal contact is to be permitted, When out in public, a mask must be fitted."

With all of these restrictions, how could we see. All of the activities that were meant to be? We could use introspection to help make clear, All of the values that we hold dear.

But I can't wait to unmask and see smiling faces, To gather together in public places. To look, observe, reflect and review Ideas and events. And my friendships renew.

Missing P.E.O.

by Darlene Lowe, L, Loveland, Colorado

I love to go to P.E.O. and see each "sister's" smile. But now we're all to stay at home. No meetings for a while. I used to dress, put make-up on, and fix my hair just so. I'd get the things that I would need and go to P.E.O. But now I don't dress up at all. I wear old jeans all day. My spouse and I just stay at home. They say it's best that way. I've tried to clean a drawer or two, and toss things I don't need. But after just a little while I'd get a book and read. I hope things soon will settle down and we'll be virus free. 'Twill be a time to celebrate. On that we ALL agree! Our lives are changing day by day. There's so much I don't know. But one thing that I know for sure. I miss my P.E.O.

COVID 19...

by Sandy Allbee Lacy, CE, Colorado Springs, Colorado

For nearly two months now, we've been apart! Making fashion statements with our masks. Meeting only heart-to-heart, And doing all those "put off" tasks! Creating beauty with our art. Some are even sewing masks!

Face covered, we may go outside to take a walk, But we must stay at least six feet apart from others: Dogs, men, women, children, and their mothers. It's really best if we don't talk!

Paint, draw, sculpt, knit, crochet or macramé, Write a story or a poem, Some Chopin on the piano, play... Whatever shall I DO today? I guess that I'll just stay at home And dust off a long-stored tome and Read.

Dear Sisters, I can't wait until We can meet again and say: "I love you!" with a HUG, And standing all together, Pray.

CENTENNIAL chapters



CHAPTER D SALT LAKE CITY, UTAH

organized: May 11, 1920 celebrated: May 11, 2020

First row, from the left: Darlene Stanton, Sharon Mulhall, Kay White, Ruth Dolson, Ruth Stone, Jill Johnson, Carole Stott, Donna McCullough, Jan Crimin, Karen Charnholm Second row: June Jelm, Ann Williams, Wendy Holloway, Lisa Anderson, Marilyn Coller, Samantha Overton, Janet Wortley, Carolyn Ershler *



NEW AND 100-YEAR-OLD CHAPTERS:

Share the Good News

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

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

NOT MEETING IN PERSON RIGHT NOW? NO PROBLEM!

Send a screenshot of a Zoom meeting or a recent group photo.

FOR NEW CHAPTERS, SEND:

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

FOR CENTENNIAL CHAPTERS, SEND:

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

FUNDRAISING | marketplace

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

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

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

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

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

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

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

Grave marker or garden ornament

6" brass star on 24" rod. \$50 ppd. Also avail w/o rod. Ch. HV, c/o Pam Hedger, 1 Willow Green Dr, Butler, MO 64730. pam.hedger@yahoo.com.

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

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

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

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

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

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

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

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

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

patricia.alesse@thecshop.com.

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

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

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

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

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

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

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

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

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

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

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.

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

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

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

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

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

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

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

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

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

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

Magnetic marguerite pin holder

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

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

Quilted crossbody bag in a variety of fabrics. Ch. F/NH. Visit PEO-FNH.org

P.E.O. scarves Beautifully imprinted with P.E.O. letters and stars. 14" x 60" – black, ivory, red, 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 Ishooker@aol.com.

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

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

P.E.O. Founders bookmarks

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

Past president's gavel guard

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

Original magnetic daisy pin

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

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

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.

Constant September 13 (1974) 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.

P.E.O. pin 1" x 1.25", attaches to clothing with a magnet. \$35. Please state if your P.E.O. emblem is a clasp or tie tack back. Ch. IH, c/o Marki Morison-Gille, 850 Towne Court, Monument, CO 80132. 719-375-3732.

Travel tumblers 16-oz. insulated travel tumbler created for us by Suzy Toronto. \$17 ppd. Checks to Ch. BN, c/o Janice Chambers, 519 Lombardy Dr, Sugar Land, TX 77478. august1990@msn.com. Discounts for orders of 5 or 10.

Seven Heavenly Founders 15-min.

DVD Great for programs and new members. \$18 ppd. Ch. BF, c/o Phyllis Sandmann, 9301 Lansbrooke Ln, Oklahoma City, OK 73132.

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

Nametags with beautiful, custom marguerite artwork

1.5" x 3" white acrylic magnet fastener, name and chapter ID. \$13, plus shipping. Ch. JB, c/o Heidi. 719–528–5313 or heidi@cburnett.net.

P.E.O. silver star bookmark/ letter opener \$25, plus \$6 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. 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.

Garden flag 12" x 18." \$30 ppd to Ch. HV, P.O. Box 895 Littleton, CO 80160-0895. Questions? Call Sarah at 303-594-2455 or email chapterhv@gmail.com.

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P.E.O. chapter garden flag

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

🔯 Classy 3" x 1" laminate name

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

- Play daisy bingo Facts about our Founders instead of numbers, \$25 ppd. Also, Bee Smart about the P.E.O. Constitution and CA state bylaws, \$25 ppd. Each set has 100 cards. Great for programs! Checks to Ch. DO, P.O. Box 4127. Riverside. CA 92514-4127. 951-809-3673.
- Kitchen towels Daisy on yellow polka dot; Daisy patch on white; Projects on yellow. Specify design/color. 20" x 28", all cotton. \$12/ each ppd. Ch. FL/OK, c/o Joan P, 15604 Acacia Rd, Oklahoma City, OK 73170. kt4s@yahoo.com.

Field of daisies bookmark

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

- P.E.O. mobius scarf Beautiful. washable, jersey knit, daisy print, twisted infinity scarf with a black background and white daisies with red centers. \$15 ppd. Check payable to Ch. KQ, c/o Jodell Larkin, 70 Coppergate Ct, St. Peters, MO 63376. ilarkin70@charter.net or 636-688-5925.
- Sterling P.E.O. necklace Dainty (measures 3/4" x 1/4") with 16" or 18" chain please specify length. Sterling. \$49.95, plus \$1.95 S&H. Checks to Ch. K, c/o CJ Gray, 325 Eagles Walk, Gastonia, NC 28056.
- **BIL pins** Metal, die-struck 1/2" square with polished raised letters, military clutch back. \$10, includes shipping. Checks to Ch. L, 1400 Cedar Point Rd, Lagrange, KY 40031. Marthahe23@gmail.com.
- **Daisy magnets** For car, mailbox or fridge! 7" round, white and yellow daisy with P.E.O. in center. \$12/each, plus \$6 S&H for 1-10 magnets. Ch. AN, c/o Monica Johnson, 107 Glenn Burnie Dr, Easley, SC 29642. buffjohns@aol.com.
- Daisy pin guard This 3/8" antique brass, white daisy has a 2" chain with a safety pin attachment. \$20 to Ch. MQ, c/o Christine Trimble, 2210 Heartland Rdg, Jefferson City, MO 65109. ct@dulletrimble.com.
- **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.

- **Elegant emblem holder** Magnetic, with engraved star, name, chapter letters and state, \$12. Name and star only, \$10. Can be made into a pin-back. All sales to the P.E.O. projects! Email Susan Keller at skeller68@ charter.net for more info. Ch. HZ/St Louis, MO.
- Painted daisy notes 5.5" x 4.25", pack of 5 with env. \$9 ppd. Ch. OI, c/o Lorrie Etheredge, 10569 Reagan Ct, Peosta, IA 52068.
- Marguerite purse hook Keep your purse off dirty floors and securely at your side, \$18 ppd, Checks to Ch. MX, c/o Kathy Havey, 107 N Elm St #109, Champaign, IL 61820.
- Beautiful embroidered pin holder w/member's name 2.5" x 3.5", white with gold embroidery. \$18 ppd. Ch. FK/ OR. Email carturner@yahoo.com for order form.
- (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.
- Calligraphy poem note cards

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

Let others know you're a P.E.O.

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

- **O** 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.
- 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.

281-496-6452 or bvannatter@aol.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

Two pairs of pierced earrings

or tanddkuhn@msn.com.

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

Color P.E.O. beautiful program

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

- **Daisy notecards** Original watercolor artwork on folded notecards made with heavy cardstock (4.25" x 5.5"). \$12 ppd for pack of 5 with envelopes. Checks to Ch. NE, c/o Eileen Wargo, 1428 Royal St. George Dr, Naperville, IL 60563.
- Sisters of love blanket Originallydesigned, beautiful blanket. \$50, plus shipping. Ch. AO/MD. Contact Nicole Ryan at 443-235-1825 or nhastings325@gmail.com.
- P.E.O. car magnet Large 6" x 4" oval, eye-catching magnet designed by one of our sisters. Durable vinyl finish. \$8 ppd. Checks payable to Ch. ES, c/o Patty Dahm, 1841 N. Red Cliff, Mesa AZ 85207. nanapatty4@yahoo.com.
- Margaret Parker's greeting cards A set of 8 watercolor reproductions, 4.5" x 5.5", for \$10. Contact Ch. BK, Doris Larson at sanctuary3@mac.com.
- Fused glass marguerite pins and pendants Unique, handcrafted. Choose shape, size, color, intensity, clarity and placement. \$35 ppd. Email Ch. EZ at airsong1@aol.com for order form.
- P.E.O. 3" x 6" logo window clings and stickers Printed in yellow on clear vinyl. Stickers have adhesive backings. Clings of static vinyl can be displayed on any glass surface. \$5/each or 3/\$12 ppd. Ch. EM. Email peoemmi@gmail.com for order form.
- Yearbook template Includes images & logos \$20. Ch. AG. cparkman.peo@gmail.com.
- Custom P.E.O. scarves Exclusively designed fabric, magnetic closure, black, white or navy. \$25, plus \$3 S&H. Checks to Ch. AE, c/o K. Navarro, 6300 Fiesta Ct, Lorain, OH, 44053. chapteraesisters@gmail.com.

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

- cakes for Cottey Cakes for any occasion baked for your Cottey student or suite! \$20, payable to Ch. DW/MO. For more information, call or text Nora at 417–667–1625 or e-mail nquitno@gmail.com.
- Your chapter letters logo Show your spirit and unity with this easy, iron-on personalized logo for shirts, jackets, pillows, etc. Unique design, 2.5" high x 2" wide. Choose black or white. Makes a great gift. \$10/each ppd to Ch. Z. Ships within 2-3 weeks. Contact Nancy at 801-361-9549 or nswebster62@gmail.com.
- Daisy Swedish dish cloth and scrubby Enjoy this lovely and very practical hostess gift. Contains 1 Swedish dish cloth and 1 handmade scrubby pad. \$8, includes shipping. Ch. FS. peosdefranco@gmail.com.
- Sterling silver and 10k gold includes marguerite daisy earrings, necklace, ring and bracelets. Gold star jewelry includes earrings and necklace. Created and crafted by member of AG/SC chapter. For more details and pricing, contact Linda Saylor at 407–595–2119 or email linda@thesilvergarden.net.
- P.E.O. mousepads Royal mousepad with white daisy. \$13 ppd. Personalize with chapter letters for \$2 more. Checks to Ch. GN, c/o Lynne Smith, 381 S Evergreen Ln, Wichita, KS 67209. 316–640–6291 or Ismith@uslogo.net.
- P.E.O. "wild woman" pin \$20 + \$5 S&H. Checks to Ch. I, c/o R. Merrill, 205 Bud Nalley Dr, Easley, SC 29642. atonear@gmail.com.
- Garden flag "Welcome" flag with an artful star in the center of a large daisy. 100% polyester, printed on one side, stand not included, 12" x 18", \$15 ppd. Ch. FL/OK, c/o R. VanPool, 2649 SW 96th St, Oklahoma City, OK 73159. gf4s@yahoo.com.
- **Equipoise tote** 16" x 14" x 3" Black polyester canvas with yellow text and seven petal white daisy as dot in first "i." \$25 ppd U.S. Ch. AZ, c/o Carolyn Scott, 24 Meandering Way, Round Rock, TX 78664. carolyn@ask-scott.com.
- P.E.O. ceramic ornament 2.75". Smooth, ceramic, two-sided. \$25, includes \$&H and gift box. Checks payable to Ch. CN, c/o Hope Strohm, 1216 Maple St, Bethlehem, PA 18018. For more: hopah36@gmail.com.
- **Daisy or star bracelet** US artist creates with stainless steel and glass charm. \$29 ppd. Ch. EE, c/o Mary Kerr, 1019 Linden St, Morton, IL 61550. patchescmusa@aol.com.
- Sisterhood travel carry-all Perfect for your iPad with a wonderful P.E.O. message. \$28 USD, includes shipping. To order, email Ch. B/BC at chapterb_bc@shaw.ca.

- Newsletter template Includes images/logos, \$10. Cparkman.peo@gmail.com. Ch. AG/GA
- P.E.O. vinyl banner 5' x 2'. \$55 ppd. Ch. O/NH. For more information, contact robertac1202@gmail.com or 603-744-5110.
- 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.
- 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.
- Paper linen napkins and guest towels Gold-foil marguerite design on

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

- Magnetic daisy pinback \$9 ppd.
 Two-inch yellow and white daisy to hold your
 P.E.O. emblem. We welcome large, small and
 single pin orders. Please specify if your emblem
 attaches with a safety-pin fastener or a tie-tack
 fastener. Checks payable to Ch. JO. Contact
 Sandra Smith, 1915 Sherry Lea Dr, Neosho,
 MO 64850 or email mochapterjo@gmail.com.
- Magnetic star or daisy emblem holder 2.5" white star with yellow outline or white daisy with yellow center. \$10 ppd. Contact Ch. PE/IA, Diedra Betzen at deebetzen@yahoo.com for more information.
- P.E.O. shopping bag Folds into pouch. Bright yellow with distinct logo. \$8 ppd or bulk discount. Ch. K-M/CT. JillsaQT@icloud.com.
- 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.
- 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 chapterwojewelry@gmail.com to order.

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



Child's first cookbook and

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

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

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

Star Samplings cookbook

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



The Colorado P.E.O. Chapter

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

Experience beautiful Idaho
Just 20 minutes from Boise – independent

retirement living in 8 homes and 4 suites. Visit www.peochapterhouseidaho.org or call 208–459–3552.

The Nebraska P.E.O. Home

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

PEO'S mission is to *celebrate* the advancement of women; *cducate* women through scholarships, grants, awards, loans and stewardship of Cottey College; and *molivate* women to achieve their highest aspirations.

The P.E.O. Sisterhood is a nonprofit organization that has helped **more than 113,000 women*** pursue educational goals by providing **over \$366 million*** in educational assistance, making a difference in women's lives through six philanthropies and a foundation:



P.E.O. EDUCATIONAL LOAN FUND (ELF) A revolving loan fund established in 1907 to lend money to qualified women students to assist them in securing a higher education. Has loaned \$221 million.*



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



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



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



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



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



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

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

*As of April 2020





"Getting huge support from P.E.O. for my education during this crisis has already encouraged me to stay positive and focused in my education... Thank you again to you and all P.E.O. chapters for helping me and many other women around the world."

-SHUBHA MALLA

P.E.O. INTERNATIONAL PEACE SCHOLARSHIP RECIPIENT FROM NEPAL

"P.E.O. is made up of some amazing, supportive women. I have found friends wherever I go because of P.E.O. I love that we band together to help women and girls all over the world with their education!"

–KATHERINE FREDERICK G, WASHINGTON, D.C.



Listen to The P.E.O. Record on your Smartphone, Tablet or Computer

Chapter DO, Kansas City, Missouri, has recorded an abridged audio version of The P.E.O. Record for visually-impaired sisters as a digital (MP3) file. Located on The P.E.O. Record page of the member website, https://members.peointernational.org/news-events/peo-record, MP3 files are available for any sister to stream or download!



Deadline for Project Incentive 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, 2021**, to be included in the spring selections.

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













Supporting Cottey Students

Your Cottey chairmen have wonderful ideas on how to support your Cottey students! Adopt-A-Student and Adopt-A-Suite programs are coordinated by each state/province/district. Most Cottey chairmen are listed on their s/p/d websites. Contact your Cottey chairman to find out more about these programs!



Payments for Chapter Fundraisers

P.E.O. chapters are classified as **nonprofit** entities, but are not considered **charitable** by the IRS. All donations to and payments for a chapter fundraiser must be issued directly to the chapter and are not eligible for a charitable deduction. Chapter members are not to make checks payable to any P.E.O. project or P.E.O. Foundation in connection with a fundraiser involving the exchange of goods or services.

Individual charitable donations may be made payable to one of the International Chapter projects or to P.E.O. Foundation and sent directly to the Executive Office or Cottey College. In order to receive proper tax documentation for a charitable deduction, a donor may not receive any goods or services in exchange for a contribution.



Local Chapter Use of Credit/Debit Cards

Debit cards and credit cards are not to be issued or held using the name or tax ID number of a local chapter. All disbursements of a local chapter are to be approved by chapter vote prior to payment. The treasurer shall pay all bills of the chapter by check. Cards that are automatically issued in conjunction with a bank account should not be used and should be destroyed.



Local Chapter Payment Collection by Credit/Debit Cards

Local chapters may choose to receive funds by debit/credit card reader (Square, Roampay, etc.) and/or Peer-to-Peer mobile app services (Venmo, Zelle, etc.) to accept payments for dues, fundraisers and non-tax deductible donations to chapters. All services must be linked directly to the chapter's bank account. ★



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 in a day May not be available in

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

P.E.O. PROGRAM FOR CONTINUING EDUCATION BRIGHTER TOMORROW PROGRAM

This year the P.E.O. Program for Continuing Education (PCE) announced an additional special recognition for substantial gifts in support of women. Now there are two ways chapters and individuals may participate:

BRIGHTER TOMORROW PROGRAM ONE-TIME GIFT OF \$500

NAMED GRANT PROGRAM ONE-TIME GIFT OF \$3,000

PCE has supported women returning to school to improve their marketable skills for employment by completing a degree or certification.



NEVER BEFORE HAS THE
NEED FOR GRANTS BEEN
SO GREAT. THANKS FOR
SUPPORTING PCE BY
RECOMMENDING
QUALIFIED WOMEN AND
PROVIDING FINANCIAL
CONTRIBUTIONS FOR
MORE THAN 47 YEARS!